

THESIS TITLE	MODEL LAW ON EQUALITY OF MINIMUM STANDARDS ON THE WELFARE AND BENEFITS OF UNIVERSITY STAFFS
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ABSTRACT

This research on the model law for equality of welfare and benefits of the university staff aims to 1) Investigate concepts, theories, and principles related to welfare and benefits and analyze circumstances in protecting welfare and benefits of Thailand's university staff. 2) Do comparative analysis in terms of welfare and benefits of international laws, foreign laws and Thai laws as a guideline to develop laws on welfare and benefits of Thailand's university staff in order to create equality, 3) Prepare the model law for equality of welfare and benefits of the university staff. This research is conducted through the qualitative methodology including documentary research, in-depth interview, and focus group discussion.

The findings revealed that regarding the use of theories, principles and concepts in analyzing equality of welfare and benefits of the university staff, the National Education Act, B.E. 2542 is the law which provides opportunities to adopt the principles of autonomy in management to universities. As a result, the human resources management system empowers the university council to determine welfare and benefits and it found that each university differently determines the rate of welfare and benefits despite being determined the same qualification to act as university staff for every university. This leads to the comparison in the same university or between universities which clearly reveals inequality although they perform the same duties and has direct impacts on people who have duties in providing education to Thai citizens.

Therefore, this research would like to propose the model law for equality of welfare and benefits of the university staff aims, that is, the draft act for equality of welfare and benefits

of the university staff B.E. consisting of 1) definition, 2) education, 3) life security, 4) health security, and 5) work performance motivation.