



Personal Data Protection Act, B.E. 2562 (2019)

for Human Resources Management

(PDPA for HR) #9

Name of the Program	Personal Data Protection Act, B.E. 2562 (2019) for Human Resources : PDPA for HR #9
Organizing Agency of the Program	The Political Science Association of Kasetsart University
Objectives of the Program	Objectives of the Program are to build understanding about personal data protection law and readiness of human resources management, for example, procedures for supporting exercises of rights of employees, who are owners of the data, preparation of legal documents, drafting of policies on personal data protection for employees, amendment to employment contract and work rules as to be consistent with the law, and transmission or transfer of personal data of employees to competent agencies.
Lecture Topics	<p>Principles, scope and impact of Personal Data Protection Act, B.E. 2562 (2019), on Human Resources Management:</p> <ul style="list-style-type: none"> ■ Definition and scope of personal data, personal data controller, personal data processor; ■ Approaches to interpretation; ■ Legal grounds for collecting and using data of employees (lawful basis for processing); Consent and other grounds, on which consent from employees is not necessary for processing data; Management of relations between employers, as the employees' data controller, and third-party data processors; ■ Risk of criminal punishments, administrative actions and civil damages; ■ Readiness of human resources management work and administration work for compliance with the law; ■ lawful basis for processing ■ Consent and other circumstances, in which consent is not required, for collecting and using data

Lecture Topics

- HR operations and management of legal bases for collecting and using the employees' data
- Obligations and responsibilities of the Organization in HR operations under personal data protection law

Readiness for compliance with the procedures and conditions, and preparation of legal documents:

- Procedures for supporting exercises of rights of employees, who are owners of the data, for example, deletion, modification, transfer, removal of the data, and objection to processing;
- Preparation of documents as to be consistent with and valid under the law;
- Drafting of policies on personal data protection (Privacy Policy) for employees;
- Approaches to drafting written notification about personal data breach;

Readiness for compliance with the personal data protection law:

- Approaches to drafting and amending “Employment Contracts”, as to be consistent with the Personal Data Protection Act;
- Approaches to drafting and amending “Work Rules”, as to be consistent with the Personal Protection Act;
- Legal issues concerning the Labour Protection Act;
- Dismissal of employees relevant to unauthorized disclosure of data;
- Management of the employees' data by Holding Company
- Approaches to review the draft “Binding Corporate Rule” concerning the employees' data

Readiness for compliance with laws and principles of transmission or transfer of employees' data to competent agencies:

- Social security law;
- Workmen's compensation law;
- Tax law;
- Other law.

Risk of violation

- Risk of violation and countions
- Criminal punishment, administrative penalty and civil damages

	<ul style="list-style-type: none"> Approaches to mediation and settlement of disputes
Schedule of the Training Program	The 19 th – 20 th of January 2021 , 9:00AM. – 4:00 PM., totally amounting 2 days
Venue of the Training Program	KX Building : (Knowledge Exchange Center) the 10th Floor
Target Groups	Whereby the target groups of participants are personnel and management of human resources work and administration work, operatives in business organizations, business entrepreneurs, legal advisers and interested people in general, approximately amounting 100 people
Fee for Admission to the Training	<p>Fee for Admission to the Training is in the amount of 9,000 Baht (Nine Thousand Baht only) per person (being exempted from the value added tax and the withholding tax)</p> <p>The Admission Fee covers training support documents, lunch and 2 r snack per day.</p>
Payment Method	<p>Payment can be made by transferring the amount to the savings account, Name: The Political Science Association of Kasetsart University, at Siam Commercial Bank, Kasetsart University Branch (Bangkhen), Account No. 235 – 2 – 81317 – 7;</p> <p>at Thai Military Bank, Kasetsart University Branch, Account No. 069 – 2 – 27246 – 1</p>
Admission Method	<p>Reserve a seat by sending an admission form via email to: thailawtraining@gmail.com; or https://bit.ly/2Qs43qs</p> <p>Pay the admission fee at the rate of 9,000 Baht (Nine Thousand Baht only) per person;</p> <p>Send the proof of payment via email to: thailawtraining@gmail.com</p>
Diploma	A participant, who attends the Training for a duration of not less than 80 percent of the Training Program, shall be granted a Diploma from The Political Science Association of Kasetsart University.