

Labor unions reported instances in which workers could not remove themselves from situations that endangered their health or safety without jeopardizing their employment. An NGO that tracks labor issues reported workers at the AMG garment factory fell ill due to heat and the company not using its fans.

Wage, Hour, and OSH Enforcement: The regime Ministry of Labor's Factories and General Labor Laws Inspection Department oversees labor conditions in the private sector. Inspectors were authorized to make unannounced inspections and initiate sanctions.

The regime did not effectively enforce the law. Penalties for wage and hour violations were commensurate with those for similar violations such as fraud but were not applied. Similar violations, such as for employer negligence, were rarely applied against violators. The number of labor law inspectors and factory inspectors was insufficient to address wage, salary, overtime, OSH standards, and other matters adequately. In some sectors, other regime ministries regulated OSH laws (e.g., the Ministry of Agriculture, Livestock, and Irrigation).

Informal Sector: Although no recent data were available, experts believed that a large majority of workers were in the informal sector. The informal sector likely increased with COVID-19 and after the 2020 coup. Wage, hour, and OSH laws did not apply to those in the informal sector or self-employed.

Informal sector jobs usually lacked basic benefits such as social and legal protections. In at-risk industries – defined as having occupational hazards, volatile payment structures, and ease in exploiting labor rights – on average, one in five workers had an informal work arrangement, although the proportion was even higher in manufacturing, construction, recreation, and personal services. In addition, nearly two-thirds of the workers in medium- to high-risk industries were employed informally.