



Visa and Work Permit Facilitation for BOI-promoted companies



Ms. Kantarot Laopradith
Director, Expatriate Services Division
Thailand Board of Investment

Investment needs Talent Mobility



Talent Certainty = Investment Certainty & Business Continuity



BOI Privileges for Bringing in Foreign Talent

Privileges Under **Section 24 and 26**

Privileges under **Section 25 and 26**

Before BOI Promotion

After BOI Promotion

SECTION 24

Who is Eligible

- Individuals assigned to **explore investment opportunities** in Thailand
- Individuals responsible for **preparing company establishment under the BOI promotion application process**

SECTION 26

Who is Eligible

- Individuals approved under **Sections 24 and 25**
- Permitted to work **only in positions** and duties approved by BOI
- Permission is valid **for the entire period of stay in Thailand**

SECTION 25

Who is Eligible

- **Full time or temporary employees of BOI promoted companies**
- **Spouses and dependents** of the full time employees

Duration of Permitted Stay by Business Activity



1-YEAR PERMISSION

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



2-YEAR PERMISSION

- All other manufacturing activities
- All other Service activities



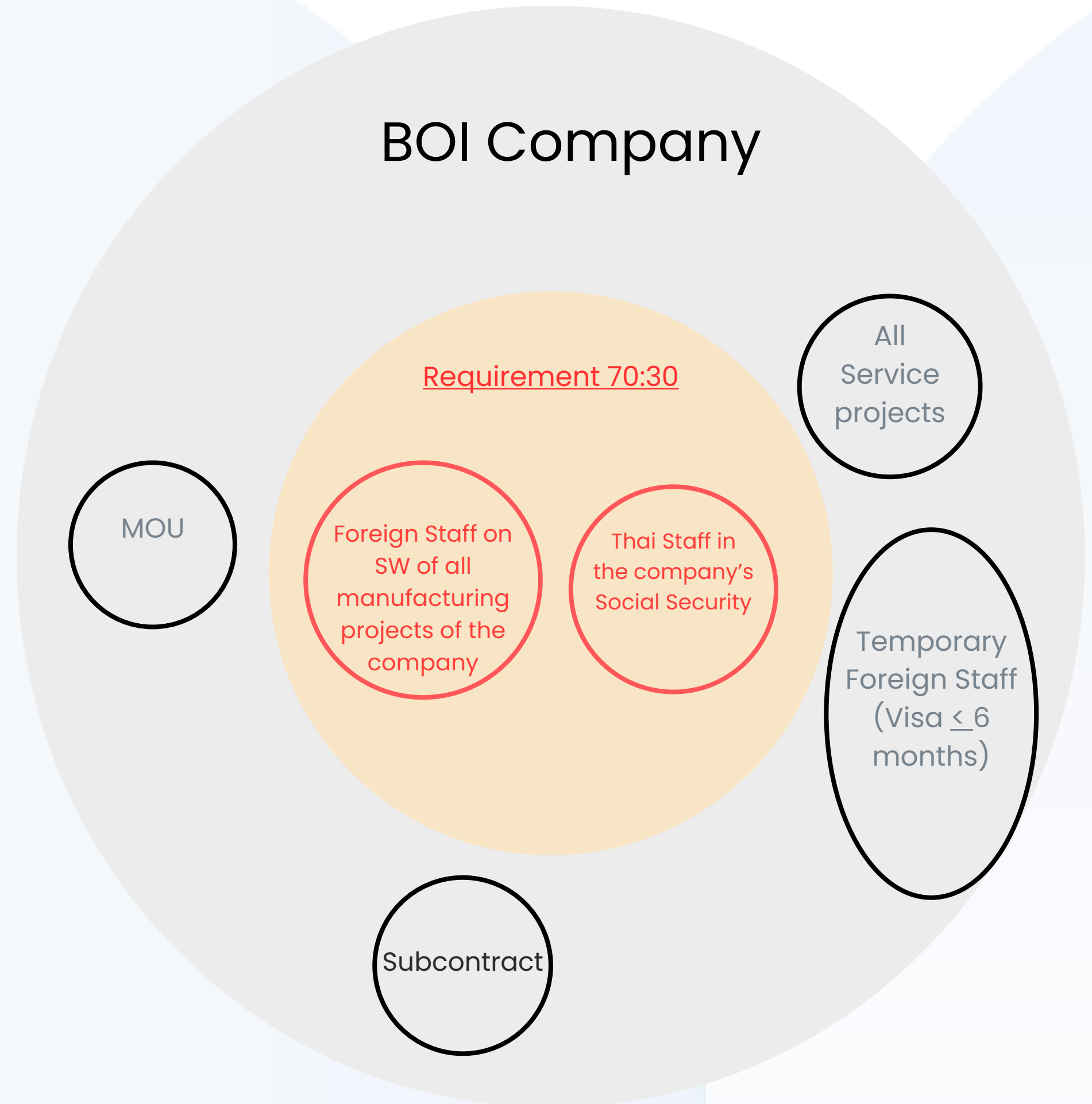
4-YEAR PERMISSION

- International Trading Center (ITC)
- International Business Center (IBC)
- International Headquarters (IHQ)
- Research and Development (R&D)
- Targeted Technology Development
- Electronic Design
- Researcher positions in Science and Technology for all types of business activities

Thai Employment Quota 70/30

The 70% Thai employment quota applies to?

- **Only to BOI-promoted manufacturing projects**
- **Only when “Total employees” > 100**
- “Total Employees” includes **ALL Thai in the company + only Full-time foreign employees under manufacturing projects** (SW-approved)
- **Service projects** (e.g., TISO) **are excluded** from the quota requirement

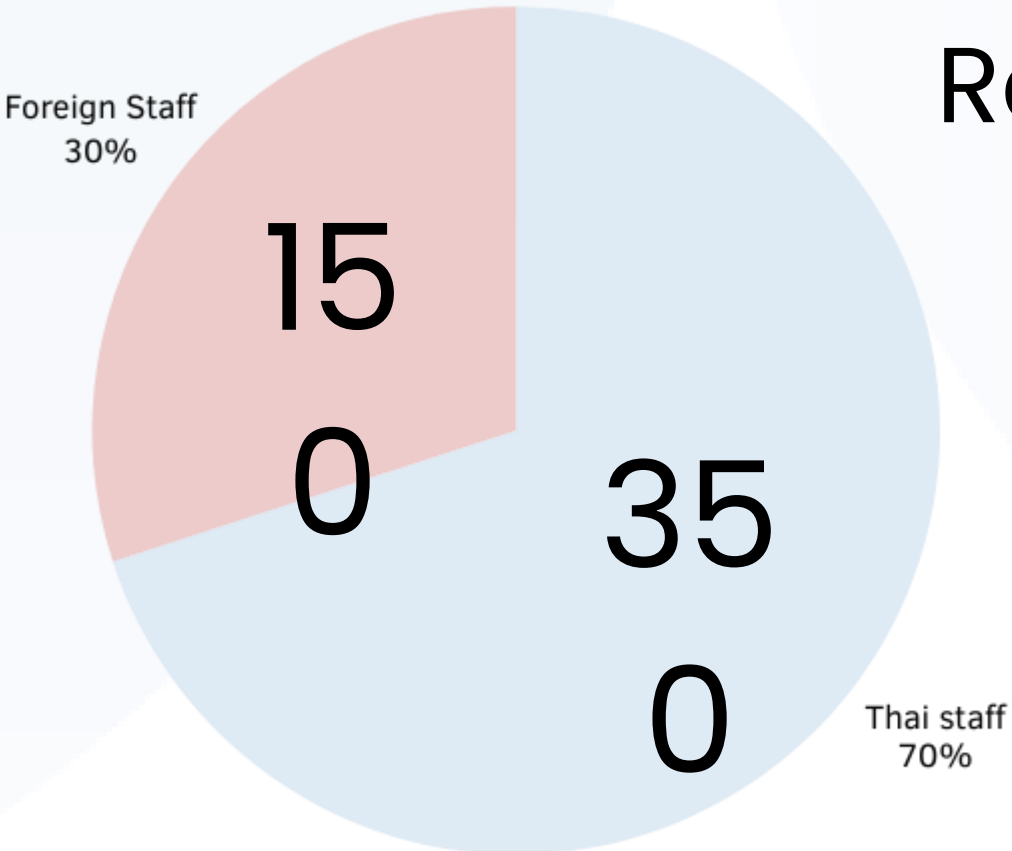


How to Calculate Thai:Foreign 70/30 Ratio

WHEN TOTAL EMPLOYEES >100

Apply formula : $(\text{Total Foreign Staff Numbers} \times 7) \div 3 = \text{Total Thai Staff}$

EXAMPLE: How many Thai staff need to be employed if the company has 150 foreign staff ?



Result: The company must employ at least

$$(\underline{150} \times 7) \div 3 = \underline{350 \text{ Thai Staff}}$$

*Remark: Always round up decimal values



Minimum Income Requirements



DEPENDING ON THE LEVEL OF POSITIONS

- **Executive-level:** At least **THB 150,000 per month** on average
- **Management-level:** At least **THB 75,000 or THB 50,000 per month** with a Bachelor's degree
- **Operation-level:** At least **THB 50,000 per month** on average



OTHER POSITIONS

- **Researcher in Science and Technology:** At least **THB 75,000 or THB 50,000 per month** (Relevant Bachelor's degree)
- **Engineer:** At least **THB 75,000 or THB 50,000 per month** (Bachelor's degree in Engineering)
- **IT Specialist:** At least **THB 75,000 or THB 50,000 per month** (Bachelor's degree in Science & Tech)
- **IBPO/BPO Workstation-Based Operator:** At least **THB 35,000 per month**

Procedures for Bringing Foreign Talent into BOI-Promoted Projects



*Remark: Upon receipt of complete document to support the e-Visa application

Single Window and E-Visa Application Submission Stage

On-site Visa Stamping & Work Permit Process Stage



DO

- Check email **regularly after E-Visa submission** (additional documents may be requested)
- Apply for placement **immediately upon arrival in Thailand** (visa must have ≥ 15 days validity)
- Submit complete and duly signed documents to avoid delays

- Arrive on time and be prepared for **Immigration interviews** about job role and duties
- **Thai staff accompaniment** is recommended for coordination



DON'T

- Do not forge or alter **personal documents** (e.g., education or employment certificates)
- Do not forge or alter **official documents** (e.g., E-Visas, passports)
- Provide **misleading or incorrect information**

- Wearing **inappropriate attire** for visa or work permit appointments (e.g., shorts, tank tops, flip-flops)
- **Using a damaged passport** (e.g., water damage, torn pages) or a passport with **insufficient blank pages for stamping**
- **Using a different passport** from the one submitted at the time of application **without notifying the BOI in advance**

3 Main Steps for Document Legalization

- Step 1: **Notarization**

Submit original documents to a **local Notary Public Office** to be **translated into Thai or English**

- Step 2: **Authentication**

Authenticate documents at the **Foreign Affairs Office** of the provincial or city government

- Step 3: **Consular Legalization**

Legalize documents at the **Royal Thai Embassy or Consulate-General in China**

*Documents are then **ready for visa application!***

Example



Thailand Investment and Expat Service Center (TIESC)



Immigration

- Visa extension
- Visa type change
- 90 Days / 1 Year Report
- Residence Certificate Application



BOI

- Visa and work Permit Facilitation (BOI Promoted Companies)
- LTR and Smart Visa Services
- Investment Consultation Services (OSOS)



DOE

- Work Permit Application
- Work Permit Amendment & Renewal Services

ALL IN ONE PLACE

Located on the 6th and 7th floors of the PARADE Zone at One Bangkok

Opening Hours: Monday – Friday 8.30 – 16.30

Thank You for Your Attention



Call Center : 02-209-1161 To 1167
02-209-1121 To 1125



visawork@boi.go.th



Line Official: [@boivisa](https://line.me/tv/@boivisa)



TIESC - Thailand Investment and Expat Services Center

TIESC, 6th - 7th fl. of the PARADE Zone, One Bangkok, Rama IV Road, Lumpini, Pathum Wan, Bangkok

