

Law Update:

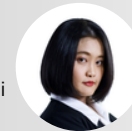
Thailand Labour & Employment Law Update

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On 7 December 2025, amendments to Thailand's Labour Protection Act B.E. 2541 (1998) ("**Labour Protection Act**") introduced by Labour Protection Act B.E. (No. 9) B.E. 2568 (2025) came into effect. The amendments, which reflect Thailand's continued efforts to align workplace standards with evolving social and family support policies, can be categorized into three groups as set out below.

GROUP 1 – EMPLOYEE LEAVE ENTITLEMENTS

There are three key changes to employees' leave entitlements aimed at protecting the health of mothers and newborns, and encouraging stronger family relationships.

1. Extension of Maternity Leave (Section 41 Paragraph 1 and Section 59)

Maternity leave has been increased from 98 days to 120 days. Employers are required to pay wages at the normal working-day rate for up to 60 days during the maternity leave period.

Employers who fail to pay wages during the maternity leave period are subject to regulatory fines of up to THB 20,000.

2. Childcare Leave Following Maternity Leave (Section 41 Paragraph 4 and Section 59/1)

Following maternity leave, a female employee is now entitled to take up to 15 days of childcare leave in cases where her child is ill, disabled, or has special needs. Employers are required to pay wages at 50% of the employee's normal working-day rate during the period of childcare leave following maternity leave.

Employers who fail to comply with this provision may be subject to regulatory fines of up to THB 20,000 at the discretion of the Labour Inspector or Labour Court.



3. **Spousal Leave** (Section 41/1 and Section 59/2)

Employees are now entitled to 15 days fully paid spousal leave per childbirth to support their spouse during such period. Spousal leave must be utilized either prior to or within 90 days following the childbirth. This marks the first time Thai law has formally recognized statutory spousal leave rights.

Employers who fail to comply with this provision may be subject to regulatory fines of up to THB 20,000 at the discretion of the Labour Inspector or Labour Court.

GROUP 2 – EMPLOYER’S REPORTING DUTY

There is one amendment regarding employers’ duty to submit annual reports to the Department of Labour Protection and Welfare (“**DLPW**”).

- **Annual Employment Reporting Requirement** (Section 115/1 Paragraph 1)

Employers with 10 or more employees are required to submit an annual report on employment conditions and working arrangements to the DLPW by January of each year.

The report must be filed either through the prescribed electronic submission system (e-submission) or by submitting the required documentation to the relevant Office of Labour Protection and Welfare of the DLPW.

Employers who fail to submit the annual report by January of each year are subject to regulatory fines of up to THB 20,000.

GROUP 3 – CONTRACT WORKERS’ PROTECTIONS

There is one amendment regarding the protection of contract workers engaged by government agencies.

- **Extension of Protections to Contract Workers engaged by Government Agencies** (Section 4/1)

This amendment broadens the benefits provided to contract workers engaged by government agencies where such government agencies control working of the contract workers under service contracts, by ensuring that such contract workers receive benefits, including working hours and days, wages, holidays, and leave entitlements not less than the regular rights of employees under the Labour Protection Act.

COMPLIANCE ACTIONS FOR EMPLOYERS

Amendments in Groups 1 and 2 apply to private sector employers, whether individual or corporate. We therefore recommend employers to amend their company work rules and regulations, employee handbooks and internal policies to accurately reflect the Group 1 amendments. Employers should notify employees of such changes by announcing them at the workplace or through electronic means in accordance with the Labour Protection Act. In addition, employers should ensure timely and accurate submission of the annual report on employment conditions and working arrangements by January of each year to avoid regulatory fines for non-compliance.

For more information, please contact Siam Premier International Law Office on Tel: +66 2 646 1888 or Email: spi-info@siampremier.com

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