

Abstract

The objectives of the study on “State University student s’ Awareness of Labor Rights under the Labor Protection Act, B.E. 2551 (2008)” are to 1) study the awareness of the state university” students about the labor rights under the Labor Protection Act B.E. 2551 (2008) and to compare such awareness of the students before working. The intention is to provide guidelines for promoting and developing student awareness of labor rights. Data are collected using questionnaire from 65 fourth year students of a state university. The result of the study is as follows:

The samples consist of more female than male students, studying accountancy, most without extra work experience and never taking a course related to labor laws, but with some prior work training. Factors that affect their awareness of labor rights are gender, extra work experience, work training, and attendance in a labor law course. The samples are aware of labor rights under the Labor Protection Act B.E. 2551 (2008) in the following areas. On work time, they are aware of normal work time, minimum wages, welfare and compensation. On overtime pay, employment contracts and various rules and regulations, they have little awareness. It is found that those who know of such labor rights do so mainly through personal media, especially their teachers, and television. What affects the awareness difference in almost every aspect of labor rights is that the samples have attended some labor law course. As a result, they have a different awareness from others, especially of labor rights, work time, wages, welfare, employment contracts and various rules and regulations. However, the samples express their opinions that the government sector should disseminate information on labor rights in a language easy to understand and that education institutes should set up a course on the subject.

The study recommends that the government sector and education institutes jointly organize activities to promote knowledge of labor rights to students before they graduate and enter the labor market. In particular, education institutes of all levels should provide knowledge on basic labor rights and encourage the instructors to

include the matter in their teaching. Campaigns should also be launched to encourage students and the general public to become more aware of labor rights and take an active interest in learning about them.