



※本アラートは、英文アラートの翻訳版です。

日本語訳と[原文](#)（英文）に差異が生じた場合には、原文が優先されます。

## Legal Alert

### 雇用条件及び労働条件に関する届出書の提出

労働者保護法（仏暦 2541 年、西暦 1998 年）及び同改正法（Labour Protection Act：以下「LPA」）に基づき、10 人以上の従業員を雇用する雇用主は、毎年 1 月末までに労働保護福祉局（以下「労働局」）の局長に雇用条件と労働条件に関する届出書を提出することが求められます。また、変更があった場合、雇用主は当該変更があった月の翌月までに労働局にその変更内容を通知する義務があります。

当該義務を怠った場合、20,000 タイバーツ以下の罰金が科されます。

Experience the future of law,  
today.

## Deloitte の見解

雇用主の大半は LPA が求める本要件を見落としてしまい、労働局から通知を受けるまで LPA を遵守出来ておりません。そして、多くの場合、そのような LPA に遵守していない旨の指摘を受けた雇用主は、LPA に規定される罰金を科されるに留まらず、労働局による職場検査を受けることとなります。

このように、雇用主は LPA を遵守し、通知を受け取らぬように毎年（すなわち、毎年 1 月末までに）労働局に雇用条件及び労働条件の届出書を提出することが推奨されます。

お問い合わせ先:

**Sutthika Ruchupan**  
**Legal Director**

Tel: + 66 (0) 2034 0000 Ext 11473

Email: sruchupan@deloitte.com

**Vipawa Sinhaseni**  
**Legal Manager**

Tel: 66 (0) 2034 0000 Ext 11916

Email: vsinhaseni@deloitte.com

### About Deloitte Legal

Deloitte Legal means the legal practices of DTTL member firms, their affiliates or their related entities that provide legal services. The exact nature of these relationships and provision of legal services differs by jurisdiction, to allow compliance with local laws and professional regulations. Each Deloitte Legal practice is legally separate and independent, and cannot obligate any other Deloitte Legal practice. Each Deloitte Legal practice is liable only for its own acts and omissions, and not those of other Deloitte Legal practices. For legal, regulatory and other reasons, not all member firms, their affiliates or their related entities provide legal services or are associated with Deloitte Legal practices.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms, and their related entities (collectively, the “Deloitte organization”). DTTL (also referred to as “Deloitte Global”) and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more.

Deloitte Asia Pacific Limited is a company limited by guarantee and a member firm of DTTL. Members of Deloitte Asia Pacific Limited and their related entities, each of which are separate and independent legal entities, provide services from more than 100 cities across the region, including Auckland, Bangkok, Beijing, Hanoi, Hong Kong, Jakarta, Kuala Lumpur, Manila, Melbourne, Osaka, Seoul, Shanghai, Singapore, Sydney, Taipei and Tokyo.

### About Deloitte Thailand

In Thailand, services are provided by Deloitte Touche Tohmatsu Jaiyos Co., Ltd. and its subsidiaries and affiliates.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organization”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser. No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.