



Thailand's Senate Approves Key Amendments to the Labor Protection Act

On 15 September 2025, Thailand's Senate approved a draft amendment to the Labor Protection Act (LPA), which is pending publication in the Government Gazette. The amendment—effective 30 days after publication—introduces significant updates to labor protections, leave entitlements, and employer obligations.

1. Protections for State-Contracted Workers

A new provision extends core LPA protections to individuals engaged under service contracts by state entities, including central and local government agencies, state enterprises, and public organizations, where these entities exercise supervision and control over the work performed.

These workers are entitled to benefits equivalent to regular employees—covering remuneration, holidays, working hours, and various types of leave. Disputes will fall under Labor Court jurisdiction, closing a long-standing gap in coverage for state-contracted personnel. Ministerial regulations will clarify implementation details.

2. Maternity and Caregiving Leave

Maternity leave increases from 98 to 120 days per pregnancy, with full pay capped at 60 days, unless otherwise prescribed by royal decree. The amendment also introduces 15 days of postnatal caregiving leave—with 50% pay—for mothers caring for children facing medical complications or disabilities, supported by a medical certificate.

3. Spousal Support Leave

An employee may take up to 15 days of paid leave to assist their spouse during childbirth. The leave can be taken before or after birth, within 90 days of the child's delivery. This new entitlement supports family care responsibilities and will require employers to adjust leave management and payroll systems.

4. Updated Employer Reporting Obligations

Employers with 10 or more employees must annually submit employment and working-condition reports to the Department of Labor Protection and Welfare each January. This replaces the prior

process requiring distribution of reporting forms by labor inspectors and aims to streamline data collection and compliance monitoring.

5. Implementation and Compliance

Both state agencies and private employers should promptly review and revise HR policies, employment contracts, and payroll configurations to ensure compliance with:

- The new 120-day maternity leave and 60-day paid cap.
- The partially paid postnatal caregiving leave;
- The fully paid spousal support leave; and
- The annual January reporting schedule.

State bodies engaging service providers must also reassess contracting practices to meet minimum labor protection standards where supervision or control exists.

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

