

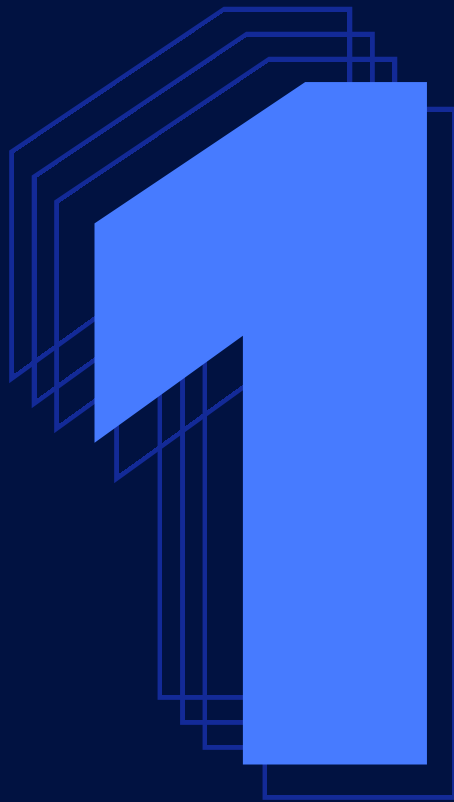
Multiplier

Hiring Toolkit Thailand



Table of Contents

Chapter 1. Hiring In Thailand	1
Economic indicators	1
Employment rate	1
Job market insights	2
Best places to look for talent	3
Chapter 2. Salary Insights	4
Top jobs and average salaries	4
Salary benchmarks	5
Chapter 3. Presenting An Offer	6
Employment contract and clauses	6
Documentation required	7
Social Security contribution	8
Leave policy	8
Insurances, fringe benefits, and bonuses	10
Payroll, minimum wage, and overtime pay	10
Offboarding procedures	11
Chapter 4. The Multiplier Difference	12
Why use Multiplier's EOR solutions	12



Chapter 1

Hiring In Thailand

Thailand, known as one of the most exotic and lively countries, has broadened its business possibilities to international prospects. The country experienced significant GDP growth of 4.5% in Q4 2022, indicating solid progress and economic stability.

Economic indicators

Below are some of the most important economic indicators to better understand where Thailand’s economy is headed and whether the country will be a fit for your for your global expansion plans:

GDP Per Capita	Ease of Doing Business	Freedom Score	GNI Per Capita	Inflation Rate
\$8,273.93	Rank 21	63.2	\$7,090 (as of 2021)	3.51%

Employment rate

The number of employed persons in Thailand increased to by 0.8% in the fourth quarter, indicating that Thailand’s employment situation is improving. The graph below highlights the incremental increase from the start of 2022:

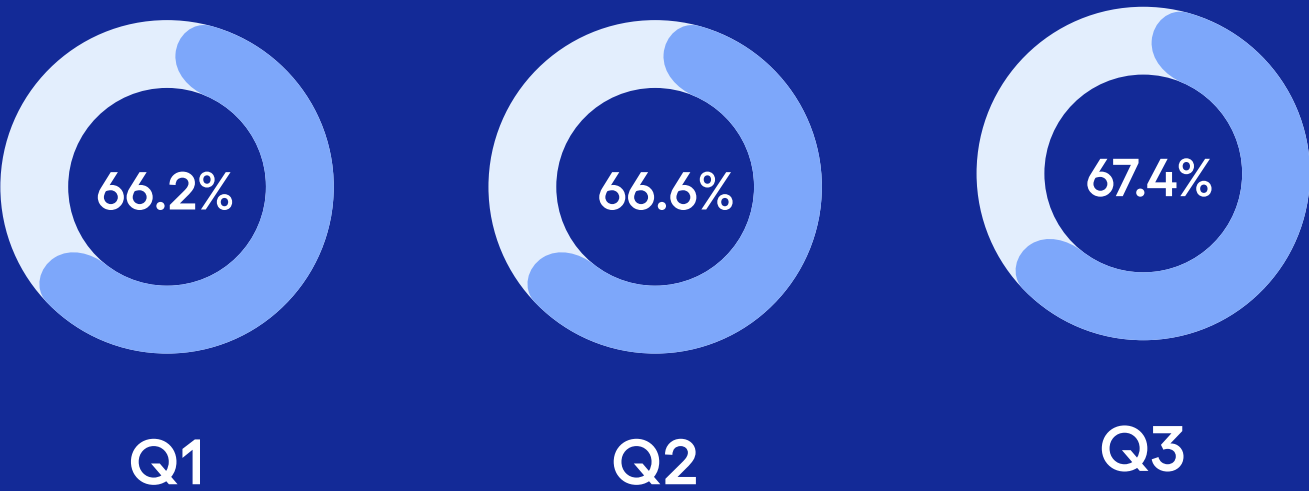


Fig 1: Employment Rate 2022 - Statbbi NSO

Job market insights

To give you a better picture of Thailand's employment rate, the graph below shows a more granular view of the country's labor force:

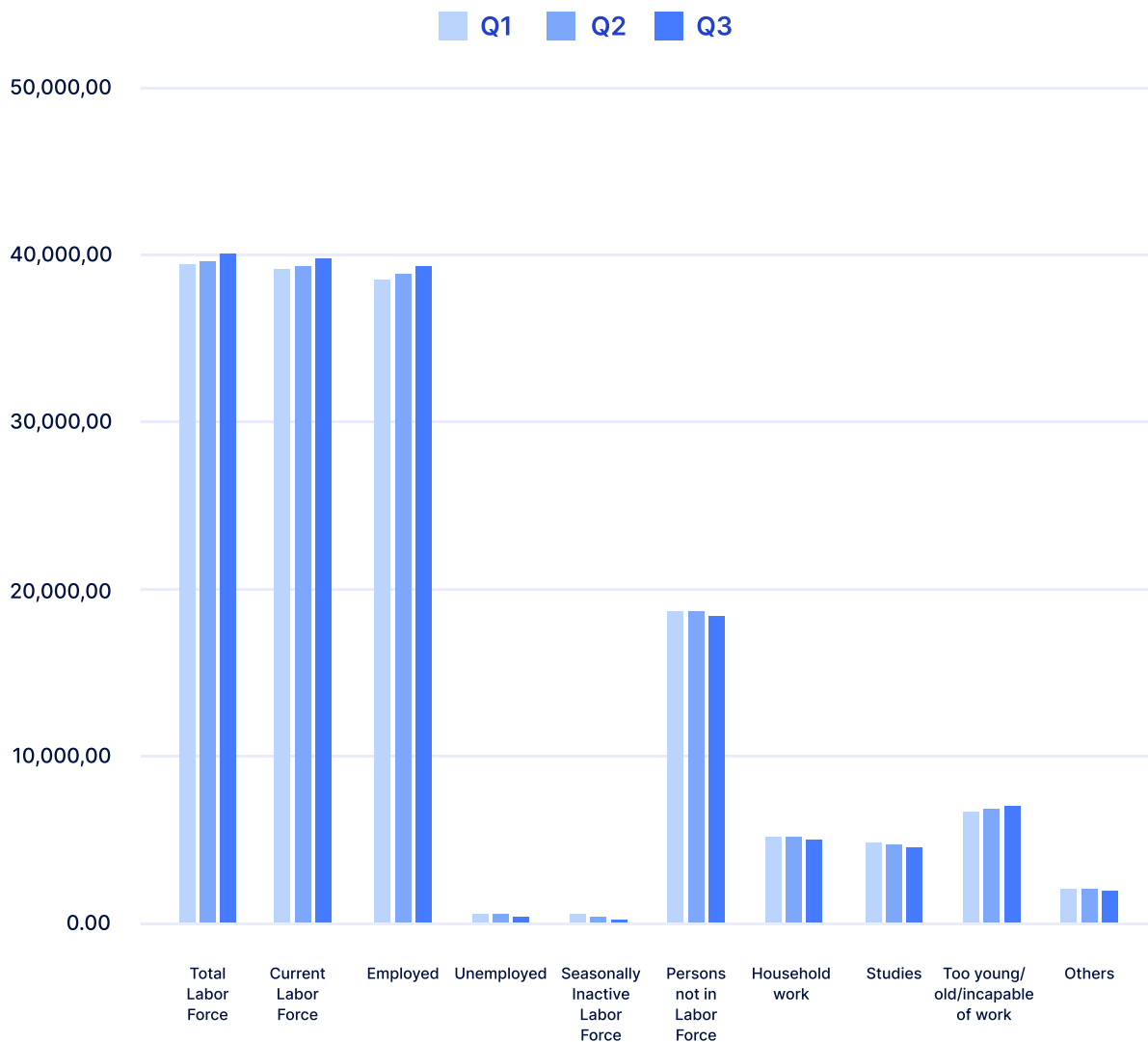


Fig 1: Employment Rate 2022 - Statbbi NSO

Best places for talent: Top cities and local universities

Thailand's talent is dispersed across the country. Global employers must be aware of the country's major business hubs and top universities, which serve as excellent recruitment opportunities. Here's a quick rundown of both:

Top cities to find talents	Top local universities
<ul style="list-style-type: none">• Bangkok• Samut Prakan• Mueang Nonthaburi• Udon Thani• Chon Buri	<ul style="list-style-type: none">• Mahidol University• Chulalongkorn University• Chiang Mai University• Khon Kaen University• Prince of Songkla University



Chapter 2

Salary Insights

According to Thailand's National Statistical Office, the unemployment rate has dropped to 1.2% in the fourth quarter of 2022 - the lowest since the global pandemic. Additionally, there are more business opportunities, with almost 1.97 million establishments within the country.

Top jobs and average salaries

The following table highlights the popular jobs and its average salaries in the Thailand. Understanding the average salary rates will help you attract talent in the country:

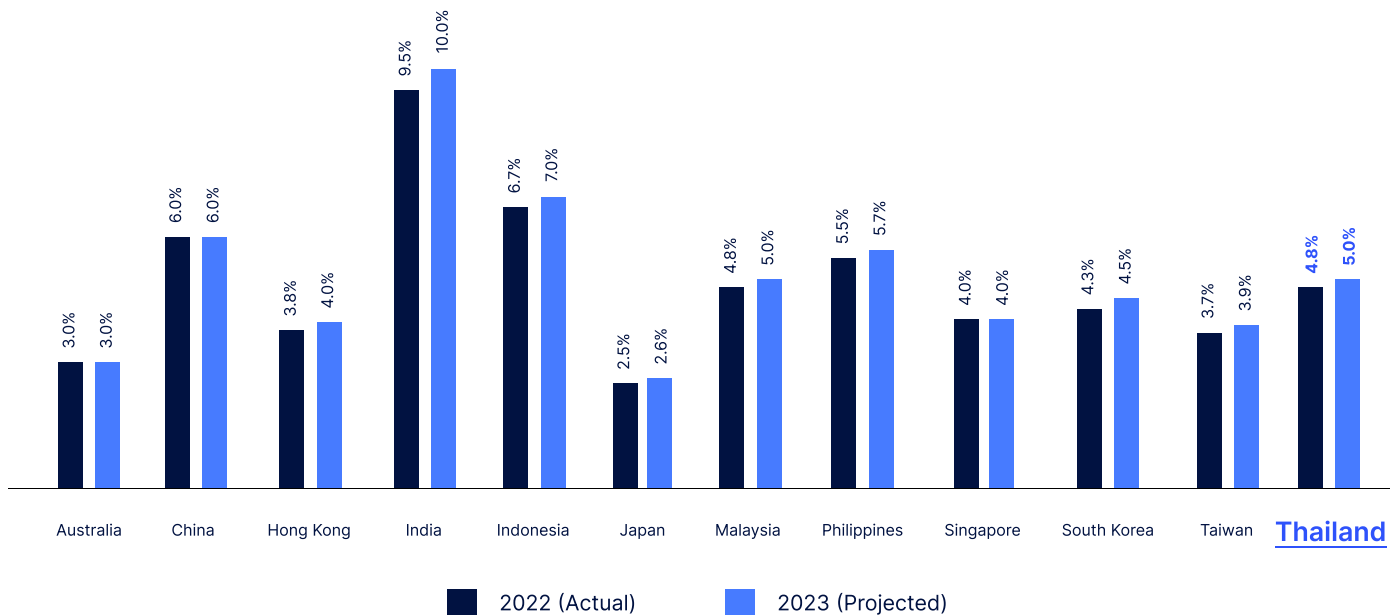
Job Roles	Average Monthly Salary (THB)	Average Monthly Salary (USD)
Chief Executive Officer	221,000	6,590
Information Technology Engineer	168,000	5,000
Sales Manager	165,000	4,920
Business Development Manager	155,000	4,620
Accounting Manager	144,000	4,295
Marketing Manager	120,000	3,575
Software Developers	96,000	2,860

**1 THB= 0.030 USD, 8th Feb 23*

Salary benchmark

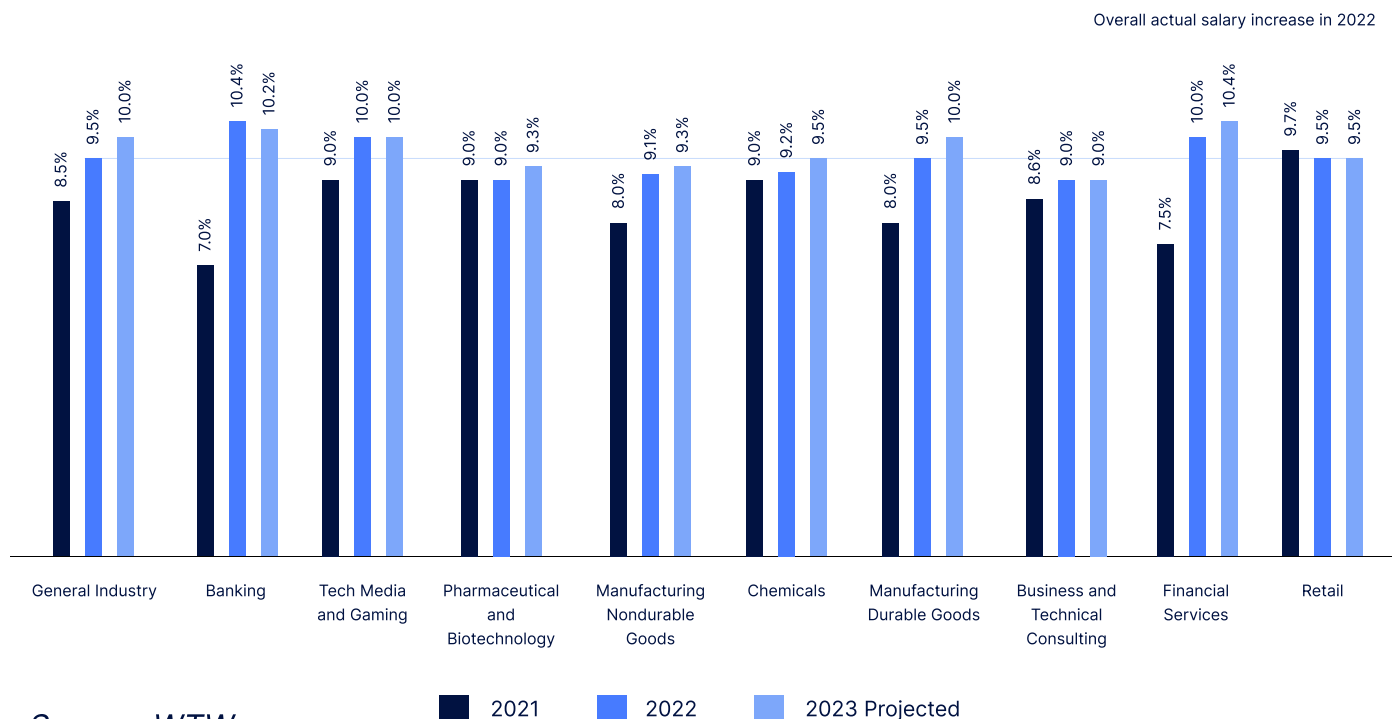
The charts below depict Thailand's salary trends (actual and projected) in comparison to other APAC countries. We can see that Thailand is ranking much higher compared to other middle income countries in the region.

Salary Budget Trends in APAC for 2022 & 2023



Source: WTW

Industry-wise Salary Budget Trends in Thailand



Source: WTW



Chapter 3

Presenting An Offer

Employment contract and clauses

The employment contract must have the below-mentioned clauses:

Annexure	Clauses
Salary	<ul style="list-style-type: none">a. Perks, benefits & other plansb. Additional pay displayc. Reimbursement guidelinesd. Salary & deductions applicability
Terms of Employment	<ul style="list-style-type: none">• Employee services and obligations:<ul style="list-style-type: none">a. Company engagement services with employee & background checksb. Responsibilities and daily dutiesc. Prohibition of Additional/part-time rolesd. Code of conducte. Reporting hierarchyf. Job description input from Platformg. Involvement in other business activities• Employment term and renewal process• Place of Work• Work Schedule• Probationary Period - No probation, as per the employment labor code• Salary• Leave policies• Confidentiality (non-disclosure agreement)• Non-compete

Annexure	Clauses
Terms of Employment	<ul style="list-style-type: none"> • Non-solicit • Intellectual Property • Termination clauses • Notice • Representations and Warranties • Other clauses <ul style="list-style-type: none"> a. Data privacy b. Indemnity c. Assignment d. Modification • Rights & Remedies Waiver <ul style="list-style-type: none"> a. Governing Law b. Severability c. Counterparts

Documentation required

1. Identity card of the representative/director or the passport
2. LOR YOR 01 reduction of tax form
3. Social security number

According to the Labour Protection Act of 1998 Thailand, employers must provide Social Security Contributions (SSC) and Workers' Compensation Fund.

Both employer and employee contribute to the SSC which covers sickness, maternity, invalidity, death, child allowance, unemployment, and retirement. Additional benefits are at the discretion of the employee and employer.

Social security contribution

The contributions to social security for both employers and employees in the Thailand are as follows:

Type of Contribution	Employer Contribution	Employee Contribution	Maximum Up to
Social Security Contribution	5%	5%	Maximum up to 750 THB per month
Worker's Compensation	0.2% - 1%	-	Maximum 240,000 THB per person per year

Leave policy

The leave policy applies to all full-time employees; the table mentions the details:

Annual leave/earned leave 6 days	All full-time employees are entitled to paid annual leave. However, employers can provide annual leaves to employees who have completed less than one year of employment pro-rata.
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Sick Leaves

30 days

All full-time employees are entitled to paid sick leave. The employee must submit a medical certificate for continuous sick leave over three days.

Sick pay is offered by:

- The employer is at 100% of the employee's salary for the first forty-five days.
- Social security offers the remaining days' pay at 50% of the employee's salary.

Maternity Leave

98 days (or 14 weeks)

All full-time employees are entitled to paid maternity leave.

Paternity Leave

15 days

All full-time employees are entitled to paid paternity leave.

Public Holidays

21 days

All employees are entitled to paid public holidays.

Insurances, fringe benefits, and bonuses

Insurance, fringe benefits, and bonuses may be provided by Thai employers. These are listed in the table below:

Insurances	Fringe Benefits	Bonus
<ul style="list-style-type: none">• Health Insurance• Retirement Insurance• Unemployment Insurance	<ul style="list-style-type: none">• Flexible working hours• Additional paid time off• Travel expenses to commute to work or company transportation• Business trip expenditure	The 13th-month pay is not mandatory in Thailand. However, it can be provided based on mutual agreement.

Payroll, minimum wage, and overtime pay

The following table presents an overview of the payroll requirements in Thailand. Understanding the minimum wage rates and payroll compliance regulations are essential for both employers and employees to ensure a fair and legal work arrangement.

Payroll Cycle	Minimum Wage	Overtime Pay
The payroll cycle in Thailand is usually monthly, depending on the contract.	The minimum wage varies per region, ranging from 328 THB to 354 THB.	<ul style="list-style-type: none">• Normal day - 1.5 times the hourly rate• On Holiday for normal timing - 2 times the hourly rate• On Holiday for overtime - 3 times the hourly rate

Probation period

The probation period for newly hired Thailand employees is up to 4 months.

Offboarding procedures

It is the responsibility of an employer to ensure a smooth offboarding process. Below are some of the core elements when offboarding an employee:

Termination	Notice Period	Severance Pay
Termination of the contract may be initiated by either the employer or the employee, and either party shall issue notice. However, if the employee has a fixed contract, a notice is unnecessary when the contract expires.	Thai employees under probation are to provide a notice period of up to 30 days. After probation, the notice period is up to 3 months.	<ul style="list-style-type: none">• 120 days to 364 days - 30 days• 1 year to 2 years and 364 days - 90 days• 3 years to 5 years and 364 days - 180 days• 6 years to 9 years and 364 days - 240 days• More than 10 years - 300 days



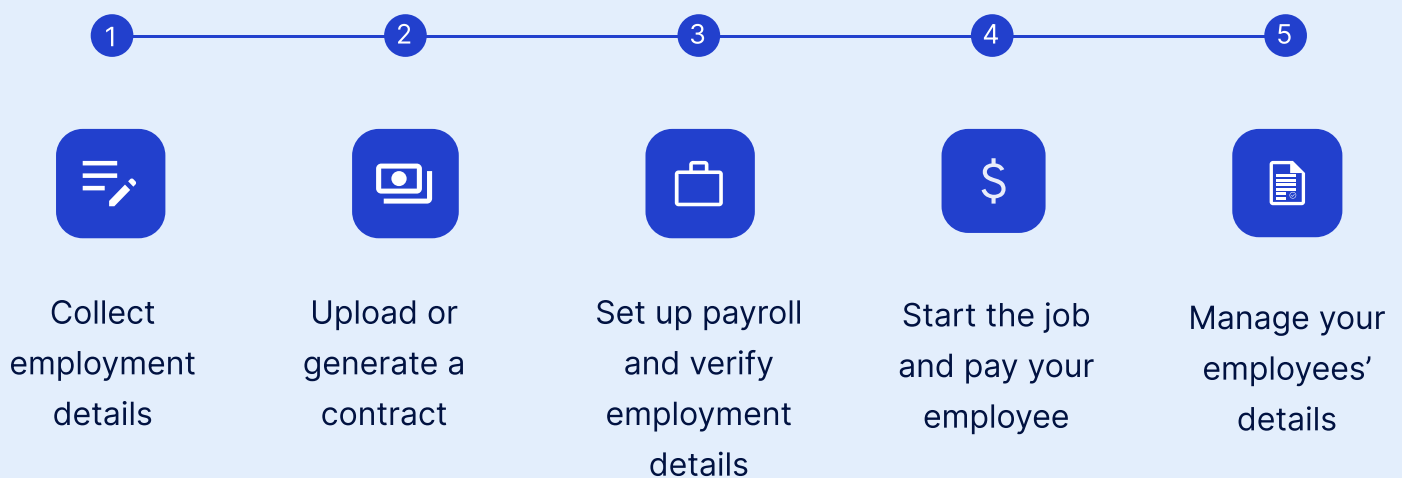
Chapter 4

The Multiplier Difference

Why use Multiplier's EOR solutions

Multiplier's EOR platform streamlines your onboarding process while ensuring compliance with global and domestic labor laws. With Multiplier, you can employ full-time or part-time skilled professionals in Thailand in just 7 days.

Multiplier's simplified onboarding process



Additionally, the platform allows you to effortlessly generate employment agreements and invoicing reports for your full-time and part-time employees in a matter of minutes.

What more can Multiplier offer? Have a look at these:

- #1 Global Employment Solution
- Local HR experts for global teams
- Localized benefits administration
- Zero employment risks
- 24/7 HR & payroll support
- One-click payroll
- Build a global brand
- Market entry in minutes
- Increase employee satisfaction
- Save with no local entities
- Automated employee contracts
- Pay employees in local currency

Multiplier

We Want You To Hire And
Expand Fast At Fair Prices

Get The Multiplier Advantage.

Speak with us

