**Chapter Twelve**

**Employment Law**

**Multiple Choice Questions**

1. Full-time work may not exceed

A) 7 hours per day and 42 hours per week.

B) 8 hours per day and 46 hours per week.

C) 9 hours per day and 48 hours per week.

D) None of the above.

Answer:

2. Which of the following statement is false?

A) Overtime work does not require the prior consent of the employee when the work is of an urgent nature.

B) Overtime work does not require the prior consent of the employee when the nature of work needs continuous performance.

C) Overtime work does not require the prior consent of the employee for the cases prescribed by Ministerial Regulations.

D) Overtime work does not require the prior consent of the employee when the work is performed in the place of another worker who has failed to arrive at the workplace.

Answer:

3. Newly hired employees

A) Are not allowed to annual leave.

B) Are entitled to annual leave on a pro-rata basis.

C) Are allowed to annual leave only after an uninterrupted period of one year’s service.

D) Are allowed to annual leave only after an uninterrupted period of six month’s service.

Answer:

4. The employer may request a medical certificate in case the employee

A) Absents himself from services.

B) Uses sick leave for three or more consecutive workdays.

C) Willfully disobeys or habitually neglects the employer’s orders.

D) Acts in a manner incompatible with the due and faithful discharge of his duty.

Answer:

5. How much is the minimum wage in Thailand?

A) 100 Baht a day.

B) 300 Baht a day.

C) 300 Baht an hour.

D) None of the above.

Answer:

6. A hire of services contract is an agreement

A) Whereby the contractor agrees to provide services to the employer in return for remuneration for the duration of the services.

B) Whereby the employee agrees to provide services to the employer in return for remuneration for the duration of the services.

C) Whereby the employee agrees to accomplish a definite work for the employer who agrees to pay him a remuneration of the result of the work.

D) Whereby the contractor agrees to accomplish a definite work for the employer who agrees to pay him a remuneration of the result of the work.

Answer:

7. Under Thai employment law, a hire of service contract exists when

A) There an agreement between the respective parties.

B) There a written agreement between the respective parties.

C) There a written agreement signed by the respective parties.

D) There a written and registered agreement between the respective parties.

Answer:

8. At the end of the employment period, employees have the right to receive

A) Copies of collective bargaining.

B) A written certificate of employment.

C) Information about the investment of pension plan assets.

D) All of the above.

Answer:

9. The employer may terminate the employment contract if the employee

A) Is pregnant.

B) Has special skill.

C) Has a third party to work in his place.

D) None of the above.

Answer:

10. The death of the employer:

A) Terminates the contract.

B) Does not terminate the contract.

C) Terminates the contract only if the personality of the employer forms an essential part of the contract.

D) Terminates the contract unless the personality of the employer forms an essential part of the contract.

Answer:

11. The death of the employee:

A) Does not terminate the contract.

B) Automatically terminates the contract.

C) Terminates the contract if the personality of the employer forms an essential part of the contract.

D) Does not terminate the contract if the personality of the employer forms an essential part of the contract.

Answer:

12. In which of the following cases advance notice of termination is required

A) Termination for business reasons.

B) Termination during the probationary period.

C) Termination for absence without a reasonable excuse.

D) Termination at the end of the agreed period of employment.

Answer:

13. Severance pay refers to the right of the employee whose employment is terminated after having completed at least

A) 90 days of consecutive work.

B) 120 days of consecutive work.

C) 180 days of consecutive work.

D) Six months of consecutive work.

Answer:

14. After having worked for 3 years and 3 months at XYZ Company, A’s employment is terminated due to poor performance.

A) A is not entitled to severance pay.

B) A is entitled to 30 days severance pay.

C) A is entitled to 90 days severance pay.

D) A is entitled to 180 days severance pay.

Answer:

15. Under Labor Relations Act, employers cannot terminate an employment agreement due to the fact that the employee

A) Calls for a rally.

B) Is a member of a labor union.

C) Files a lawsuit against the employer.

D) All of the above.

Answer: