

CONTACT

-  +66 2 679 6005
-  +66 2 679 6041
-  www.ilct.co.th
-  law@ilct.co.th

A Progressive Reform: Thailand's 2025 Labour Law Enhances Parental and Infant Care Rights

"120 Days" of Maternity Leave becomes a fundamental right for employees on maternity leave. Following the enactment of the Labour Protection Act (No. 9) B.E. 2568 ("New Act") on November 7, 2025, female employees now entitled to 120 days of maternity leave as a statutory right. The New Act also broadens employee entitlements by including spousal and infant care leave and by increasing wage coverage during such leave periods.

The New Act will come into effect 30 days after its publication in the Royal Gazette, on December 7, 2025. Accordingly, companies, HR departments, and stakeholders should carefully review the key provisions summarized below:

Type of Leave	Previous Provision	New Provision under the New Act
Maternity Leave	98 days per pregnancy. Employers were required to pay full wages for up to 45 days of maternity leave.	120 days per pregnancy. Employers are required to pay such employees full wages for up to 60 days during this period. <i>(Section 41 & 59)</i>
Infant Care Leave	None	Female employees are entitled to an additional 15 days of leave if their newborn has a medical condition that could lead to complications, abnormalities, or disabilities. Employers are required to pay such employees 50% of normal wages during this period <i>(Section 41 & 59/1)</i>
Spousal Leave	None	Employees are entitled to take 15 days of leave per pregnancy to support their spouse following childbirth. This leave must be taken within 90 days of delivery. Employers are required to pay such employees full wages during this period. <i>(Section 41/1 & 59/2)</i>

Additional Amendments under the New Act

This New Act also introduces several important amendments;

- Contract employees of government organization (Section 4/1)

Contract employees of government organization are now entitled to the same rights and benefits as those provided under the Labour Protection Act and any dispute arising therefrom fall under the jurisdiction of the Labour Court.

- Annual Employer Reporting (Section 115/1)

Employers with ten (10) or more employees are required to submit an annual report detailing employment conditions and working status to the Department of Labour Protection and Welfare. This report must be filed by the end of January each year.

These amendments mark a progressive step forward in Thailand's labour law, aligning it more closely with international standards for employee and family welfare. Employers are encouraged to review the new regulations, update internal work rules or leave policies, and implement proactive measures— thereby fostering a more inclusive and supportive workplace for all employees.

For further information or assistance, please contact us at law@ilct.co.th