

CABINET APPROVES ONE-YEAR POSTPONEMENT OF EMPLOYEE WELFARE FUND CONTRIBUTIONS

ON 26 AUGUST 2025,

Thailand's Cabinet approved the Ministry of Labour's proposal to postpone the commencement of compulsory contributions to the Employee Welfare Fund by one year — from 1 October 2025 to 1 October 2026.

This decision reflects the government's response to ongoing economic volatility, including:

- The global ripple effects of renewed U.S. tariffs,
- Rising domestic minimum wage rates, and
- Heightened regional political tensions.

To support this postponement, the Labour Department has introduced three new draft regulations:

1. Royal Decree prescribing the revised commencement date for contributions,
2. Ministerial Regulation outlining updated contribution rates, and
3. Ministerial Regulation detailing benefit entitlements for employees in cases of termination or death.

This delay offers breathing room for businesses to reassess their labour compliance strategies and financial planning. However, the regulatory landscape continues to evolve—and proactive preparation remains essential.

First Success Case Under Thailand's Newly-Amended Cyber Crime Laws

In April 2025, the Thai Government introduced a bold new framework for platform liability under the Emergency Decree on Measures for the Prevention and Suppression of Technological Crimes B.E. 2566 (2023). This amendment marks a significant shift—imposing strict liability on platform operators and service providers whose operations may cause harm, with the aim of strengthening protections for affected individuals.

We are proud to announce that ES Counsel has successfully defended the first-ever case brought under this newly-amended law, setting a landmark precedent in the Thai Court.

We will keep monitoring the progress and updating the effect of such postponement. For further information or assistance with labour laws and compliance here, please feel free to reach out to Kreangkrai Jiamboonsri at kreangkrai@escounsel.com, Worathep Chuesunthonsophon at worathep@escounsel.com, Ajaree Trachukul at ajaree@escounsel.com, Sireethorn Wijan at sireethorn@escounsel.com.

Our litigation team,

led by Mr. Worathep Chuesunthonsophon, senior partner, Mr. Witchupong Chittchang, partner, and Mr. Uten Lerttaweepornkul, senior associate, represented a leading tech company in a dispute that tested the boundaries of the new regulatory regime and its application to strike out the case from undue proceeding.

This case signals the beginning of a more challenging enforcement landscape for tech platforms operating in Thailand. As digital businesses face heightened scrutiny and scammer issues widespread, proactive legal strategy and defense are more critical than ever.