

STRATEGIC LABOUR & EMPLOYMENT SUPPORT FOR BUSINESSES OPERATING IN THAILAND

Operating a business in Thailand requires careful compliance with Thai labour laws and employment regulations. Thai employment law is generally protective of employees, and non-compliance may result in significant financial exposure, operational disruption, and reputational risk.

For foreign-invested companies and multinational groups, understanding local labour requirements from the outset is essential to ensure legally compliant workforce management and sustainable business operations.

The Thai Labour Law Framework

Employment relationships in Thailand are governed by multiple statutes, including:

- Labour Protection Act B.E. 2541 (1998) (“LPA”) – governing wages, working hours, holidays, leave entitlements, termination, and severance pay
- Labour Relations Act B.E. 2518 (1975) – regulating collective bargaining, labour unions, and labour disputes
- Social Security Act B.E. 2533 (1990) – requiring mandatory employer and employee contributions
- Workmen’s Compensation Act B.E. 2537 (1994) – providing compensation for work-related injury or illness
- Occupational Safety, Health and Environment Act B.E. 2554 (2011)

Employers must also comply with ministerial regulations, wage notifications, and internal work rules requirements.

Key Compliance Areas for Employers

Employment Contracts & Work Rules

Employers with 10 or more employees are required to prepare written work rules in Thai. Failure to ensure properly drafted and compliant employment documentation may significantly limit an employer’s ability to enforce disciplinary measures or terminate employees lawfully.

Working Hours, Leave and Holiday Entitlements

Thai law sets mandatory standards on working hours, overtime, weekly holidays, annual holidays, sick leave, maternity leave, and other statutory leave entitlements. Misclassification or improper payroll practices may create back-pay liabilities.

Termination & Severance Pay

Termination without cause requires statutory severance pay based on length of service. Unlawful termination may expose employers to reinstatement orders or significant compensation awards.

Disciplinary Action & Written Warnings

Proper documentation and lawful written warnings are critical where termination for cause is contemplated. Failure to comply with procedural requirements may invalidate dismissal.

Foreign Employees & Work Authorization

Employment of foreign nationals must comply with immigration and work permit regulations. Non-compliance may expose both employer and employee to penalties.

Our Services

One Asia Lawyers (“OAL”) provides comprehensive labour and employment legal services tailored to foreign-invested companies and multinational groups operating in Thailand.

1. Employment Structuring & Compliance Advisory

We provide end-to-end advisory support on Thai labour law compliance, including:

- Drafting and reviewing employment agreements
- Preparing compliant work rules in Thai
- Advising on working hours, leave, and holiday policies
- Structuring remuneration packages and benefits

2. Dispute Prevention & Representation

Our team assists clients in preventing and managing labour disputes through:

- Drafting lawful written warnings and disciplinary documentation
- Strategic advice prior to termination
- Negotiation of separation agreements
- Representation before Labour Inspectors and the Labour Court

3. HR Audit & Compliance Review

We conduct comprehensive HR audits to identify legal risks and ensure full compliance with Thai labour laws, including:

- Review of employment contracts and work rules
- Assessment of HR policies and internal procedures
- Audit of payroll practices, including overtime and statutory benefits
- Identification of non-compliance risks and potential liabilities
- Practical recommendations for remediation and risk mitigation

Contact Information

One Asia Lawyers (Thailand) Co., Ltd.
Pannita Teekayuko



399 Interchange Building, Units 2110–2111, 21st Floor, Sukhumvit Road, North Klongtoey, Wattana, Bangkok, Thailand

Email: info_thai@oneasia.legal

Tel: +66 (0)61 - 780 - 1515