

Legal Update: New Labor Protection Act Enhanced Employee Rights

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OAL Thailand Office

On 7th November 2025, The Labour Protection Act (No. 9), B.E. 2568 (2025), was officially announced. Introducing a series of amendments to align domestic labour standards with international norms. The amendment includes an extension and addition of family-related leaves, expansion of worker protection under government organizations, and simplification of compliance procedures for employers. It shall take effect on 7th December 2025, 30 days after its publication.



1. Key Changes: extension and addition of family-related leaves

The changes in regards to family leave are changes that directly affect employers in the private sector. Accordingly, companies, HR departments, and stakeholders should carefully review the key provisions summarized below:

Status	Type of Leaves	Sections	Overview
Amended	Maternity Leave	41 & 59	Maternity Leave 98 days→120 days Paid Leave 45 days→60 days
New	Infant-Care Leave	41 & 59/1	Additional Paid (50%) Leave 15 days if a newborn child is ill or disabled.
New	Spousal Leave	41/2 & 59/2	Paid (100%) Leave 15 days to assist a spouse who has given birth.

1.1. Extended Maternity Leave (Section 41 & 59)

The new Labor Protection Act stipulates that a female employee who is pregnant is entitled to **maternity leave for up to 120 days** or as otherwise prescribed by a Royal Decree, an increase from the previous 98 days.

Employers must continue to pay wages at the employee's regular working-day rate during the leave period, for up to **60 days**, an increase from the prior cap of 45 days.

1.2. Infant-Care Leave (Section 41 & 59/1)

An employee who has taken maternity leave is further entitled to **additional leave of up to 15 days** to care for her child in cases where the child is ill, at risk of complications, has abnormalities, or is disabled, provided that the employee submits a medical certificate in support of the leave request.

During such leave, the employer shall pay the employee **50% of her regular working-day wages** for the entire period of leave.

1.3. Spousal Leave (Section 41/2 & 59/2)

Employees now have the right to **take up to 15 days of leave to assist a spouse who has given birth**. This leave may be taken after the spouse has given birth, and the employee may submit the leave request either in advance or on the day the leave commences. However, the leave must be taken within 90 days from the date of the spouse's childbirth.

Employers are obliged to pay full wages for up to 15 days of such leave.

2. Practical Implications for Employers

2.1 Update Internal Policies and Documents

Employers should revise all relevant internal materials, such as work rules, employee handbooks, and employment agreements, to incorporate the newly introduced leave entitlements and ensure consistency across all documents and prepare for the implementation from 8th December 2025.

2.2 Adjust HR and Payroll Processes

HR and payroll systems should be updated to reflect the revised compensation entitlements. This includes adjusting system settings to manage the extended 120-day maternity leave (with wage payments for up to 60 days), the 15-day fully paid spousal leave, and the infant-care leave compensated at 50% of regular wages.

2.3 Communicate and Prepare Your Teams

To support smooth implementation, employers should issue clear internal communications to employees and provide targeted training to HR personnel and supervisors. This will help ensure that all managers understand the updated obligations and apply the new rules uniformly.

3. Conclusion

The latest amendments to the Labor Protection Act mark a significant advancement in promoting employee welfare and work-life balance in Thailand. By extending maternity leave, introducing child-care leave, and providing spousal leave, the law reflects a more inclusive and family-oriented approach to employment protection.

For employers, the new entitlements underscore the importance of updating HR policies and internal regulations to ensure compliance. Proactive adaptation to these changes will not only mitigate legal risks but also strengthen employee satisfaction, retention, and organizational reputation.

Should you have any questions or require further clarification regarding the amendment of the internal materials, labour audit, or having a seminar for your employees on labour issues, please do not hesitate to contact One Asia Lawyers (Thailand Office), where our team will be pleased to assist you.

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