



Thailand Implements Mandatory E-Work Permit System 2025

Effective on 13 October 2025, Thailand has officially transitioned from the traditional paper-based “Blue Book” work permit to a fully digital E-Work Permit System, introduced by the Ministry of Labour to streamline and modernize the country’s work authorization process. This initiative reflects the government’s broader digital transformation agenda aimed at improving administrative efficiency, security, and transparency.

Implementation Updates

9 October 2025: The e-Work Permit platform launched for all new applications and foreign worker registrations. Limited manual submissions may still be accepted during the transition period.

17 October 2025: The Department of Employment (DOE) acknowledged technical issues with the platform and temporarily permitted manual filing of renewal applications for skilled foreign workers and cancellation applications for all workers.

31 October 2025: Due to ongoing system errors, the DOE announced temporary measures allowing manual submission of work permit applications until 28 January 2026. Applicants must attach a screenshot of the system error and submit paper applications at the relevant Provincial or Area Employment Office.

Key Features of the E-Work Permit System

- **Comprehensive Digitalization:** The system covers the entire work permit process—application, submission, tracking, and approval—without the need for in-person visits.
- **Digital Work Permit Card:** A credit-card-sized permit featuring a QR code and barcode enables instant verification against official databases.

Applicability and Compliance

The new system is mandatory for all employers and foreign nationals holding work-eligible visas, including Non-Immigrant “B”, Long-Term Resident (LTR), and Smart Visas.

Employers must register and verify their identity through the ThaiID mobile application prior to filing applications on the new platform.

Existing “Blue Book” work permits will remain valid until expiration, after which renewals and new applications must be processed exclusively via the e-Work Permit System.

Renewal applications must be submitted at least 30 days prior to expiration, supported by a valid medical certificate, tax payment receipts, and a valid passport. Work permits remain specific to both position and location, and non-compliance—such as working without a valid permit—may result in penalties of up to THB 100,000, deportation, or entry bans.

For BOI-Promoted Companies, Foreign employees of BOI-promoted entities benefit from a fast-track process through the Single Window System, which offers expedited approval within 1–3 working days and exemptions from certain capital and employee ratio requirements.

Should you have any question, please do not hesitate to contact us via info@bgloballaw.com

