

# Lorenz & Partners

Legal, Tax and Business Consultants

Office Information No.: 9 (EN)

## Thai Labour Law

December 2022

# Table of Contents

<b>1. Introduction .....</b>	<b>4</b>
<b>2. Legal Regulation.....</b>	<b>4</b>
<b>3. Definition of an Employer.....</b>	<b>5</b>
<b>4. Discrimination .....</b>	<b>5</b>
<b>5. Working Hours, Holidays, and Leaves .....</b>	<b>6</b>
5.1 Working Hours .....	6
5.1.1 Regular Working Hours.....	6
5.1.2 Rest Periods .....	7
5.2 Holidays .....	7
5.2.1 Weekly Holidays.....	7
5.2.2 Public Holidays.....	8
5.2.3 Annual Holidays (Vacations) .....	8
5.2.4 Wage Payment on Holiday .....	9
5.3 Leaves .....	9
5.3.1 Sick Leave .....	9
5.3.2 Sterilisation.....	10
5.3.3 Necessary Business (Personal Leave) .....	10
5.3.4 Military Service .....	10
5.3.5 Training .....	10
5.3.6 Maternity .....	11
5.3.7 Leaves for Union Activities .....	11
<b>6. Employment of Foreigners .....</b>	<b>12</b>
<b>7. Protections for Women and Children.....</b>	<b>12</b>
7.1 Protections for Women .....	12
7.2 Protection for Children .....	13
<b>8. Remuneration .....</b>	<b>14</b>
8.1 Minimum wage .....	14
8.2 Period of Payment.....	14
8.3 Wage Deduction .....	15
8.4 Special Wage Rate.....	15
<b>9. Overtime Work and Work on Public Holidays .....</b>	<b>15</b>
9.1 Order to Work Overtime or on Public Holidays .....	15
9.2 Remuneration for Overtime Work and Work on Holidays.....	16
<b>10. Bonuses.....</b>	<b>17</b>
<b>11. Tax on Employees' Remunerations.....</b>	<b>17</b>
<b>12. Termination and Severance Payment.....</b>	<b>19</b>
12.1 Termination Notification .....	19
12.2 Severance Pay.....	20
12.3 Unused vacation .....	21
12.4 Unfair termination damages.....	21
12.5 Special severance pay .....	21

<b>13. Social Security.....</b>	<b>22</b>
13.1 Legal Provisions.....	22
13.2 Compulsory Social Security.....	23
13.3 Contribution Rate.....	23
13.4 Benefits of the Social Security .....	24
13.4.1 Health Insurance .....	24
13.4.2 Pension Fund.....	27
13.4.3 Unemployment Insurance .....	28
<b>14. Workmen's Compensation Fund (Accident Insurance) .....</b>	<b>29</b>
<b>15. Employee Welfare Fund.....</b>	<b>30</b>
<b>16. Welfare Committee/Welfare .....</b>	<b>31</b>
<b>17. Safety Regulations .....</b>	<b>32</b>
<b>19. Working Rules .....</b>	<b>36</b>
<b>20. Jurisdiction .....</b>	<b>36</b>

Dear Reader,

Keeping brochures up to date involves a lot of effort and considerable cost.

The complete version of this brochure is therefore complimentary for our clients, associations and public organisations only. To all other users we charge a cost contribution of 50 EUR. Thank you for your understanding.

If this brochure is interesting to you, please contact us by sending an e-mail to: [info@lorenz-partners.com](mailto:info@lorenz-partners.com) naming the brochure(s) you would like to obtain.

Thank you.

Best regards,  
Lorenz & Partners

[www.lorenz-partners.com](http://www.lorenz-partners.com)