

THAILAND

STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (THB)
Legal Minimum Wage	<ul style="list-style-type: none"> The legal minimum wage is Thai Baht (THB) 300 per workday The average paid days/month are 26.08 days, so the legal minimum wage is THB 300*26.08 = THB 7,824 monthly 	<u>Ministry of Labour</u>	7,824
Industry/sector Wage Comparator Average Monthly Wages in Manufacturing	<ul style="list-style-type: none"> Average basic wage for Quarter 3 (July-September) 2015 was 12,307.3 and average bonus was 9.4 Average monthly wage was 12,307.3 + 9.4=12316.7 Average monthly wage with in kind benefits was 13332.3: [Basic wage + bonus + in kind (1015.6)]: 12316.7 + food (511) clothing (21) and housing (132.7) and others (350.9) in kind benefits = 13332.3. Note: Cash 'benefits' including overtime and other income are not included as it is unclear what other income refers to, and, consistent with a living wage analysis, wages compared should not include overtime. 	<u>National Statistics Office of Thailand</u>	12316.7 average wage; 13332.3 average wage + in kind benefits

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (THB)
National Poverty Lines (2 adults)	<ul style="list-style-type: none"> 2,647 Value (poverty line, monthly, per capita) provided in Database of indicators of poverty and income distribution (converted to 2014) There was a deflation in Thailand from 2014 to 2015. Rather than adjusting the value downwards, we use the 2014 figure. Assume two adult consumption units: 5294 	<u>Office of the National Economic and Social Development Board</u>	5,294
World Bank 'international poverty line' (2011 PPP\$ 3.10 / day)	<ul style="list-style-type: none"> Poverty is measured by the World Bank at PPP\$3.10/day. The \$3.10 equivalent is (12.32 * 3.1) = THB 38.19 On a monthly basis, this is (THB 38.19* (365/12)) = THB 1,161.67. Adjusted for inflation, this amount is [106.35 (CPI 2015)/107.26 (CPI 2014) * THB 1,161.67] THB 1,151.73/person/month The household equivalent of THB 1,151.73, assuming two consumption units and one earner is THB 2,303.46/month. 	<u>WB 2011 ICP</u>	2,303.46
	<ul style="list-style-type: none"> The household equivalent of THB 1,151.73, assuming three consumption units and one earner is THB 3,455.19/month. 		3,455.19

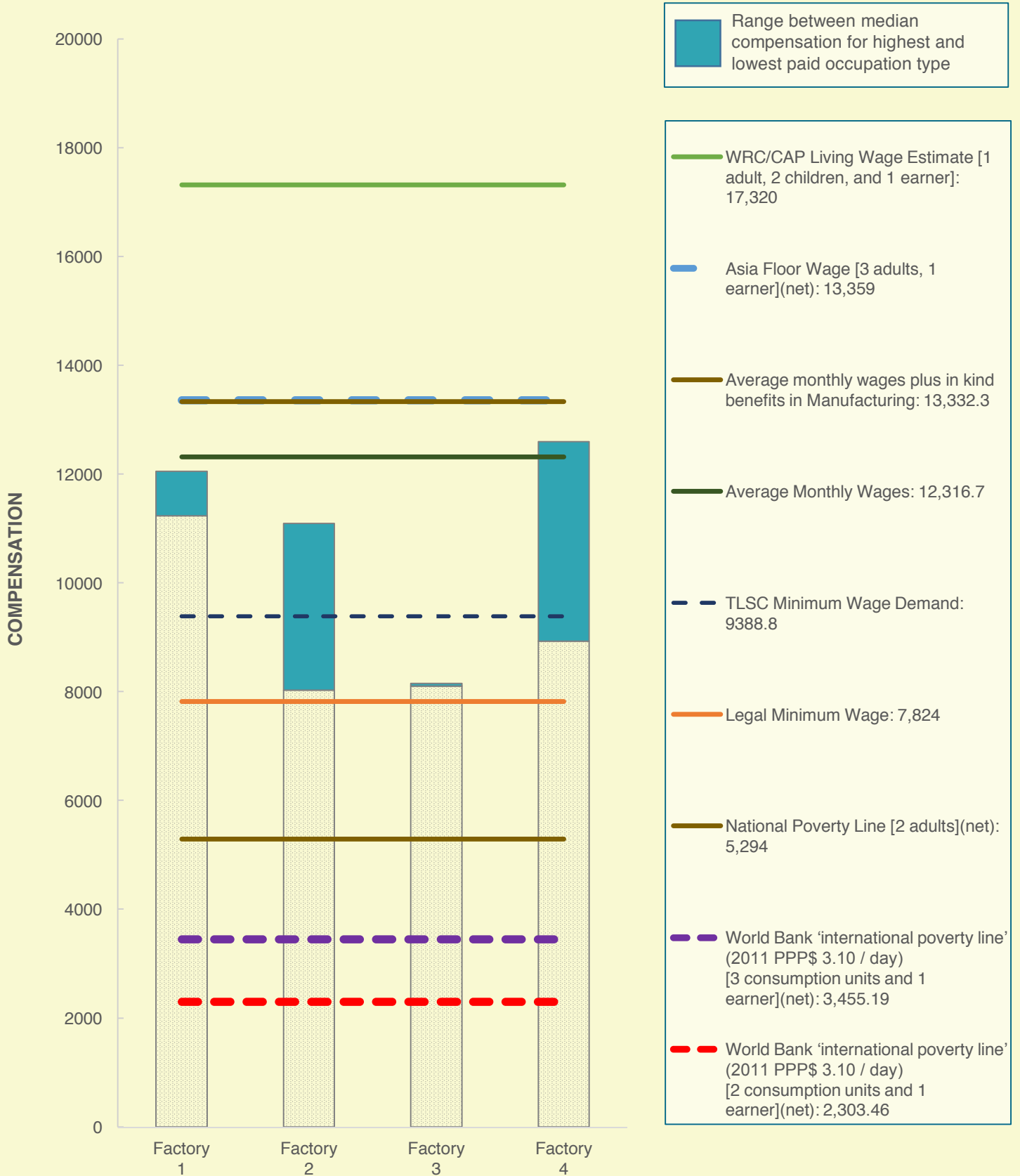
THAILAND

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (THB)
<p>Living Wage Estimate</p> <p>Asia Floor Wage (3 adults, 1 earner)</p>	<ul style="list-style-type: none"> Asia Floor Wage Alliance (latest revision found from 2015—1021PPP\$)—A standard PPP\$ based estimate for East and Southeast Asian countries applicable to manufacturing industries (based on a 3000 kcal diet for a three-adult-equivalent household with a single earner) Food basket research was done in Cambodia, India, Indonesia and Sri Lanka to obtain the country Asia Floor Wage figures. For other Asian countries where food basket research was not conducted, the figures were extrapolated. 	<p><u>Asia Floor Wage Alliance</u></p>	<p>13,359</p>
<p>Living Wage Estimate</p> <p>Worker Rights Consortium/CAP (1 adult, 2 children, and 1 earner)</p>	<ul style="list-style-type: none"> The figure comes from a paper prepared for the Center for American Progress (CAP) by the Worker Rights Consortium (WRC). The living wage figure for Dominican Republic for 2011 was DOP 21,236.96 (based on the 2008 WRC living-wage figure and adjusted using consumer-price-inflation from the World Bank, see p.16 and Table 2 in p.18 of the report). The WRC assumed that the average worker has a family of four, and that one of the family members represents an additional wage earner whose income covers one-quarter of a family's expenses. The living wage for a full-time worker is based on the amount that is sufficient to cover the expenditures of three of the four family members—one adult and two school-age children. Figure of 16270.16 THB (2011) for Thailand was extrapolated from Dominican Republic 21,236.96 DOP/ household/ month (2011) using PPP\$ conversion factors and adjusting for CPI inflation (see p.16 and Table 2 in p.18 of the report). Adjusted for inflation rate using IMF WEO CPI (to 2015 value): 17302 	<p><u>WRC/CAP</u></p>	<p>17,302</p>
<p>Union Demand</p> <p>Minimum wage demand</p>	<ul style="list-style-type: none"> Led by Thai Labour Solidarity Committee (TLSC), workers are calling for a higher minimum wage of 360 Bhat per day. $360 * 26.08 \text{ (days)} = 9388.8 \text{ (monthly)}$ 	<p><u>Thai Labour Solidarity Committee (TLSC)</u></p>	<p>9388.8</p>

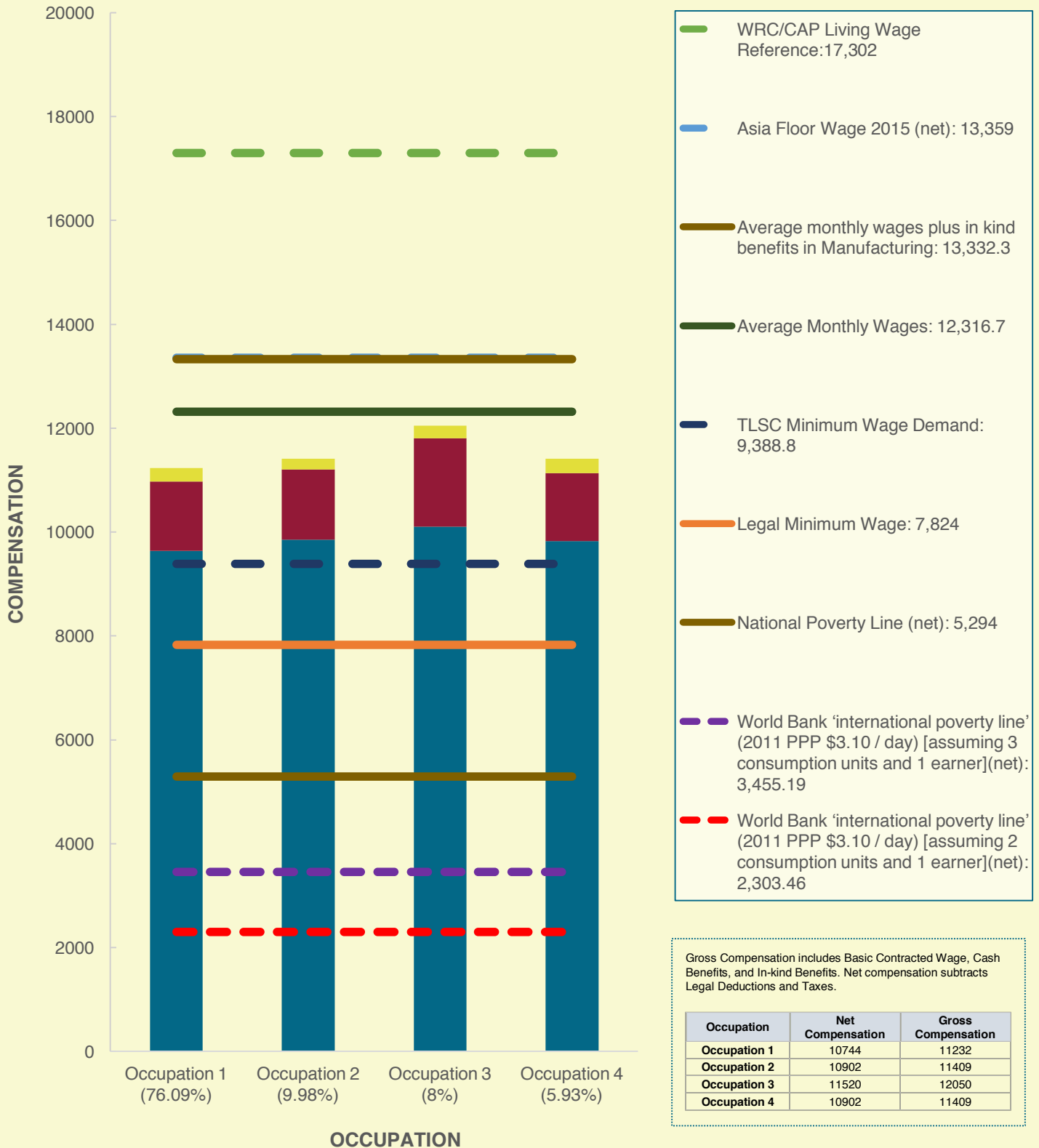
COMPENSATION COMPARISON ACROSS FACTORIES

THAILAND *Currency: Baht (THB)*



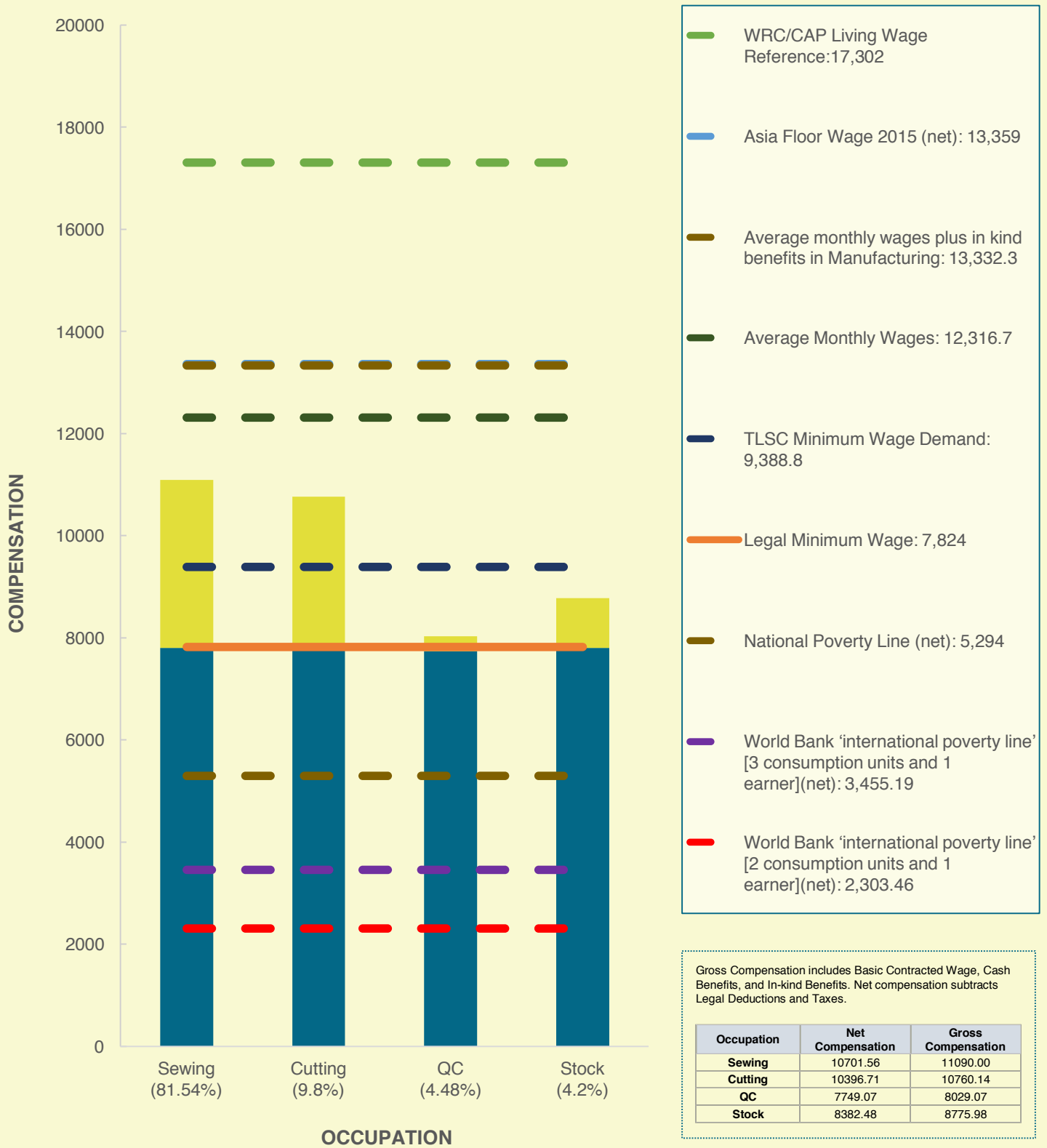
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

THAILAND (1) *Currency: Baht (THB)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

THAILAND (2) *Currency: Baht (THB)*



Basic Contracted Wage

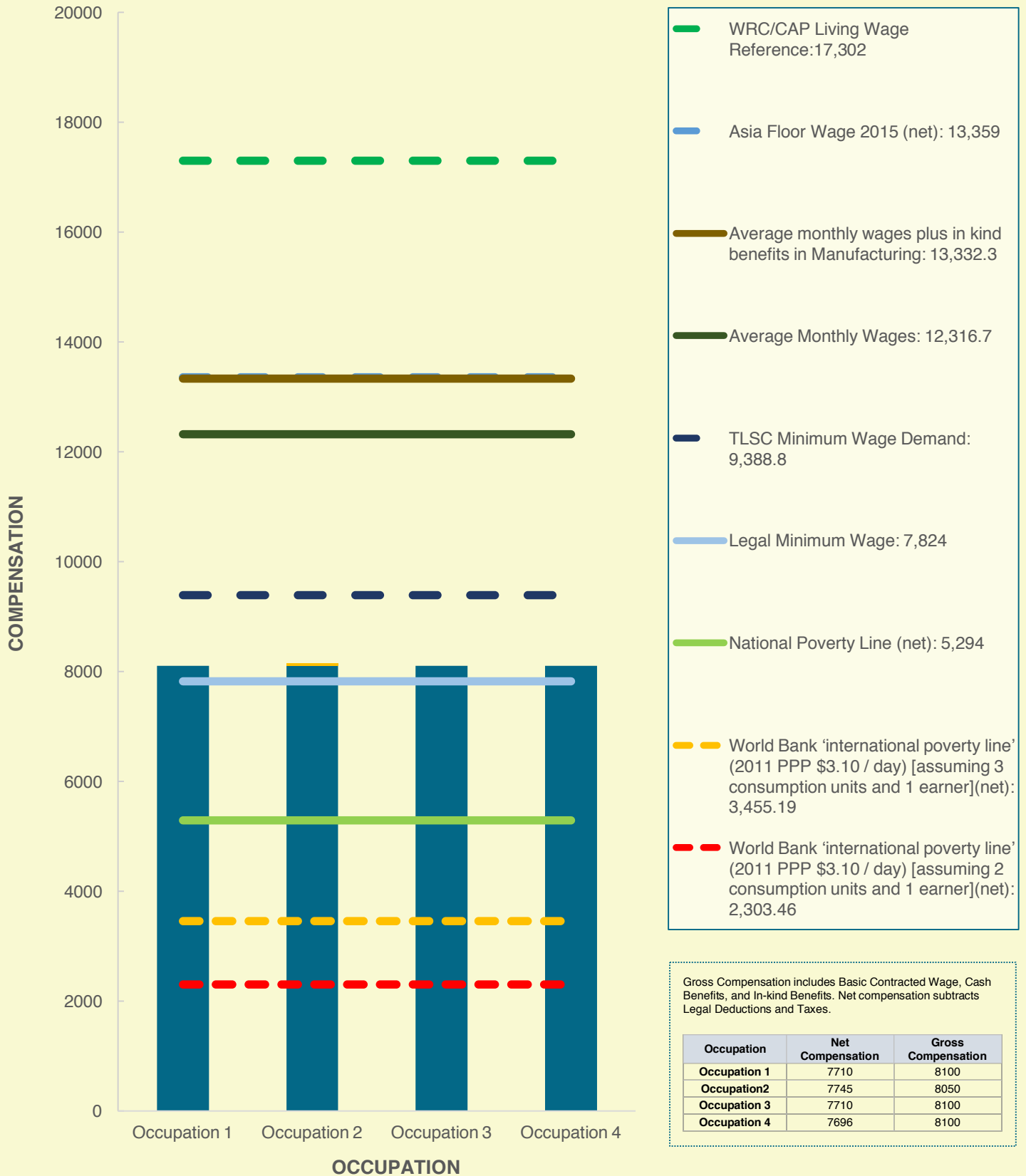
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

THAILAND (3) *Currency: Baht (THB)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

THAILAND (4) *Currency: Baht (THB)*

