



Two Bills Set to Expand Leave Entitlements and Workers' Rights in Thailand

On September 24, 2025, Thailand's House of Representatives approved two draft amendments to the Labor Protection Act (LPA) in their first reading. The proposed amendments, the Draft Bill on Workers' Rights and the Draft Bill on Workers' Quality of Life which aim to enhance employee welfare, working conditions, and equality in the workplace.

If enacted, these bills will represent one of the most significant expansions of labor rights in Thailand in recent years.

For the Draft Bill on Workers' Rights, this bill seeks to improve core employment standards related to working hours, rest periods, and annual leave. The proposed changes include:

- **Reduced Working Hours:** Normal working hours would be limited to no more than 40 hours per week, down from the current 48 hours. For hazardous work (as defined by ministerial regulations), the limit would be 35 hours per week, reduced from 42 hours.
- **Increased Rest Days:** Employees would be entitled to at least two days off per week, ensuring that no more than five consecutive working days occur between rest days. This marks a shift from the current rule of one day off per week.
- **Expanded Annual Leave:** Employees completing 120 consecutive working days would be entitled to at least 10 working days of annual leave, compared to the current entitlement of 6 days after one year of service.

These reforms are designed to align Thailand's labor standards more closely with international best practices and support better work-life balance for employees.

For the Draft Bill on Workers' Quality of Life, this bill focuses on equality, health, and family care. It introduces new types of statutory leave and expands protections against discrimination.

- **Menstrual Leave:** Female employees would be entitled to up to 3 days of menstrual leave per month, not counted as sick leave or deducted from other leave entitlements.
- **Family Caregiving Leave:** Employees could take up to 15 working days per year to care for close family members or loved ones. If the absence exceeds five days, employers may require supporting documentation such as a medical or death certificate.
- **Breastfeeding Rights:** Employers would be required to provide facilities and equipment for breastfeeding or milk expression twice per workday (30 minutes per session) for up to one year after childbirth.

- **Expanded Equality and Nondiscrimination Protections:** Employers would be prohibited from discriminating on the basis of disability, gender identity, religion, belief, or political opinion. This extends the current LPA's protection beyond gender-based discrimination, promoting broader workplace inclusivity.

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

