



Announcement of Walailak University

Subject: Policy on Employment and Labor Management, B.E. 2567 (2024)

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In alignment with Walailak University's commitment to promoting human rights, equal opportunity, cultural inclusion, and ensuring a safe and secure working environment free from harassment, discrimination, and modern slavery, the University hereby issues the following policy. This policy supports Sustainable Development Goal 8 (SDG 8) – Decent Work and Economic Growth, and ensures that all employees are treated with fairness and respect, recognizing that they are invaluable assets to the success of the University.

By virtue of Section 24 of the Walailak University Act, B.E. 2535 (1992), the University issues this Policy on Employment and Labor Management, B.E. 2567 (2024), as follows:

1. This announcement shall be called the "Walailak University Policy on Employment and Labor Management, B.E. 2567 (2024)."

2. This policy shall take effect on the day following the announcement date.

3. Key definitions in this announcement are as follows:

4. Walailak University strictly prohibits the use of forced labor, child labor, involuntary servitude, debt bondage, and human trafficking in recruitment and employment.

5. The University shall adhere to the minimum employment age stipulated by the Labor Protection Act, B.E. 2541 (1998). No child labor shall be allowed under hazardous conditions that may harm physical or mental development or interfere with compulsory education.

6. Walailak University shall promote full and productive employment for all, ensuring that opportunities are available for diverse groups, including young people, women, persons with disabilities, and marginalized communities. The University is committed to providing a work environment that fosters growth, productivity, and inclusion for all its employees.

7. Walailak University shall contribute to sustainable economic growth by fostering an environment that supports innovation, entrepreneurship, and skill development. The University will promote partnerships with local businesses and communities to ensure that economic growth benefits all stakeholders in the region.

8. Walailak University shall maintain high standards of occupational health and safety, ensuring that all employees work in a safe, secure, and healthy environment. Regular safety audits, risk assessments, and health initiatives will be conducted to prevent accidents, injuries, and illness in the workplace.

9. Walailak University shall provide access to lifelong learning opportunities, continuous skill development, and vocational training for its employees. This will enable staff to adapt to evolving job markets, acquire new skills, and remain competitive in their professional fields.

10. Walailak University shall ensure that all employment practices promote gender equality and inclusivity. The University is committed to eradicating workplace discrimination based on gender, ethnicity, religion, or any other status and to creating a work environment where all employees are treated equally and fairly.

11. Walailak University shall promote formal employment opportunities within its operations and ensure that all employees, including temporary and contract workers, are provided with appropriate legal protections, benefits, and access to formal employment rights.

12. Walailak University shall strictly prohibit and actively work to eradicate all forms of child labor, forced labor, and modern slavery within its operations and supply chains. The University shall take a leadership role in raising awareness of these issues and ensuring that all business partners and suppliers adhere to these principles.

13. All faculties, schools, offices, and units of Walailak University must report any suspected cases of forced labor, modern slavery, human trafficking, or child labor. These reports will be promptly investigated, and necessary actions will be taken in compliance with applicable laws and regulations.

14. Walailak University shall ensure that all employees receive fair wages that meet or exceed legal requirements, including equal pay for equal work, in line with the principles of SDG 8. The University shall also provide benefits and economic security measures, such as social protection and pension schemes, to promote long-term stability for employees.

15. The University shall actively monitor and analyze employee compensation data to identify and eliminate any gender pay gaps.

16. Walailak University shall not engage in or tolerate any form of discrimination in outsourcing practices.

17. The University shall provide equal opportunities to all qualified third-party vendors and service providers, ensuring that outsourcing processes are transparent and accessible to all eligible participants.

18. Vendor selection shall be based on objective criteria relevant to the outsourcing requirements of the University, with decisions made impartially and free from bias.

19. This policy applies to all members of the Walailak University community, including faculty, staff, students, contractors, suppliers, and business partners.

