Announcement of Walailak University

Subject: Policy on Employment and Labor Management, B.E. 2569 (2026)

Walailak University recognizes that its employees are essential to the achievement of the University's mission and strategic objectives. The University is therefore committed to promoting fair, equitable, transparent, and responsible employment and labor management practices that respect the rights, dignity, welfare, and well-being of all employees.

This Policy establishes the University's commitment to providing appropriate employment conditions, fair labor practices, equal opportunities, and a safe and supportive working environment. It also promotes effective human resource management, employee development, participation, and constructive relationships between the University and its employees.

Through this Policy, Walailak University aims to ensure that its employment and labor management practices comply with applicable laws and regulations while upholding principles of fairness, non-discrimination, mutual respect, and social responsibility. The University is committed to continuously improving its employment practices to support the well-being, professional development, and sustainable engagement of its workforce.

By virtue of Section 24 of the Walailak University Act, B.E. 2535 (1992), Walailak University hereby establishes the Policy on Employment and Labor Management, B.E. 2569 (2026) as follows:

1. This Announcement shall be called "Walailak University Announcement on Policy on Employment and Labor Management, B.E. 2569 (2026)."

2. This Announcement shall take effect on the day following the date of its publication.

3. In this Announcement:

(1) "Modern Slavery" refers to situations of exploitation in which an individual cannot refuse or leave due to threats, violence, coercion, deception, or abuse of power.

(2) "Forced Labor" refers to situations in which individuals are compelled against their will to work or provide services through force, fraud, coercion, or other forms of pressure.

(3) "Human Trafficking" refers to the illegal act of recruiting, transporting, transferring, harboring, or receiving persons for the purpose of exploitation, including forced labor or sexual exploitation.

(4) "Child Labor" refers to the employment of children in work that deprives them of their childhood or education or is harmful to their physical or mental development.

(5) "Gender Pay Gap" refers to the difference in average earnings between men and women in employment.

4. The University is committed to fair, ethical, and responsible employment and labor management practices that respect the rights, dignity, and well-being of all employees.

5. The University shall comply with applicable labor laws, regulations, and relevant standards relating to employment, working conditions, employee welfare, and labor rights.

6. The University shall provide equal employment opportunities and shall not discriminate against employees or job applicants on the basis of gender, gender identity, age, disability, nationality, ethnicity, religion, or other personal characteristics unrelated to job requirements.

7. The University shall ensure that all employees receive fair wages that meet or exceed applicable legal requirements. Walailak University shall also provide appropriate benefits and economic security measures, such as social protection and pension schemes, to promote the long-term financial stability and well-being of employees.

8. The University shall promote fair and transparent recruitment, selection, appointment, promotion, and career development processes based on appropriate qualifications, skills, experience, performance, and merit.

9. The University shall promote the principle of equal pay for work of equal value and shall take appropriate measures to identify and address unjustifiable gender-based differences in pay.

10. The University shall not employ or engage in child labor and shall comply with applicable laws concerning the minimum age for employment and the protection of young workers.

12. All employment shall be entered into freely and voluntarily. No employee shall be compelled to work through threats, violence, coercion, fraud, deception, or abuse of power.

13. The University shall provide opportunities for employees to develop their knowledge, skills, competencies, and professional capabilities.

14. The University shall promote respectful and constructive relationships between the University, its employees, and relevant employee representatives, where applicable.

15. The University shall investigate reports and complaints relating to violations of this Policy fairly and appropriately and shall take necessary corrective action where violations are identified.

16. The University shall promote awareness and understanding of fair employment practices, labor rights, equality, non-discrimination, and ethical labor management among relevant employees and stakeholders.

17. The University shall encourage contractors, suppliers, and other relevant partners to uphold ethical labor practices and respect internationally recognized human rights principles.

18. The University shall regularly review and improve its employment and labor management practices to ensure their continued effectiveness, fairness, and alignment with applicable laws and institutional objectives.

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

20. The President shall oversee the execution and enforcement of this Announcement. In the event of any dispute, operational challenge, or ambiguity regarding interpretation or implementation, the ruling of the President shall be final.

Announced on 5 November 2026



(Prof.Dr.Sombat Thamrongthanyawong)

President of Walailak University

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