

Visa & Work Permit Regulations

23 May 2025

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Executive Director, Expatriate Services Division
Thailand Board of Investment (BOI)



**Thailand Investment and Expat
Services Center (TIESC)**



Benefits for foreign personnel in BOI promoted projects

Before receiving the BOI Certificate



section 24

To study investment opportunities or perform any other actions that will benefit investment

After receiving the BOI Certificate



section 25

Permission is granted to bring in skilled workers, experts, including spouses and dependents of skilled workers, experts into Thailand



section 26

Allow skilled workers or experts who are permitted to stay in Thailand to have a work permit for the duration of their permitted stay



Permission under Section 24

Who can apply for entry permission under section 24

Study investment opportunities

6 months per permission and extendable once or as necessary

Actions that will benefit the investment

6 months per permission and extendable or as necessary

To operate a business that is under consideration or pending a promotion certificate

6 months per permission and extendable once or as necessary

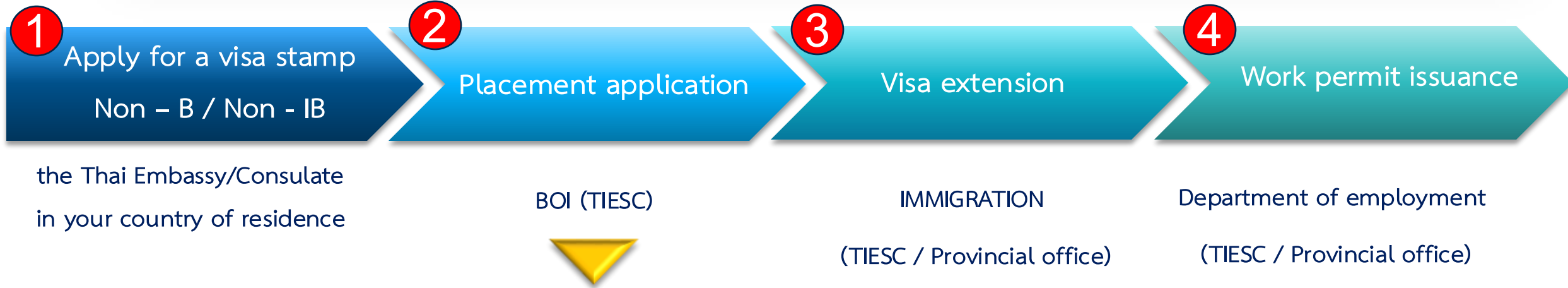
Allow foreigners to work in a foreign chamber of commerce

1 year per permission and extendable





Application process under Section 24 and Section 26



Required Supporting Documents for Consideration:

1. Letter of Intent and details
2. Copy of certificate of juristic person registration and list of shareholders
3. Form KKT.02 (F FR TR 01) and Form KKT.03 (F FR TR 01)
4. Copy of educational certificate and work experience documents
5. Copy of passport
6. Copy of previous approval letter (if applicable)
7. Any other supporting documents

Permission under Section 25 and 26

Permitted duration of approved positions

2 Years

Most of all manufacturing, service projects i.g. software development

4 Years

- >> ITC, IBC, IHQ
- >> Research and development activities
- >> Targeted technology development projects
- >> Electronic design projects
- >> Researcher position in science and technology of all types of projects

1 Year

- >> Trade and Investment Support Office (TISO)
- >> International Business Process Outsourcing (IBPO)



Announcement of the Office of the Board of Investment No. Por.3 / 2567

Providing clarity on criteria and conditions to bring in foreign personnel in BOI promoted projects

Approval of positions for foreign personnel

Placement of foreign personnel in approved positions

Extension of approved position terms and personnel



ประกาศสำนักงานคณะกรรมการส่งเสริมการลงทุน
ที่ ป.บ./พ.บ.๓๖
เรื่อง หลักเกณฑ์พิจารณาอนุมัติตำแหน่งคนต่างชาติ การบรรจุคนต่างชาติในตำแหน่งที่ได้รับอนุมัติ
และการขยายระยะเวลาตำแหน่งและสัญญา ตราสารที่ ๒๕ และมาตรา ๒๖

เพื่อเป็นการอำนวยความสะดวกและสร้างความชัดเจนให้แก่ผู้ประกอบการในการขออนุมัติตำแหน่ง
หน้าที่การทำงานคนต่างชาติ การบรรจุคนต่างชาติในตำแหน่งที่ได้รับอนุมัติ ตลอดจนการขยายระยะเวลา
ตำแหน่งและสัญญาที่อยู่ในใบบัญชีตราสารที่ ๒๕ และมาตรา ๒๖ แห่งพระราชบัญญัติส่งเสริมการลงทุน
พ.ศ. ๒๕๖๐

ซึ่งได้กำหนดไว้ในมาตรา ๓๓ มาตรา ๓๔ มาตรา ๒๕ และมาตรา ๒๖ แห่งพระราชบัญญัติ
ส่งเสริมการลงทุน พ.ศ. ๒๕๖๐ สำนักงานคณะกรรมการส่งเสริมการลงทุน โดยได้รับมอบอำนาจจากคณะกรรมการ
ส่งเสริมการลงทุน จึงออกประกาศดังต่อไปนี้

ข้อ ๓ ให้ยกเลิกประกาศคณะกรรมการส่งเสริมการลงทุน ที่ ป.บ./พ.บ.๓๖ ลงวันที่
๓๐ กุมภาพันธ์ ๒๕๖๖ เรื่อง หลักเกณฑ์พิจารณาอนุมัติตำแหน่งคนต่างชาติ การบรรจุคนต่างชาติในตำแหน่ง
ที่ได้รับอนุมัติ และการขยายระยะเวลาตำแหน่งและสัญญา ตราสารที่ ๒๕ และมาตรา ๒๖

ข้อ ๔ ในประกาศนี้

"คนต่างชาติ" หมายความว่า ข้าราชการ พนักงานและผู้บริหารต่างชาติที่เข้ามาทำงาน
ในโครงการที่ได้รับการส่งเสริมการลงทุน

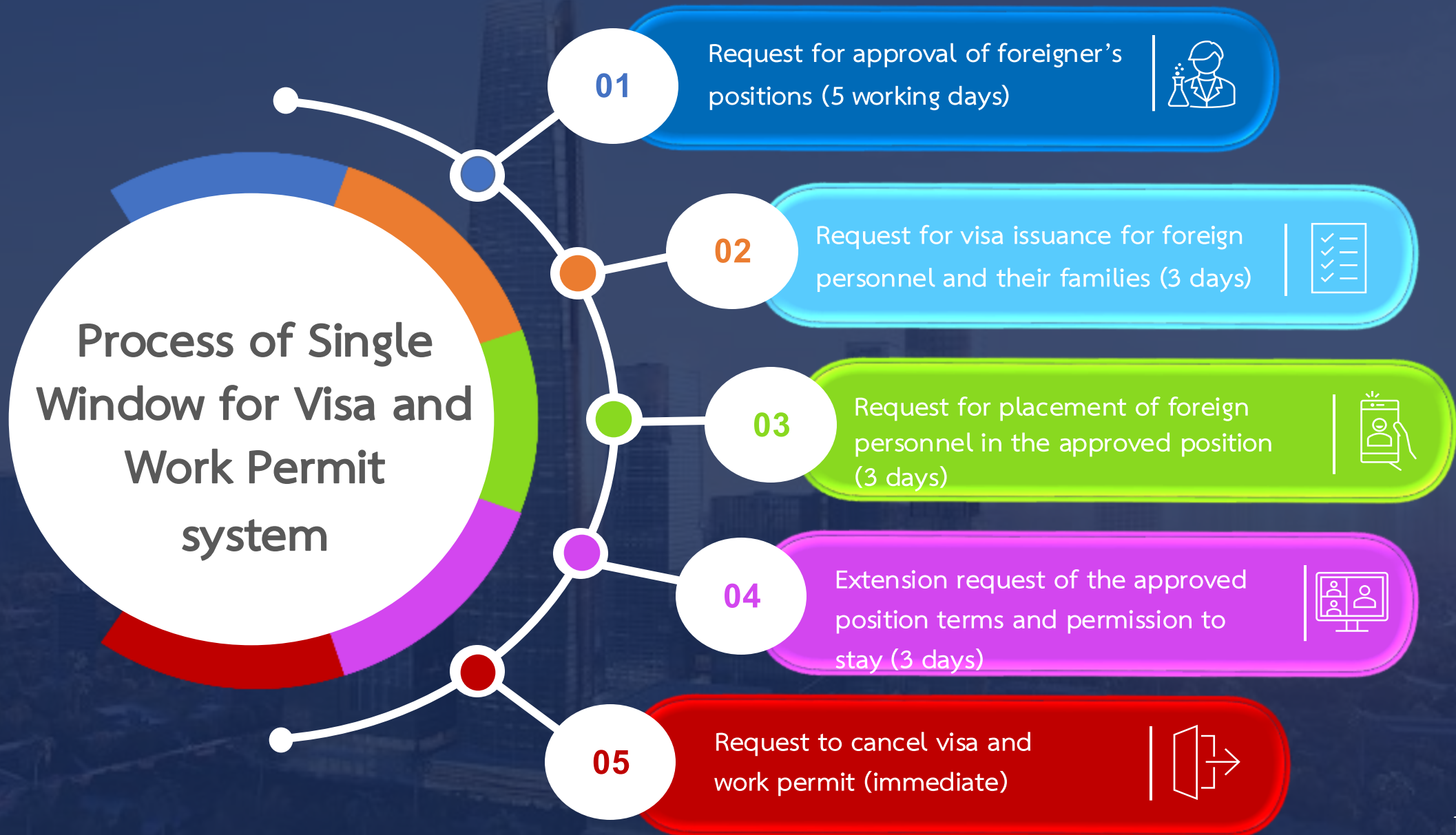
"ระบบ" หมายความว่า ระบบ Single Window ของศูนย์บริการข้อมูลผู้ประกอบการ

"ตำแหน่งระดับ Executive" หมายความว่า ตำแหน่งระดับผู้บริหาร เช่น Chairman,
President, CEO, CFO, COO, CTO, Vice President, Executive Director, Managing Director, General
Manager, Deputy Managing Director เป็นต้น



Announcement
Por.3/2567 (TH)

Application process under Section 25 and Section 26





Required Supporting Documents for Consideration

Required Documents



1. Copy of passport; all page with the Thai visa stamps
2. Copy of educational certificate
3. Work experience documents
4. Employment contract (In case of Operator assigned to workstations in BPO and IBPO businesses, and Specialist positions in digital technology)
5. Evidence of family relationship (In case of spouse and dependents)
6. Any other supporting documents
7. Organization chart
8. Financial report

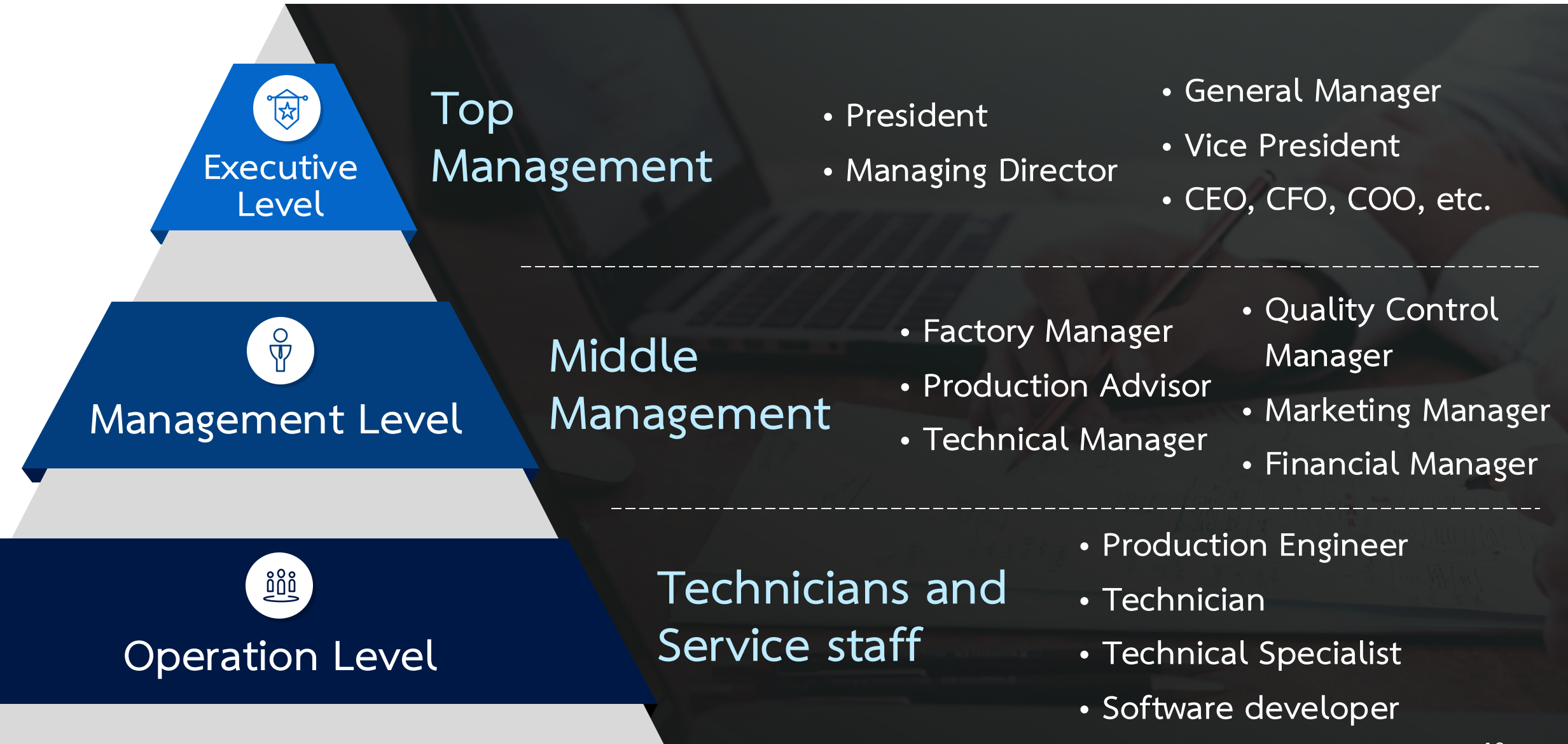


Note: If the original documents are not in Thai or English, they must be translated by a certified translation institute in Thailand, or translated and certified by the government authority abroad.



Foreign personnel wishing to get BOI visa must be employed or sponsored by the BOI-promoted company acting as the employer. In addition, the contract must be duly signed by both the employer and the foreign national who is being hired to work in the specified position.

Position Level / Position Name



Placement Criteria for Foreign personnel

Operation level (Age 22 years and above)

- >> **If the degree is related** to the position: Minimum **2 years** of relevant work experience
- >> **If the degree is not related** to the position: Minimum **5 years** of relevant work experience

Management & Executive level (Age 27 years and above)

- >> Minimum **5 years** of relevant work experience



Note: Relevant work experience refers to experience directly related to the job or performed in a manner similar to the position being applied for



Placement Criteria for Foreign Personnel in Special Positions

Engineering position

- >> hold at least a bachelor's degree in engineering and ≥ 2 years of relevant experience in engineering
- >> If without a degree in engineering, and ≥ 10 years of relevant experience in an engineering position.

IT specialist in e-commerce and software-related businesses

- >> hold at least a bachelor's degree in science and technology, ≥ 2 years of relevant experience and $\geq 50,000$ baht of monthly salary
- >> If without a degree in science and technology, must have ≥ 5 years of relevant experience and $\geq 75,000$ baht of monthly salary

Operator position in BPO and IBPO businesses

- >> hold at least a bachelor's degree, $\geq 30,000$ baht of monthly salary, and training certificate



Foreigners in Temporary Positions

The appointment of a foreign personnel to a temporary position shall follow the same qualification criteria as those applied to foreign nationals in permanent positions under Sections 25 and 26.



The maximum term of a temporary position shall be 6 months per appointment.

If the work remains incomplete, only one extension may be requested.

If there are more than 20 persons, a plan for the temporary importation of foreign personnel must be attached to the application.

Work Permit for BOI Visa

Digital Work Permit
(issued at One Stop Service for
Visa and Work Permit)



Work Permit book
(issued by provincial
labor offices)



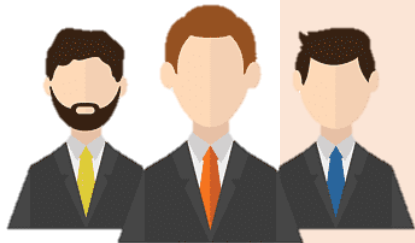


New Employment Conditions for Foreign Personnel in BOI-Promoted Projects

Improvement of employment conditions for foreign personnel in BOI project

Following the BOI's approval on the improvement of employment conditions for foreign personnel in BOI promoted projects, the criteria for approval of positions for foreign nationals, placement of foreign nationals in approved positions, and extension of position terms and personnel under section 25-26 will be revised as follows:

1 The employment ratio of Thai personnel for manufacturing projects



If the total number of full-time Thai and foreign employees exceeds 100 persons

Thai employees must constitute more than 70% of the total employment within the company.

* For high-priority projects where it is essential to employ Thai personnel below the required ratio, the BOI will consider approval in a case-by-case basis

Note:

- The number of Thai personnel refers to full-time Thai employees for whom the company has made contributions to the Social Security Fund in the most recent month.
- The total employment of the company refers to the sum of full-time Thai employees (for whom Social Security contributions have been made in the most recent month) and full-time foreign employees granted permission to work under Sections 25-26 of the Investment Promotion Act.



Improvement of employment conditions for foreign personnel in BOI project

2 The minimum Income Requirements for Foreign Personnel

Position	Period	Minimum Income per month / education	
		old	New conditions
- Executive	- 2 years for general project - 4 years for targeted industries	No minimum Income	- 150,000+
- Management - Engineers, scientists or researchers, IT specialists	- 2 years for general project - 4 years for targeted industries and researchers	No minimum Income (Except for IT specialists must have a minimum Income of 75,000+ or 50,000+ & Bachelor's degree or higher in the relevant field)	- 75,000+ Or - 50,000+ (Bachelor's degree or higher in the relevant field)
- Skilled workers, technicians, and service staff	- 1 years for TISO, BPO, IBPO - 2 years for general project - 4 years for targeted industries and researchers	No minimum Income (Except for operators in workstation in IBPO, TISO with IBPO must have a minimum income of 30,000+ & Bachelor's degree or higher in the relevant field)	- 50,000+ Or - 35,000+ (Incase operators in workstation in IBPO, TISO with IBPO)



This shall be effective

- For projects that have issued promotion certificates after the date of the announcement date: **starting from Oct 1, 2025**
- For projects that have issued promotion certificates prior to the announcement date: **starting from Jan 1, 2026**





Thailand Investment and Expat Services Center (TIESC)



BOI ONE BANGKOK Office

Investment Service Center

One Start One Stop Investment Center (OSOS)

Expatriate Services Division

One Stop Service Center for VISA and Work Permit (OSS)



BOI Immigration Department
Bureau of



LTR & SMART Visa Unit



LTR Visa
SMART Visa
BOI Visa

Thailand Investment and Expat Services Center (TIESC)

6th and 7th Floors, One Bangkok Building,
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Pathum Wan District, Bangkok 10330, Thailand
Phone: +66 2 209 1100

Website: LTR Visa – <https://ltr.boi.go.th>
SMART Visa - <https://smart-visa.boi.go.th>
BOI Visa - <https://swe-expert.boi.go.th>
OSOS - <https://osos.boi.go.th>

Email: LTR Visa – ltr@boi.go.th
SMART Visa - smartvisa@boi.go.th
BOI Visa - visawork@boi.go.th
OSOS - osos@boi.go.th

Maps



Line Official
(Single Window)

รถยนต์ส่วนตัว
เข้าทาง Entrance 3 ลานจอด B2 และ B3 (โซนสีฟ้า)
MRT (สายสีน้ำเงิน)
สถานีลุมพินี (ทางออก 1B)
BTS
1.สายสีเขียวอ่อน ลงที่ สถานีเพลินจิต (ทางออก 2) จากนั้นขึ้น EV Shuttle Bus ไปยัง จุดรับส่งผู้โดยสาร อาคาร The Storeys และเดินต่อไปยัง อาคาร Parade
2.สายสีเขียวเข้ม ลงที่ สถานีศาลาแดง (ทางออก 3, 4 หรือ 5) เปลี่ยนไปขึ้น MRT ที่สถานีสีลม (ทางออก 2) จากนั้นลงที่ สถานีลุมพินี (ทางออก 1B)
แท็กซี่ และ จุดรับส่งผู้โดยสาร
หน้าอาคาร Parade (ถนนพระราม 4)

Our Contacts



LTR Visa : Categories



Highly Skilled Professionals

Professionals in targeted industries working for

- business entities or higher education institutes or
- research centers or specialized training institutions or
- Thai government agencies



Work from Thailand Professionals

Remote workers working for well-established overseas companies



Wealthy global citizen

Wealthy individuals holding at least \$ 1 million in assets



Wealthy pensioner

Retirees aged over 50 years who have an annual pension or stable income



Dependents

Spouse / children / parents / legal dependents of LTR visa holders

Privileges to be offered to LTR visa holders

10 years renewable visa

Immigration and work permit facilitation services at One Stop Service Center for Visa and Work Permit

Fast Track Service at International Airports in Thailand

Exemption from 4 Thais : 1 foreigner employment requirement ratio



Permission to work in Thailand (Digital Work permit)

Except for Work from Thailand Professionals

90-day report extended to 1-year report AND exemption of re-entry permit

17% Personal income tax rate for Highly skilled professionals tax exemption for overseas income for other categories





Thank You

<https://www.boi.go.th>

