

ABSTRACT

Thesis Title : Industrial Relations Promotion for Encouraging Investment
The Case Studies: The Roles of Employers' Confederations
And The Roles of Employees' Congresses

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Degree Sought : Master of Economics

Academic Year : 1998

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The objectives of this thesis are to study the roles of Employers' Confederations and that of Employees' Congresses on the industrial relations promotion for encouraging investment. The data used in the analysis were derived from documentaries and interviewing the Employers' Confederations committee and that Employees' Congresses committee by formal questionnaire, while informal interview was used for the labour academicians experienced in the industrial relations .

The results of the study are shown that the actual performances of the Employers' Confederations and that of Employees' Congresses have both likeness and unlikeness. For likeness. It can be divided into seven categories. Firstly, their performances are inconsistent with the organizations' objectives. For example, they do not provide enough budget for the educational promotion for their members and do not actually support the industrial relations promotion. Secondly, each organization selects their members to be the representative in the tripartite committee in order to protect its benefits, for example

the representative in the associate judge and the labour relations committee etc. Thirdly, to develop the industrial relations systems, they use tripartite system more than bipartite system. Fourthly, in the case of the human resource development, they usually provide either a seminar or a short training course for their members. Fifthly, they always give the beneficiary consults to their members in negotiation process. Actually the Employees' Congresses play this role more than the Employers' Confederations do. Sixthly, for industrial relations promotion, they choose the beneficiary promotion method in order to get more advantage. Finally, the lack of cooperation of the organization members is the crucial problem. For unlikeness. Firstly, the key issue is the conceptual framework of the organizations. Namely, the Employers' Confederation always focus on the peaceful concept but the Employees' Congresses always focus on the violent concept. Secondly, for encouraging investment, the Employers' Confederations always focus on compromise but the Employees' Congresses always act as the strike leaders of the employees by unsuitable method such as blockading high-way.

The future performances that those organizations ought to do in order to encourage investment are as follow. Firstly, they ought to follow up their organization objectives strongly. For example, the organizations should provide more budgets for training program to approve the member quality. Secondly, selected consultants should be educated persons that can give good advice to the members in all situations and they ought to put the right consultants on the right cases. Thirdly, they ought to participate in setting up the labour policies to make the industrial relations be consistant with the socio- economy of the country. Fourthly, they ought to join together to eliminate the labour problems in order to make confidence to all investors. Fifthly, they ought to improved the communication system for all members. And lastly, all members of these organizations ought to join hand in hand in all activities.