

Labor Cost

SELECTED SALARIES			
Position	Monthly		Notes
	Baht	US\$	
Plant manager	71,351	1,820	Bonus conditions vary from business to business, although one to two months extra salary a year is closest to the average. These figures are based on the results of an informal survey conducted over the past year of selected businesses in Bangkok. IT salaries are courtesy of ISM Technology Recruitment Ltd. (Q4,2003) and assume a reasonable command of English and experience
Personnel Manager	67,123	1,715	
Office manager	49,995	1,275	
Executive Secretary	34,834	890	
Engineer	18,620	475	
Researcher (Thai)	24,032	615	
Sales	22,806	580	
Office staff	15,030	385	
Driver	8,150	210	
Housekeeper	7,011	180	
IT Positions	Monthly		
	Baht	US \$	
IT Manager	90,000-100,000	2,300-2,550	
Web Designer	27,000-38,000	690-970	
PC Programmer	24,000-27,000	610-690	
System Analyst	40,000-55,000	1,020-1,400	
Network security administrator (With vendor certifications)	65,000-85,000	1,650-2,170	
LAN Manager	65,000-85,000	1,650-2,170	
Entry-Level Salaries for Selected Job Positions			
Accounting manager	20,000	510	
Civil engineer	26,000	665	
Electrical engineer	17,500	450	
Mechanical engineer	27,500	700	
Chemical engineer	13,000	330	
Architect	25,000	640	
Accountant	16,250	415	
Graphic designer	9,750	250	
Customer service	7,630	195	
System analyst	18,000	460	
Computer programmer	14,000	360	

Human resources manager	22,500	575
Sales and marketing manager	18,500	475
Public relations manager	18,000	460

Note: Salaries are subject to 4% social security fund contribution and 1% workman's compensation contribution (for the first 15,000 baht per month of salary)

Source: Ministry of labor and Social Welfare (July 13 2005)

MINIMUM DAILY WAGE RATES 2007

	Baht	US\$
Bangkok , Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, and Samut Sakhon	191	4.63
Phuket	186	4.55
Chon Buri	172	4.18
Saraburi	168	4.1
Nakhon Ratchasima	162	3.97
Chaing Mai , Phangna, Phra Nakhon Sri Ayutthaya, Ranong, Rayong	159	3.9
Chachoengsao	160	3.85
Kanchanaburi , Krabi and Lop Buri	151	3.8
Chanthaburi , Phetchaburi and Samut Songkhram	155	3.77
Trang and Ang Thong	152	3.72
Ratchaburi , Sa Kaeo and Sing Buri, Prachuap Khiri Khan, Prachin Buri	154	3.7
Chumphon , Trad, Lampang, Lamphun, Sukhothai, Suphan Buri and Udon Thani	149	3.65
Kalasin , Khon Kaen, Nakhon Phanom, Nakhon Si Thammarat, Narathiwat, Buri Ram, Pattani, Yala, Loei, Songkhla, Satun and Nong Khai	148	3.62
Kamphaeng Phet , Tak, Nakhon Nayok, Nakhon Sawan, Phatthalung, Phitsanulok, Phetchabun, Surat Thani and Uttaradit	147	3.8
Chai Nat , Chaiyaphum, Chiang Rai, Maha Sarakhum, Mukdahan, Yasothon, Roi Et, Si Saket, Sakhon Nakhon, Nong Bua Lam Phu and Uthai Thani	146	3.57
Phitchit , Mae Hong Son, Surin, Ubon Ratchathani and Aumnat Charoen	145	3.55
Nan , Phayao and Phrae	143	3.52

Source: Royal Thai Government, January 2007

OVERTIME REGULATIONS

Overtime performed on regular working days	Time and a half
Regular work on public holidays	Double time
Overtime performed on public holidays	Triple time

Daily workers working more than 8 hours	Time and a half
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SEVERANCE PAYMENT ENTITLEMENTS

Workers employed for:

More than 120 days but less than one year	30 days severance pay
More than one year but less than three years	90 days severance pay
More than three years but less than six years	180 days severance pay
More than six years but less than 10 years	240 days severance pay
Ten years and up	300 days severance pay

Source: Ministry of Labor and Social Welfare, August 2005

BANK HOLIDAYS FOR 2007

1.	Monday	1	January	New Year's Day
2.	Tuesday	2	January	New Year 's Eve (Substitution Day for Sunday 31 December 2006)
3.	Monday	5	March	Makha Bucha Day (Substitution Day for Saturday 3 March)
4.	Friday	6	April	Chakri Day
5.	Friday	13	April	Songkran Festival
6.	Monday	16	April	Songkran Festival (Substitution Day for Saturday 14 April and Sunday 15 April)
7.	Tuesday	1	May	National Labour Day
8.	Monday	7	May	Coronation Day (Substitution Day for Saturday 5 May)
9.	Thursday	31	May	Wisakha Bucha Day
10.	Monday	30	July	Asarnha Bucha Day (Substitution Day for Sunday 29 July)
11.	Monday	13	August	H.M. the Queen's Birthday (Substitution Day for Sunday 12 August)
12.	Tuesday	23	October	Chulalongkorn Day
13.	Wednesday	5	December	H.M. the King's Birthday
14.	Monday	10	December	Constitution Day
15.	Monday	31	December	New Year 's Eve

Source: Bank of Thailand