

## **The Failure of the Labour Sector to Political Involvement in Thailand**

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One from the ten principals of Democracy philosophy is the involvement of citizen. Labour in Thailand is one stakeholder that has minimal involvement in the political system compared with other developed countries such as the American Federation of Labour – Congress of Industrial Organization (AFL-CIO) which is a major influence on the Democrat party, *Landsorganisationen i Sverige*, literally "National Organisation in Sweden" (LO), The Labour Party in the U.K. etc. Research has shown there are benefits of the labour sector participating in politics such as (1) Protecting their own rights (2) Reducing poverty by improving income distribution (3) Peaceful reduction of conflict (4) Effectiveness, efficiency, and royalty (?) improvement. The major failings could be (1) Unity or conflict due to benefit of each group among labour is varying (?) (2) Laws (3) Knowledge or consciousness about political involvement by the labour force (4) Personal economic circumstances, and (5) Military coups. This research was conducted by gathering related secondary data, focusing on group interviews of experts such as government officials, NGO officials, leader of labour unions, employers, and politicians.

*Keywords:* labour sector, labour union, labour leader, political involvement

Normally there are three types of Democracy theories – namely Libertarian, Social Democracy and Religious Democracy. Their basic elements are concerned with rule by constitution, rule by law, the right to be involved in political and social justice, state welfare and human rights in accordance with The United Nations Universal Declaration of Human Rights, which summarizes in five categories rights such as the rights of citizens, cultural rights, economic rights, social rights, and the right to be involved in politics (Suttawet, 2006). The last one is seen to influence the other four due to the fact that aristocratic classes will always issue laws to serve their own needs. As an example, legislation for the Institution of Safety, Health in Work and Environment has still not been approved although it was first proposed in 1996 (Saengsang, 2007). Also, the International Labour Organization (ILO) imposed a rule that minimum wages must cover three persons (father, mother and child), but the current minimum wage at 191 Baht is sufficient for one person only and it would only be enough for three persons if two people worked and shared (father and mother) (Pudwalee, 2007) etc. These problems have occurred due to there are no representatives for labours in parliament. In other words, the labour

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sector in Thailand is less involved in politics compared with many developed countries such as American Federation of Labour – Congress Industrial Organization (AFL-CIO), a major influence on the Democrat Party in U.S.A., *Landsorganisationen i Sverige*, literally "National Organisation in Sweden" (LO) and the Labour Party in U.K. etc. Experts in all related areas believe the situation could be better, if the labour force was represented in parliament.

There are three major issues that this paper is aims to cover. Firstly, it is to find out whether the labour sector is sufficiently involved in politics of Thailand. Secondly, to reveal the major obstacles that block the labour sector in Thailand from being involved in politics and finally, whether it is good or bad for the labour sector to be more involved in politics in Thailand.

### **Related Theories to Labour**

There are three major concept ideas about labour that relate to politics :

1. Labour relations and politics. In a capitalist system, labour relations means the relationship between workers and employers that include cooperation and conflict and the state will be the “middle men” to arrange these cases. If labour is united and has a strong connection to politics, labour will be able to influence the policies, laws and administration of governments.
2. Strategies and mechanisms of labour. These are strategies or tactics and any political mechanisms that labour uses for building the advancement and strength of labour. It can be 2.1 Demanded peacefully, such as sending a letter or asking to meet the leader of the government 2.2 mass action such as rallies or congregating to protest and strike 2.3 Lobbying politicians or parties to issue labour law 2.4 Gathering signatures to propose laws to parliament 2.5 Supporting politicians or parties in the hope of winning an election 2.6 People of labour side is involved in political parties or government and getting title to work for a political party or government 2.7 Proposing labour representatives for election as senator or congressman 2.8 Establishing the labour party and aiming to administrate the country and 2.9 making a coalition government issue labour laws.
3. Political, economic, and social systems. Differences in political affairs or doctrines in each country will result in different capital, labour, and political arrangements. In communist countries, labour unions will be one part of the communist party. In socialist countries, labour may be allowed to work closely with the government to look after and issue law. But in democratic countries, labour is allowed to establish their own parties with the aim of administrating a country (Suttawet, 2006).

## **The History of Labour in Thailand**

We may classify the history of labour into two periods :

The first period is the pre-revolution 1932 period. In this period, Thailand was governed under a feudal system. The feudal system in Thailand separated people into three layers. The top layer was the King who had the right to govern the middle, feudal official layer. The bottom layer consisted of serfs and slaves, who were governed by feudal officials. In fact the slaves had an even lower status than the serfs. Serfs and slaves were forced to labour in every area of activity, ranging from farming, building temples, palaces, roads, and providing national defense without pay. However, the feudal officials would provide food, shelter, medicine, security and other essentials and the slaves were treated as objects and were tradable among feudal official and kings. Serfs and slaves also did not possess the right to travel outside the territory of their feudal official, nor did they have a right to trade with foreigners.

With the signing of the Bowring Treaty with England in 1855, Thailand was opened to international trade and changed from a self-sufficient economy under the feudal system to a commercial economy. At this time, rice and sugar were two major export items. The key to a commercial economy or industrialization is a paid workforce, but Thais were bound by the serfdom pattern of the feudal system. So there was a demand for paid labour and it was filled by migrant labours from China who were escaping from the hardships of life there. The Government of Thailand encouraged these Chinese workers to visit brothels, gambling parlours and opium smoking dens with the aim of keeping them away from protests. During the time of King Rama V, Thailand was starting to modernize and sustain industry by constructing railways, installing electricity, and developing the postal and communication infrastructure. Major industries included rubber processing, mining and forestry. Also, King Rama V decided to abolish the serfs and slaves system with the political aim of acquiring all power remained with the King and influenced of world demand to anti-slave system. With no more serfs and slaves, the majority became self employed or employed by others and got paid in return.

After King Rama V had abolished the serfs and slaves system, most Thais were self-employed sowing crops or other farming. At the outset, the return was quite good. Meanwhile high investment in modern industry had occurred by Chinese and Western people that caused from Bowring Treaty and the price of rice and crop began to drop. Some Thais sold their land, borrowed money from Chinese traders or western bankers and later their land was confiscated. Without land or money, these Thais needed to work for others. There are many evidences such as leaflets and newspapers to show the situation of workers in Thailand in the past, regardless whether they were Thai or Chinese, had faced appalling working conditions before the revolution in 1932 and these workers started to gather themselves to be united and to demand fair treatment from employers (Thai Labour Museum, 2007).

The second period is the after revolution of 1932. Thailand has change from a feudal system to a democratic system.

One of the panels at the Democracy Monument near the Grand Palace in Bangkok says “all about the vision of the democratic struggle -- the government is for the welfare of all but not the luxury of a few.”

The political reformation in Thailand leads to an increase in collective labour. Some of them such as tram workers, cement plant workers, train workers formed their own associations. Collective bargaining became widespread in this period. The major possible causes included (1) The economic recession that resulted from the end of the First World War. (2) Freedom to be involved in politics and express opinions that resulted from democratic philosophy. (3) Support from scholars and pressmen. Meanwhile there was evidence of the spread of the communist doctrine via some Chinese labour associations. The Thai government issued laws to suppress them and also established the Thai Labour Association to oppose those labour associations who were interested in the communist doctrine. After the Second World War, there was a battle to seize power between field marshal Por Phibulshongkham, the prime minister of the Thai government, and field marshal Sadit Thanarath. Field marshal Por Phibulshongkham had used the Thai Labour Association as a power base against military power and he also issued the Labour Relations Act 1956 with the aim of allying with labour, but this law was revoked after a military coup by field marshal Sadit Thanarath on 20<sup>th</sup> October 1958.

From 1958 to 1972 was a dark age for labour, because the development plans of the Thai government that were led by the military emphasized extending the scale of the economic but was very weak in social concern and income or wealth distribution throughout Thailand. The Thai government that was led by the military had used section 17 from Charter for the Administration of the Kingdom 1959 to arrest the leaders of labour movements and prohibit any political uprisings. Some labour leaders were executed, accused of being communists. Moreover the Thai government that was led by the military used other tools to control labour (1) Educational institutions taught students obedience without argument including overlooking the human rights, liberty, and logic. (2) Mass media directed society to feel that the stoppage by workers was damaging to the economy. It was carried out by aggressive workers, who did things without thinking or got money from communist countries to damage the security of Thailand. (3) Religion taught people to work hard for money. One famous motto which is still heard today is “Work is Money, Money is Work to provide happiness” and (4) Culture - Thai culture had a class system resulting from the feudal system. Many Thais at that time did not believe in human rights (although even today, some still resist).

Many foreign countries tried to pressure the Thai government to allow workers in Thailand to be able to establish unions. For example, the International Confederation of Free Trade Unions (ICFTU) condemned the Thai government at the conference of International Labour Organizations between

1958 and 1972. The secretary of ICFTU sent a letter to the Thai government. Finally, the Thai government consented to issue the Declaration of the Revolution Council no. 103 to allow workers to establish unions, because the Thai government was afraid that the foreign countries would cut the aid projects (Boonmarath, 2006). Between 1972 and 1980, there were a growing number of unions and stoppages of workers and a very strong labour movement was regardless of the private sector or state enterprises. For example Mr. Paisan Thawatchaina the president of labour union group of Thailand used to call for strikes throughout Thailand to protest against the price of rice. The possible causes were (1) Economic recession - many employers cut the welfare benefits that they used to provide to workers. (2) Scholars provided knowledge to support the workers. In general, although the workers of private sector might have suffered more workers than state enterprises, most of the labour leaders in this period were from state enterprises due to their being better educated. However, the growth of labour sector in Thailand floundered for a while, resulting in the 6<sup>th</sup> October 1975 event when the Thai government suppressed the students at Thammasat University. Some labour leaders, such as Arom Pongpa-ngan from the Metropolitan Waterworks Authority, were arrested and released later. Since 20<sup>th</sup> October 1977 the situation has improved. After 1975, many labour unions had amalgamated to establish labour councils. Initially, there were three labour councils and an increasing number over time. Today there are 11 labour councils in Thailand. As result the labour sector in Thailand started to weaken. Because since 1980 there was split up among labour leader, good illustrated would the conflict in Labour Congress of Thailand between Mr. Paisan Tawatchainan group and Mr. Amud Khamthet-thong, Mr. Sawat Lukdo who were from state railway of Thailand and backing by military. It had lead increase the number of labour councils in Thailand with result of non unity, non clear directions.

Moreover, after the military coup in 23<sup>rd</sup> March 1991 had emphasized the weakness of labour sector in Thailand by issued law to split out the worker of state enterprise from Labour Relations Act 1975 with issued the declaration no. 54 of National Peace Keeping Council (NPKC) to not allow the workers of state enterprises to support any activities of workers in private sector and later Thai government had issued the State Enterprise Labour Relations Act 2000. Mr. Thanong Po-arn the president of the Labour Congress of Thailand had disappeared after he had protest for the declaration no. 54 of NPKC (Suthavanit, 1998).

Present since the declaration no. 54 of NPKC, the relationship among labour in state enterprise sector and private sector become weak, less co-operative or support each other. Many labour parties had established and revoke or stagnate. Not much of labour leaders have become senators or Member of Parliament (MP), no clear evidences to show their votes were from workers or any labour institutions and these people in political party that not relate or less interest to labour activities. The labour movement outside parliament becomes much weaker than before. Remain two major groups in present. First group is leaded by Assoc. Prof. Jai Ungpakorn in method of Marxist, Leninist, and Trotskyism. Second group is leaded by Somyot Pruksakasemsuk in method of Social Anarchism.

However, there are many to re-trying to form labour parties. But it still not stagnate or unsuccessful (Suttawet, 2006).

## **Research Method**

Qualitative method is implemented to do a research in this paper. It started by collecting all information that concerning about labour and political in Thailand. By search from well written documents, web sites, and also highly emphasized on personal interview to related expert such as politicians, government officials, NGO officials, president and secretary of labour union and confederation, and presidents and secretary from employers' confederations or councils.

Analyze the contended from personal interviewing of those expert and find out the issues to discuss with prove the validity by theories or well written documents. Finally, make a discussion to find the true and conclude with recommendation.

### *Analyze the Data*

The first issue, we start analyze. "Whether the labour sector do involved enough in political of Thailand". From the personal interview to many experts in labour such as leaders of labour unions, government officials, NGO and even though employers, all of them are felt that the labour sector still being less to involved in political to compare with many democratic countries. Good Illustration, the AFL-CIO had backing the Democrat party in USA for several decades. Labour Party in England and LO that absolutely powerful in political of Sweden and Labour Party in U.K. One expert said that the "RenGo" the labour congress of Japan is highly influence to the political of Japan. Any political party that is supported by RenGo, It is got highly chance to form the coalition government. Thailand still far away from that level and most political parties not pay much concern to labour (Saengsang, 2007). For Thailand, There had been exist of Labour party that Mr. Techin Thupplee or Sahachip party of Dr. Duaen Bun-nang and etc., Anyway, all of them are revoked and the major political parties in Thailand are leaded by elite class, businessmen and government official only, so labour sector in Thailand still very far to involve the politic.

Second issue, many experts had comment there are several factors to make the labour in Thailand to being less involved in politic. "Unity" there is many of beliefs and doctrines among the leader of labour unions. Some are leftist or rather and some are rightist or rather. By the difference beliefs among leaders of labour unions, it has led to conflict among themselves and practice in difference directions and result there are not be able to aggregate the vote from labour or no vote bases for politicians who come from labour side. We can notice from the 1<sup>st</sup> Mayday 2007 at Sanam Luang. There were three groups to organizing their own. First group was organized by 11 labour congresses that received budget from government. Second group was organized by Committees of Thai Labour

Harmonized and Thailand Federation of State Enterprise Labour Union and third groups was organized by Assembly of labour 1550 with raised issued to anti to drafting the constitution 2007 (Kosakul, 2007).

Laws, many experts in labour movements have complained that law is one crucial hindrance to block the Thai labour to be involving in politic. Thai government often demands for liberty trade. But Thai government has not accepted the bargaining between employers and labours. Example Thai government has refuse to make confirmation to convention no. 87 that admit in right to gathering in groups and make a right protection with convention no. 98 that admit the right to gathering for bargaining. Many sections in Labour Relation Act 1975 are not conformed to convention no. 87 and 98 of ILO. Moreover the Labour Relations Act 1975 had been modified already four times. Those were modified during coup (Thanachaisetavut, 2007).

Table 1  
*Illustration the Sections of Labour Relations Act 1975 that not be Conform to Cconventions of ILO no.87 and 98*

Issued	The Principles Convention no. 87 and 98	Laws of labour that not conforming to convention no. 87 and 98
1. The persons who have a right to establish the labour unions and be committee of labour union.	Convention no. 87, There must be freely in established labour union without any subjective.	<ul style="list-style-type: none"> <li>- Must be over 20 years old and hold Thai Nationality.</li> <li>- Workers must be employed by employers. The freelance and work at home and etc., do not have a right to establish labour unions.</li> <li>- Workers in private sector and state enterprise can not be gathering to establish labour due to law imposed to separate.</li> <li>- Government officials and employees by government can not establish the labour union.</li> </ul>

Issued	The Principles Convention no. 87 and 98	Laws of labour that not conforming to convention no. 87 and 98
2. The principles in establish labour union and administration.	Convention no. 87, There must be non any sanction or impede the administrations, activities of labour unions.	<ul style="list-style-type: none"> <li>- At least ten workers must submit the application of registration in establish the labour union with attach the regulation to government officials.</li> <li>- There must be at least 25% workers state enterprises in establish the state enterprise labour union.</li> <li>- The government officials have the right to enter the office of labour union for inspection and demand for evidences. In case the problems have occurred.</li> </ul>
3. The right in gathering to establish the labour federation.	Convention no. 87, Labour organizations are freely and have the right to establish or join the federation.	<ul style="list-style-type: none"> <li>- Labour unions in private sector and state enterprise labour unions are not able to aggregate to form labour federations or labour congresses.</li> <li>- Only labour federations of state enterprise are able to be member of labour congress.</li> </ul>
4. Number of labour unions in one work place.	Convention no. 87, About right in gathering of labour by freely.	<ul style="list-style-type: none"> <li>- Only one labour union for each state enterprises with one workers can be member one state enterprise labour union.</li> </ul>



Issued	The Principles Convention no. 87 and 98	Laws of labour that not conforming to convention no. 87 and 98
5. Prohibit the workers to be member of labour union.	Convention no. 87, Freely in gathering of labour by not limited the right.	<ul style="list-style-type: none"> <li>- Worker who is a commander, is not permitted to be member labour union that establish by other worker and other workers can not be member of labour unions that established by commander or commander be member.</li> <li>- Workers at administration level of state enterprise and include to temporary, seasonal and projects have no right to be member of labour union.</li> </ul>
6. Consultants selection labour union.	Convention no. 87, There must be no of any sanction from government officials to the administration of labour union.	<ul style="list-style-type: none"> <li>- Only the registration labour unions with Department of Labour Protection and Welfare will have the right to select a consultant to make a bargaining.</li> </ul>
7. Principle about the right in work stoppage by workers.	Convention no. 87, The government official must not be sanction or impede any affairs of labour union and offended to the convention no. 98 that government agency must not be sanction for any bargain.	<ul style="list-style-type: none"> <li>- Labour union in private sector must make a general meeting and vote by member must not less than 50% be for start any work stoppage.</li> <li>- Ministry has an authority to cancel any work stoppage, although those are non essential services.</li> <li>- State Enterprises are prohibited to do any work stoppage, although those are public service.</li> </ul>

Issued	The Principles Convention no. 87 and 98	Laws of labour that not conforming to convention no. 87 and 98
8. The protection to founders of labour union and gathering to make a bargaining.	Convention no. 98, The organizations of labour are posses the sufficiency protection without any sanction or impede by employers.	<ul style="list-style-type: none"> <li>- There is no obvious law for founders of labour unions.</li> <li>- The law is not prohibited to lockout by particular groups of labour or submit the list to employers. And the employers have a right to employ others to replace.</li> <li>- The difference in protection between “Committees of worker” and “Committees of labour unions” is a punishment. To fire committees of employees must obtain permission from labour court. Meanwhile employers have absolute right to fire or punish to committee of labour union.</li> </ul>

*Source:* Bundit Thanachaisethavut, Law of Labour Relations that not Conform to ILO Convention no. 87 and 98 <http://www.thailabour.org/thai/journal/05050311.html>

There are many labour congresses in Thailand. And each labour congress has difference direction from the others. Some labour congress or unions are nominees or not real work by obtain a few members but it still has equally right to vote like big labour unions in tripartite system (Committees that form by government, employers and labour) (Narapribun, 2007). In most developed countries, there are a few labour congresses only such as U.S.A., U.K., Germany, Sweden and Japan. But the number of labour congresses should not be the problem of politic involvement of labour. Because if everybody think of the benefit of country. It should not be affected to the performance of labour to politic involvement. Anyway, many labour congresses should be better than a few due to the labour will have the choice (Chanasit, 2007).

Some law that obvious impede the labour from politic involvement like to impose the candidates for senator and MP must hold bachelor degree or higher. Another, workers have been proposed for long time to vote for the senator in area that they have work. The reason, most of workers in Bangkok and close provinces come from country side. So if they have to go back to their own provinces for the election and the senators at there will not be able to give the advantage or disadvantage to workers. But the senator in their work environment may not care to those workers. Due to these workers are not vote base to the senator at work environment of workers.

Knowledge In fact the power of labour sector is very high, but the reasons of unsuccessfully due to there are non clear of direction among labour. Behind the beliefs of leftist and rightist, it is about their own interest. Especially the conscious of labour, today just think about own situation of economic. Not much to think of nations (Phormpan, 2007). Most the management size and employers are not encourage the labour to update their knowledge or attend any outside seminars or meeting. Just demand for labour to work in factories (Pudwalee, 2007). Most of workers in Thailand still are not conscious about their right and politic involvement, they think the politic matter is not related to them and just concerning to wages rate, overtime, and welfare such as bonus from employers To go home at country side, the workers need to at least pay for transportation expense and risk to be cutting the allowance from employers (Saengsang, 2007). Thai workers do not realized about their right and money can buy their votes (Salinlaumpai, 2007). One document has shown the labour density in U.S.A. 14.1%, U.K. 30.1%, Germany 32.2%, South Korea 13.7% and Thailand 2% (The Japan Institute for Labour Policy and Training, 2007). Income may be the great factor to influence. At the minimum wage 191 Bath per day at 8 hours or 5,348 Baht per month (work at 28 days per month). It just almost not enough for one person, imaging the rental room 1,500 – 2,000 Baht per month, foods per day about 60 Bath per day, and travel expenses. Roughly 5,000 Baht, it still not include other expense such as cloth, hair cut and etc., So normally workers must work overtime or work at 10 hours per day and earn about 263 or 7364 days. And it will be sufficiency for three persons (Father, Mother, and Child) only two persons work together and share. After work hard for long day, the workers just want to relax by watch drama, joke or drink among friend. They have no feeling to think of any serious matters. Conversely, if they think about to protecting their own right such as fair paid, work in safety environment. Their family life and personal life would be much better. Getting the fairness, they must gathering to fight in groups, labour should not to abuse the right of the others, but Labour should learn to protect their own right (Taln-lek, 2007). To play the political in Thailand, there is need a huge of money to invest that might be big burden for workers (Pridivipatha, 2007). The culture of Thailand was evolutes from feudal system that the serfs and slaves were learning to obey and depended on mercy and protection of elite class. On the culture, people did not realize about the freedom, right and equity. So it may hard or take time for labour to learn and work on the democracy philosophy (Suttawet, 2006).

Third issue, many have concern that if the labour unions are strong, it might be affecting to the economics' performance. The president of Employer's Confederation of Thai said, it not true, today the relationship between employers and workers had developed very much. Since around 1980, Thailand began to use the tripartite system. The big disputes, strike, or lockout seem to lower as time goes by. Because every party has a chance to meeting the others for co-operate to support each others and benefit to every party. Example during the Baht-Crisis in 1997, Thai workers were willing to reduce their wage rate or work more hours and etc., aim to support business to survive (Pridivipatha, 2007). Thailand had working day lost about 24,051 days in 2003 (Labour Standards Development Bureau, 2007) and U.K. was about 157,400 working days lost in 2005 (Office for National Statistics, 2007). Although the number of working day lost in U.K. will seem to be higher than in Thailand. But if we also compare to the population density of U.K. at around 30% and Thailand 2%, the working day lost of Thailand might up to 360,765 days at union density 30% (any way this is just simple prediction). Moreover, we have found many countries that labours play an importance role in political. There will be better in situation of income distribution over the country. Gini coefficients of United Nations has shown that a Gini index of 0 represents perfect economic equality and 100 perfect inequality and it has shown Japan 24.9, Sweden 25, Germany 28.3, South Korea 31.1, France 32.7, UK 36, United States 40.8 and Thailand 42 (United Nations Development Programme [UNDP], 2007)

### **Discussion**

From a long literature review, data collection and analyse by experts. We can obviously conclude that the labour sector in Thailand still be less involve to politic.

From this research we have found the major causes to make a labour sector to be less involvement are (1) Unity (2) Laws (3) Labour's consciousness to political involvement (4) Personal own economic and (5) Military coup. *Unity is important*, because it is a powerful tool in bargain with employers or government and also to influence the national policy. But Unity of Labour sector today is weak due to other three *laws*. (1) Only 15 labour federations can establish the labour congress. Moreover, conglomerate between labour federations and labour unions to reach number and establish the labour congress are allowed. This is should not be the suitable number to create the unity. The expert comments the suitable number should be at least 100 labour federations in forming labour congress. (2) Labour force in Thailand is about 36 million workers, employed by the employers about 13.7 million workers and not employed by the employer about 22.5 million workers. Power of labour already cut about 60% due to the law impose, only workers that employed by employers are allow to establish labour union or aggregate. (National Statistic Office, 2007). In establish the labour union, the worker need to register to the ministry of labour and take long time with complicate procedure and no clear protection by laws and (3)The law that must be obviously change such as first Allow worker to able to vote the election in their work area, not go to home country for vote and second the candidate of senator or MP don't have to hold bachelor degree or higher.

Political consciousness, Labour sector in Thailand should learn to know to protecting own right. From the literature review, we will see no one will give the fairness to labour. And it is impossible for any individual workers. So labour must learn to gathering in group and fight for mutual benefit with educating all labour to know their right and duty with it accordance to the major principles of democracy philosophy.

Personal economic, might be big obstacle. But if the labour learn to protect own right and duty, they will finally learn more to sacrifice some (not all). In that time labour will be stronger and be united. Not like today only 2% of union density.

Military coups, from the literature review, we will find most of military coup always imposed the laws to reduce the role of labour sector or make the labour sector become weakness. Example, the coup in 1958 was to revoke the labour relations act 1956, and coup in 1991 was to separate the labour of state enterprise side from labour of private sector.

To compare with international data, many countries that labour sector have involved in politic. Those countries have better income distribution throughout the country than Thailand and if we look the literature review. Before the Labour Relations Act 1975, there were highly conflict among labour and employers and government were included in sometime. And since 1980 the tripartite system are implement. There is slowly reduced in conflict due to the involvement give a chance to every related party to consult and talk. Moreover those countries are famous in safety than Thailand with stronger in economic than Thailand. So we can conclude in this paper that to encourage the labour sector to be involved in politic. It will not damage to the performance of countries. Conversely it will provide many benefit such as 1. Protect own right 2. Reduce poverty by improve income equity and distribution 3. Peaceful contribution 4. Effective, efficiency, and royalty improvement.

## **Conclusions**

From this research we can absolutely conclude that the labour sector in Thailand is less involving to the political and rare representatives to influence the national policies for themselves. The major obstacles to block labour sector to involved in political of Thailand are including Unity among labour, Laws, Labour's consciousness to political involvement, Personal own Economic and Military coup. Finally, to encourage the labour sector to be involving in political in Thailand would providing the benefits such as Protect own right, Reduce poverty by improve income equity and distribution, Peaceful contribution and Effective, efficiency, and royalty improvement.

However, from this research, we have found some obstacles to block labour sector to be political involvement are unity among labour themselves and labour consciousness and it come from labour themselves. So the future researches should try to find out the ways to improve the labour's consciousness about political involvement and gathering among labour themselves. Aim to encourage

the labour sector in Thailand to be more political involvement and boosting the fairness of right, income, status of labour in society. who are the major parts of society.

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