

SHORT RESUME ON WORKSHOP CONDUCTED BY AIM PROGRESS ON 5TH OCTOBER IN BANGKOK

TOPIC 1: OVERTIME & WORKING HOURS WORKSHOP

Workshop 1:

- Rangsang Ltd., Part. has limited employees to 48 hours / max 12 hours overtime a week on a non-regular basis
- Our employees (mainly migrant workers) constantly push for more work as their sole interest is to earn as much as possible before returning home
- Some workers will even look for extra work at other workplaces

Workshop 2:

- All of Nakit's Fruits Ltd. full time employees are monthly workers with no overtime (Working day: Mon-Fri)
- We have contracted with 3 Labour agency companies
- All employees in 3 Labour agency companies work overtime at levels over 36h/week related with Nakit's capacity

Workshop 3:

- Tikamporn Co., Ltd. has a sufficient manpower for delivering the production expected by long term contract.
- Regularly, our main customer decides to launch a new product and increases orders at the last moment and the factory has to change the production planning to working overtime.

Discussion and Solution proposed from participants during workshop:

- If the overtime hours exceed the customer code requirement but not exceeding the Thai local law requirement. Is it a violation?
- What is about ETI Code of conduct?
- For workshop 1: It is a conflict with when we have to reduce the overtime hours but mostly all workers will be looking for a new job that have more overtime hours so thus they can earn more money.
- We don't want to increase worker's wage by decreasing working hours.
- During peak season of sugar plant, how to control the overtime is not exceeding customer code requirement because, if we have limit of machine capacity and we don't want to invest new machine which requires heavy investment. How to solve this problem?
- We have complied with Thai local law requirement in terms of overtime payment during peak season all workers worked overtime hours, even if this is exceeding customer code requirement, it should be acceptable.

Improvement Suggestions given during workshop

Workshop 1:

- Increase productivity by providing incentives
- Provide skill allowance
- Provide night shift attendance
- Loan without interest
- Increase wages
- Increase manpower
- Increase welfare
 - Free meal
 - Increase attendance allowance
 - Free transportation
 - Free dormitory
 - Monetary support during the worker back to their home

Workshop 2:

- Agency company's workers worked overtime hours exceed Thai local law limit.
- Nakrit company does not control the overtime from agency company.
- Increase working shift. (After noon shift and Night shift)
- Production planning controlling and monitoring
- To allocate the capacity (Overtime hour) to Nakrit company's workers that does not overtime hours.
- Improve efficiency of machine
- To specific in each process of Agency Company e.g. Agency company 1 for Sizing, Agency company 2 for Production and Agency company 3 for Packing, labeling.
- Increasing manpower
- Increasing shift
- Increasing machine

Workshop 3:

- Possibly use more subcontractor to support during peak period to increase the capacity but keeping the quality of product and production
- Improve production planning, increasing more buffer or made to stock.
- Improve customer demand accuracy
- Improve forecasting with customer
- Increasing more machine/capacity
- Increasing shift
- Increasing worker's competency