



House Endorses Two Draft Labour Protection Bills

On 24 September 2025, the House of Representatives gave unanimous approval in principle to two draft amendments to the Labour Protection Act. Both proposals aim to strengthen the rights and welfare of more than 30 million workers nationwide and were sent to special committees for further review within 15 days.

The first draft focuses on working conditions. It limits the standard work week to 40 hours, or 35 hours for hazardous occupations, and requires employers to provide at least two weekly holidays spaced no more than five days apart. Employees who have worked 120 consecutive days will be entitled to not less than ten days of annual leave. Supporters believe these measures will raise productivity and promote work-life balance in line with international standards, while critics warn of higher costs for small and medium-sized enterprises and sectors requiring continuous operations.

The second draft emphasizes equality and family support. It prohibits all forms of workplace discrimination, allows leave to care for family members in their final moments of life, obliges employers to provide breastfeeding facilities at the workplace, and introduces menstrual leave without classifying it as sick leave for 3 days per month. Proponents argue that such provisions reflect real workplace needs and are already in practice in several Asian countries.

In the final tally, the first draft was endorsed with 333 votes in favor, four abstentions, and one non-voting. A 31-member special committee will now examine the details. The second draft passed with 329 votes in favor, two abstentions, and four non-voting. A 39-member committee will study this proposal, with at least one-third of its members drawn from women or women's organizations.

Both drafts move to the committee stage, marking a significant step toward updating Thailand's labour laws to meet present social and economic conditions.