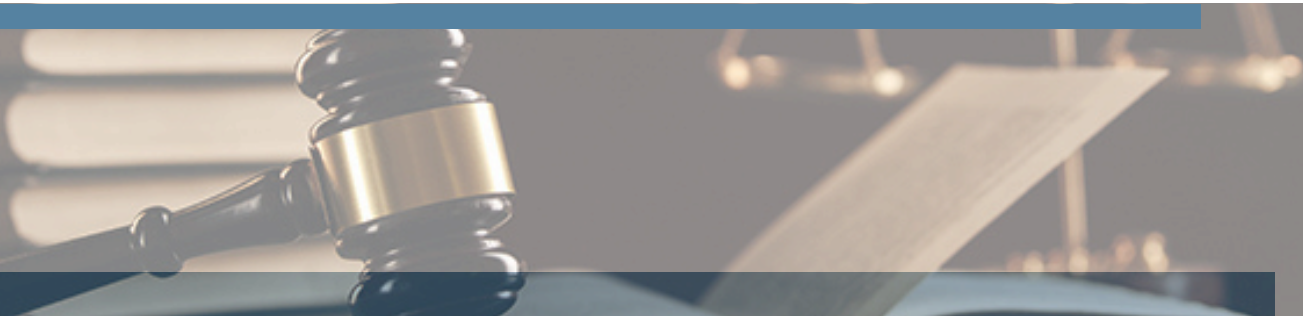


## OFFICIAL PUBLICATION OF LABOUR AMENDMENTS: MATERNITY LEAVE AND PARENTAL LEAVE ENTITLEMENT



Thailand has officially published amendments on maternity leave and parental leave on 7 November 2025 in the Royal Gazette and will come into effect 30 days after publication, i.e., on 7 December 2025. The amendments introduce significant enhancements to employee benefits and protections, including:

- **Maternity Leave:** Increased from 98 days to 120 days, with 60 days paid by the employer.
- **Additional Childcare Leave for Disabled Children:** If a newborn experiences health complications, disabilities, or risks of serious illness after the standard maternity leave, the mother is entitled to an additional 15 days of leave. During this period, she will receive 50% of her regular wage.
- **Paternity/Spousal Leave:** 15 fully paid days for employees whose spouse has given birth, provided the leave is taken within 90 days before or after childbirth.
- **Government Service Contractors:** Contract workers engaged by state agencies entitled to the same statutory holidays, leave benefits, working hours, and rest periods as employees under the Labour Protection Act.
- **Employer Reporting Obligations:** Employer with 10 or more employees must submit an annual report detailing employment and working conditions to the Department of Labour Protection and Welfare ("DLPW") by January of each year.

It is expected that the DLPW will issue official guidelines to support compliance shortly.