

MANAGE

HR

APAC SPECIAL

ISSN 2832-3572
MANAGEHRMAGAZINE.COM

APRIL - 07 - 2023

EMPLOYMENT
LAW

EDITION

PANISA SUWANMATAJARN,
MANAGING PARTNER

**EXPERTS IN
LABOR RELATED
MATTERS**

The Legal

\$15



The Legal

**EXPERTS IN LABOR
RELATED MATTERS**

WE ASSESS
HOW OUR
CLIENTS
OPERATE AND
MANAGE THEIR
BUSINESS AND
COLLECT THEIR
EMPLOYMENT
DATA TO
DETERMINE THE
APPROPRIATE
LEGAL COUNSEL
FOR THEM

The contributions of labor forces to propelling the economy are massive and indispensable. In a bid to boost Thailand's economy, the government amended the relevant labor laws and regulations from time to time to ensure workers' rights are protected and employer-employee relations are elevated. A new legislation that guarantees worker safety and social security for self-employed individuals is on the verge of being implemented, and a legislation enabling visa extensions for overseas workers has already been implemented.

While the laws significantly benefit businesses and the workforce, understanding and navigating their legal intricacies require an expert. The Legal Co., Ltd., a boutique law firm, steps up as the expert for every Thailand law related to employment and immigration.

Founded by a team of experienced lawyers, it offers a host of legal advisory services to individuals, juristic

entities, government agencies, and local and multinational companies. The Legal team's expertise spans varied domains, including employment and labor, immigration, intellectual property, data privacy, foreign direct investment, corporate and company secretary and taxation.

"We provide legal services in the employment and immigration fields, keeping our clients continually informed on the updated laws and practices in our jurisdiction," says Panisa Suwanmatajarn, Managing Partner of The Legal Co., Ltd.

Proactively Approaching Employment Laws

The Legal Co., Ltd.'s competent counsel helps clients navigate the employment laws relevant to them in adherence to rules and regulations, and facilitates practical resolution of their issues. This is best showcased in a recent instance,



PANISA SUWANMATAJARN,
MANAGING PARTNER

WE PROVIDE LEGAL SERVICES IN THE EMPLOYMENT AND IMMIGRATION FIELDS, KEEPING OUR CLIENTS CONTINUALLY INFORMED ON UPDATED LAWS AND PRACTICES IN OUR JURISDICTION



where a client sought its services to determine whether their recruitment practices are in compliance with the latest employment laws and those laws and regulations relevant to recruitment, such as personal data privacy laws.

It thoroughly checked the client's legal documentation related to employment and existing hiring procedures. After collecting their legal, business, and operational data and analyzing it, The Legal assessed their extent of adherence to employment and labor laws. Upon discovering compliance issues, it counseled them on the correct course of action to align their hiring practices with existing employment laws and the relevant regulations.

The Legal successfully negotiates favorable outcomes for all stakeholders in employment and labor-related disputes. Its team goes not only offering legal standard advice and documents to serve a client's unique dispute resolution needs, but also considers the current social and economic situation of the client.

A Legal Support System for the Independent Worker

The Legal Co., Ltd. leverages the expertise and knowledge of its accomplished lawyers, through whom clients are continually updated on the latest legislation changes through articles and newsletters. For example, Thailand's soon-to-be-implemented Draft Independent Workers Protection Act extends the rights and protection of permanent workers to self-employed, quasi-self-employed, and freelance workers. The Legal Co., Ltd. is prepared to swiftly update itself on this much-welcomed legislation.

Proficient in existing labor protection laws for permanent and temporary employees, its lawyers are now keen to help self-

employed workers navigate the new dynamic between themselves and their patrons. This will be reflected in the updated labor agreements between the parties, which enable the labor court to handle disputes involving self-employed workers on a par with cases of hired workers. When fully enforced, the agreements will accompany specific laws with corresponding penalties and conditions for non-adherence to this new employment related law.

Against this backdrop, The Legal Co., Ltd. is ready to take on any cases arising from the new labor agreements for self-employed and freelancing individuals.

Easing the Employment Path for Foreign Labor

Adding to the legal roster of Thailand's labor laws is a new law welcoming foreign workforces to seek employment in Thailand. This development aligns with the government's focus on granting long-term residence visas to skilled foreign workers.

The domain-specific nature of Thailand's laws is taken into account while solving legal issues related to employment that may overlap with immigration clauses in cases involving foreign workers. This is where the team's extensive and varied legal expertise deftly navigates and resolves issues, going beyond employment and labor protection laws.

To help clients hire overseas workers, The Legal co., Ltd. obtains various visas and work permits to make the employment process easier for organizations and workers. It is well-equipped to tackle any issues arising from the oncoming changes in employment, labor protection, and immigration laws for skilled foreign workers—a boon for local businesses looking to hire or retain foreign personnel.

Discovering the Right Legal Pathway

Delivering a gamut of services, The Legal Co., Ltd. uses a standard operating procedure to gain a first-hand understanding of the legal aspects, business operations, and hiring practices of organizations. Its team of lawyers delves into the legal data and business practices of clients and uncovers the ideal and customized path to resolve their issues.

"We assess how our clients operate and manage their business and collect their employment data to determine the appropriate legal counsel," says Suwanmatajarn.

Robust data collection and analysis capabilities are also gained through its partnerships with third-

party service providers that use CRM software and data analytics. Using data analytics, it seamlessly categorizes clients depending on their need to recruit or retain local and overseas workers, and legal services they have used in the past. This enables The Legal Co., Ltd. to deliver customized solutions to Thailand's organizations and MNCs with offices in Thailand.


Cognizant of the need for data security in legal domains, it takes every measure to ensure the highly sensitive and valuable legal data of organizations is securely stored and accessed. It uses a third-party provider's email and cloud-based systems with robust security features like anti-phishing, anti-spam, anti-malicious email, and email spoofing protection. This adds a robust layer of security that ensures all emails received by and sent from The Legal Co., Ltd. are safe and secure. Emails and cloud-based systems are accessible only from designated devices provided to its staff.

It further secures the system with multi-factor authentication for each login, with a dedicated system administrator monitoring access and usage stats at all times. In addition to these measures, the staff is educated on the consequences of data breaches and ways to prevent them.

Delivering Expert Counsel to Wider Audiences

Driven to ensure access to the latest developments and events in various legal fields for a wider audience, The Legal Co., Ltd. collaborates with third-party providers to publish its legal insights on their platforms. By adding its company profile to the platform, it expands its reach beyond its clientele to the subscribers of these providers. When a subscriber searches on the platform for information on the latest updates on certain law areas, such as the new labor law or the freelance worker's law, it displays results from The Legal Co., Ltd.'s profile and articles. This enables the subscriber to directly seek its services, which it offers through collaboration with third-party providers.

Through the platform, it also keeps clients and their subscribers informed of legal conferences or events it is slated to attend to improve public awareness of the laws in various legal domains.

The firm continues to scale new heights in offering legal counsel courtesy of its team's devotion to serving the diverse needs of clients in a committed and engaging manner. Ever-prepared to meet client needs, The Legal Co., Ltd. is the partner of choice for resolving all employment law adherence matters for Thailand's employers, MNCs with offices in Thailand, and the workforce. 



**PANISA SUWANMATAJARN,
MANAGING PARTNER**