

ABSTRACT

The main objective of this paper is to study the implementation of the International Labor Organization (ILO) Conventions in Thailand to determine whether Thailand enforces these conventions at the international standard. It also looks at the Thai Labor Act and State Enterprise Labor Relations Act with relation to the international labor conventions. This paper uses the settlement of disputes by the Thai Labor Court as a case study to discuss the implementation of ILO conventions.

This paper uses deductive method by deducing the principles and rules of the ILO standard into the particular case in Thailand. The paper is not a comparative study. It analyzes ILO implementation in Thailand only.

This study has found problems in the implementation of ILO conventions, including:

- ratification of ILO conventions by the United Nations member states
- avoidance of enforcement of ILO conventions by employers
- lack of power to negotiate wages by employees
- ineffective implementation of ILO conventions by the judiciary

However, this paper proposes some techniques to pressure the member states of the U.N. to enforce ILO conventions by using economic advantages under the international economic forum such as the WTO or political means as tools. Moreover, this research will be useful to those who would like to further their studies on the rights of labors.