

Siam Legal International Law Firm Highlights Key Changes in Thailand's Labor Protection Act Taking Effect December 2025

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Siam Legal International, a leading law firm in Thailand, announced today that it is advising employers and foreign businesses operating in Thailand to prepare for significant amendments to the Labor Protection Act that will take effect on December 7, 2025. The amendments, published in the Royal Gazette on November 7, 2025, introduce expanded leave entitlements and new compliance requirements that will affect payroll systems, HR policies, and reporting procedures across all industries.

The legal changes represent some of the most substantial updates to Thailand's labor laws in recent years. Among the key amendments, maternity leave will increase from 98 to 120 days per pregnancy, with employers required to provide 60 paid days. The legislation also introduces new leave categories, including 15 days of childcare leave for female employees caring for newborns with medical complications, congenital conditions, or disabilities, paid at 50 percent of wages. Additionally, employees whose lawful spouse gives birth will be entitled to 15 days of spousal-support leave with full pay.

"These amendments reflect Thailand's commitment to enhancing worker protections and aligning with international labor standards," said Rex Baay, Senior Labor Law Specialist at Siam Legal International. "Employers need to take immediate action to review their existing policies and ensure their HR systems can accommodate these new requirements. The transition period is shorter than many realize, and non-compliance after December 7 could result in significant penalties and legal disputes."

The amendments also modify administrative procedures for employer compliance. The annual employment-condition report, known as Kor Ror 11, must now be submitted through methods prescribed by future official announcements rather than traditional paper filing. This change signals a shift toward digital compliance systems that employers will need to integrate into their operations by January 2026.

Another significant change affects service-contract workers in government agencies. Under the new provisions, these workers who perform duties under supervision must receive benefits equal to those provided under the Labor Protection Act, potentially expanding employer obligations for a category of workers previously excluded from certain protections.

Siam Legal International reports an increase in inquiries from both local and international companies seeking guidance on implementing these changes. The firm recommends that organizations begin by conducting comprehensive reviews of their current work rules, updating payroll configurations to accommodate new wage-payment obligations, and assessing the employment status of service-contract workers to determine whether the amended protections apply.

The timing of these amendments requires employers to act swiftly. Companies must revise their internal policies, update employee handbooks, and ensure their payroll systems can process the various leave categories and payment structures mandated by the new law. Organizations that begin preparations now will be better positioned to achieve full compliance before the December deadline.

Siam Legal International has been providing comprehensive legal services across Thailand for over 22 years, with offices in Bangkok, Chiang Mai, Pattaya, and Phuket, as well as international offices in London and Las Vegas. The firm specializes in corporate law, labor law, real estate transactions, and immigration services, serving both Thai and international clients with a team of Thai and foreign lawyers.

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Siam Legal International

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