

Abstract

The objective of the study on “Opinions of Thai Civil Servants on the Establishment of Civil Servant Union, Office of the Civil Service Commission” is to study the opinions on the establishment of a civil servant union and its roles as well as the tendency to join the union if established. The samples consist of 83 civil servants of the Office of the Civil Service Commission. Data are collected using SPSS and statistical tools of percentage, mean and standard deviation. The findings of the study are as follows:

Most of the samples are female, aged between 41 and 50 years, married, with an education level higher than a bachelor's degree, with more than 21 years of service, working in technical positions, with a salary higher than 20,000 baht. In their opinions, the necessity for the establishment of a civil servant union is at a high level, the ability to negotiate and bargain about benefits is moderate, while the rights and freedom about work are found to be lowest. The form of civil servant union that the sample group agrees most is that there should be no limit to the types of membership, and they see advantages from having a civil servant union established and acting as a coordinating body between public administrators/government and civil servants. The disadvantage of establishing a civil servant union is that it may be interfered with by political civil servants. However, the samples think that the civil servant union should play a greater role with its members and workers than a political role. If a civil servant union is established, most samples have a tendency to become members.

The study recommends that the civil servant union to be established should be a central body with subsidiary unions, be independent from the State and political civil servants, focus on playing a role of coordination and bargaining concerning rights and benefits between civil servants at the executive level or government and regular civil servants, and have clear rules and regulations in its registration acceptable to all parties concerned.