

"Thailand" **4**
What you need to know - No.

Employment

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The European ASEAN Business Centre (EABC) is a European Trade Organisation contributing to improve the trade and investment environment for European companies in Thailand with an aim to see a larger number of European companies (especially SMEs) being established in Thailand and increased export and investment by European companies into Thailand.

The EABC supports trade advocacy by playing an important role as the independent voice of European business vis-à-vis Thai authorities. It also acts as a focal point for market information for European companies in Thailand, facilitating their market access.

Membership Benefits

- Be part of our substantial network in Thailand
- Increase your company exposure for a larger audience
- Dynamic networking opportunities
- Be part of European Working Groups to influence key policy development
- Benefit from high level contacts with Thai authorities and EU Member States
- Stay informed on current developments through our newsletter and News Alerts
- Participate in trade shows and fairs

Join us now!

Sign up for membership by contacting members@eabc-thailand.eu



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Our Partners



EABC
European Union's
window to
Thailand



Overview

There is still a growing demand in Thailand for both skilled and unskilled labor. The major laws in Thailand related to labor and employment issues are:

- The Civil and Commercial Code
- The Labor Protection Act B.E. 2541 (1998)
- The Labor Protection Act B.E. 2551 (2008)
- The State Enterprise Labour Relations Act B.E. 2543 (2000)
- The Labor Relations Act (No. 2) B.E. 2518 (1975)

Visas and Work Permits

The major law governing Visas and Work Permits in Thailand are The Immigration Act B.E. 2522 (1979) and the Working of Alien Act B.E. 2551 (2008).

A Non-Immigrant Visa is generally suited for foreigners seeking to stay in Thailand for working purposes.

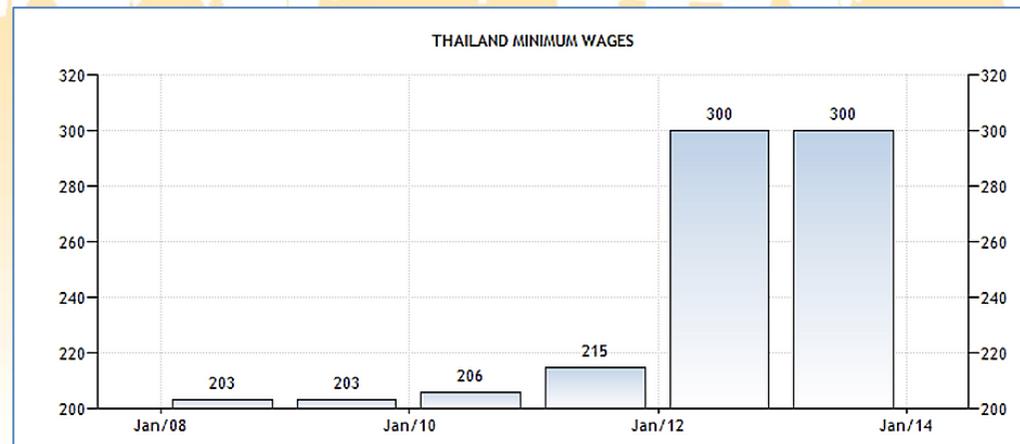
The Visa validity is of 90 days, extendable for 1 years and renewable each year thereafter. A work permit for an expert or executive position is usually issued for 2 years. For a regular position the work permit lasts for 1 year.

Recruitment, availability of labor

- Thailand's labor force is comprised of approximately **39 million** people (about 58% of population).
- Unemployment rate in Thailand remains considerably low at approximately **0.7% in 2014**
- The minimum age for employment is 15 years.
- It is estimated that 10-15% of the Thai labor force has higher education - most workers are unskilled or semi-skilled.
- Most companies in Thailand have an active presence near universities and educational institutes, with the purpose of following and screening potential candidates since tender age.
- Personal recruitment service firms are increasing in number in Thailand.

Tax Incentives

- Minimum daily wages across all provinces is THB 300.
- Minimum daily wages in Thailand have been rising for in recent years, the latest increase (effective since 2013) registered an approximate 40% change.



Source: Trading Economics

The maximum number of working hours per day is 8 hours but not exceeding 48 hours per week.

Employees are entitled to no fewer than 13 national holidays per year. A minimum of 6 days of annual vacation after working consecutively for 1 full year is due to employees.

Tax Incentives

The Labor Protection Act B.E. 2541 (1998) foresees a minimum period for the employer to give prior notice of his intention to terminate the contract.

Employee gross misconduct, absence, disobedience to lawful commands may give way to contract termination by the employer.

Tax Incentives

The amount of severance pay varies upon the duration of employment. As an example, employees who have worked more than 10 years are entitled to no less than 300 days severance pay.