



## Legal Alert

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### The (Draft) Amendment to the Labor Protection Act



On 15 August 2017, the Cabinet has approved, in principle, the draft amendment to the Labor Protection Act B.E. 2541 (A.D. 1998) (“**the Draft Act**”) as proposed by the Ministry of Labor. The Draft Act will be considered by the Council of State of Thailand and the National Legislative Assembly accordingly. The main proposed changes of the Draft Act can be summarized as follows:

- To add definition of “remuneration” which means “money” which the employer pays the employee in return for work in addition to salary, overtime pay, holiday pay and holiday overtime pay.
- The employee is entitled to paid business leave of not less than 3 days per year.
- The pregnant employee is entitled to take leave for prenatal care during pregnancy which include maternity leave for a total period of not more than 90 days.

- For clarity, in the case of changing of the employer, consent from the employees is required. The new employer must assume all rights and liabilities in relation to the employees.
- The employee with 20 years of service or more, who is dismissed without cause, is entitled to severance pay at the rate equivalent to the latest wage rate for 400 days.

The (Draft) Act is expected to be completely considered within next year.

## Contact

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