

## **ABSTRACT**

**Thesis Title** : Stopping the Disagreeable Labour Controversy in Accordance  
with Labour Relations Act 1975

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When the claim and bargain negotiation between the employer and employees concerning the employment condition are occurred, that claim cannot be agreed until it becomes the disagreeable labour controversy. As a result, it affects to the economy and peace of the public. Labor Relations law has the intention of permitting the employer and employees to have good understanding and treatment one another with justice. For stopping the labour controversy, Labour Relations Law enters to determine the methods of stopping the controversy between the employer and employees in order to do that quickly and be just to the disputant at most. It also includes the use of Labour Relation Methods, Which is the last one of stopping the controversy. That is : the employer can use the Labour Relations Method by closing the work or the employees can use the Labour Relations Method by the strike. This is done for enforcing another party to follow their own claims in every case of the labour controversy use the labour Relations Method for any claims, it will make the peace of the country and economy get a lot of impacts and also the severe impacts to the employer and employees.

From the study, it is found that stopping the disagreeable labour controversy in accordance with Labour Relations act contains a lot of restrictions whether it will be the use of the minister's discretion for commanding the disagreeable labor controbersy into the labor controversy willingly. It can see that the arbitrator's qualifications for the labour controversy and duration of its arbitration including the case of the employer or employees for stopping the disagreeable labour controversy by the Labour Relations Method of enforcing another party should have the legal measure for delaying the employer and employee's right exercise by the labour Relations Method, such as : closing the work of the employer, the employees strike and the protection of notfying the employee's claim without the certain duration and soon.

Therefore, it is necessary to amend Labour Act 1975 concerning the frame determination of using the minister's discretion for commanding its arbitration with enforcement of the determination the arbitrator's qualifications, the duration of arbitration and the ovbious revocation of the arbitrator including the determination the measure of delaying it in order not to have the disputant choose the Labour Relations Method too easily by determining the presentation of the Last resolution for giving the secret points over a half of the employees who set their names for notifying their claims. For the possibility of Labour union's stike, it can be done by the resolution at the big meeting for amending the faults of the Law mentioned, it is done for stopping the labour controversy occurred so as to end quickly and not to affect the overall economy of the country and also to have good relations between the employer and employees for the cooperation of further operation.