In case for an employer temporarily suspends hiring for less than 2 years, an employer must receive payment of not less than the last rate of wages for 30 days or of not less than the wages for the last 30 days for an employee who receives wages on a piece rate basis.

- An employee who has worked for an uninterrupted period of 3 years or less but more than 1 year, or of not less than the wages for the last 30 days for an employee who receives wages on a piece rate basis.
- An employee who has worked for an uninterrupted period of 10 years or more must receive payment of not less than the last rate of wages for 60 days, or of not less than the wages for the last 60 days for an employee who receives wages on a piece rate basis.
- In case for an employer does not inform in writing or by other means the list of the employees contemplated to be dismissed within 30 days before relocation.
- The employer must pay money of not less than 50 per cent of the last rate of wages or for the last 30 days for an employee who is paid on a piece rate basis.

Special severance pay

1. In case for an employer releases the place of business and it significantly affects to the normal business or normal life of an employee, or his/her family, the employer must pay instead of advance notice at a rate equal to an employee’s last wage rate for 30 days or equal to the amount of wages, overtime pay, holiday pay or holiday overtime pay of not less than 2 years from the date of termination of employment of each employee for the last 360 days for an employee who receives wages on a piece rate basis.

10 Evidence of Employment

An employer who employs ten or more employees must provide the document as the followings.

1. Work rules in Thai language must contain at least the particulars on scope and meaning of grievances; method and steps of dealing with grievances; investigation and consideration of grievances; procedure for settlement of grievances; and connection for the clarified and any involved persons.
2. The record of employees must contain at least the particulars of name and surname; sex; nationality; date of birth or age; present address; date of commencement of employment; position or duties; rate of wages and other benefits as agreed between an employee and an employer; and date of termination, the reasons for termination and a name of machinery or the change of machinery or production line, sale or service due to the adoption as a result of the reorganization of an undertaking, as a result of negligence; and working time; work done by employees who are paid on a piece rate basis.

9 Special Severance Pay

Severance pay must not be paid when there is any change in the facts on conditions of employment and working conditions, the employer must inform the Director - General in writing or by other means personally or by a person entrusted by the Director - General in writing before the change within the following month after existence of such change.

Penalties

Any employer who violates or fails to comply with the Labour Protection Act B.E. 2541 must be punished according to the level of his/her offence from a fine of not exceed 5,300 baht to a fine of not exceed 200,000 baht, or imprisonment of not more than 1 year, or both.
Rest period during normal work
An employee who is entitled to holidays shall have at least 1 hour after work for 5 consecutive hours.

An employee may take the rest period of less than 1 hour but the total period per day must not be less than 1 hour.

In a case of a beverage shop or a food shop where does not open or provide service continuously on holidays, an employee may take a rest of 2 hours a day.

An employer who obtains an employee's prior consent of may not arrange a rest period for the employee in case of emergency work, or character of nature work needs to be performed continuous.

Rest period before overtime work
An employer must arrange a rest period of not less than 30 minutes before the time for performance of overtime work of not less than 2 hours after normal work.

Weekly holiday
A weekly holiday shall not be less than 1 day per week. The days between each weekly holiday shall not be more than 6 days. In case of a hotel business, a school, a transport work in the establishment of a transport work, or a business having less than basic facilities, or any other work as prescribed in Statute, the establishment of a labor union, in case of a female employee, may agree to accumulate and postpone working hours to take the rest at any time within a period of 4 consecutive weeks.

Traditional holiday
All traditional holidays, including National Labour Day, must be not less than 13 days per year according to the annual official holidays, religious holidays or local traditional holidays.

A traditional holiday falls on a weekly holiday, an employee entitled to a day off to substitute for the traditional holiday on the following working day.

In case of a hotel business, an entertainment establishment, a beverage shop, a food shop etc., an employer and an employee may agree to take other days off to substitute for the traditional holiday or the public holidays wages must be paid to the employee.

Annual holidays
- An employee who has worked for an uninterrupted period of 1 year can take the annual holidays of not less than 6 working days in a year.
- An employer and an employee may agree in advance to accumulate and postpone any annual holiday in a year to be included in the following years.

Leave for training
An employer is entitled to a leave for training for the purpose of improving skills and knowledge or improving the working efficiency; and for educational examination, government may ask an employee to present a certificate from a first class physician.

Wages
Wages must be paid for military services leave that not exceeding 60 days per year.

- Wages must be paid for leave for sterilization.
- Wages must be paid for military leave that not exceeding 45 days per year.

Overtime pay
- Wages must be paid to an employee who is entitled to wages on a piece rate basis at a rate of not less than 1.5 times of the hourly wage rate or the piece rate of wages.

Holiday pay
- An employee who works for an employee who is entitled to wages on a piece rate basis at a rate of not less than 1.5 times of the hourly wage rate or the piece rate of wages.

Remuneration
- Wages must be paid for military leave that not exceeding 60 days per year.
- Wages must be paid for military services leave that not exceeding 45 days per year.
- Wages must be paid for leave for sterilization.
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