

# IGP Country Profile

## Thailand





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# Customary employee benefits

People who feel that the statutory benefits are not enough must arrange for benefits on their own or through their employer.

However, private employee benefits are also limited for many reasons. First, economically, Thailand is a labor-intensive country, and both investors and employers want to keep labor costs as low as possible. Secondly, most employees still prefer monetary compensation rather than an “invisible” amount payable in the future. The weak bargaining position of employees, as well as a general lack of understanding on the part of employers regarding the mechanics of group insurance hinders the growth of employee benefits schemes in Thailand.

However, there is an increasing trend towards private group insurance, especially in the areas of group personal accident and group health insurance. Increasing demands from employees and greater generosity on the part of some employers will further encourage the implementation of more employee benefit plans.

In general, private benefit plans are provided mostly for employees of foreign subsidiaries or joint-ventures and for large local companies such as banks, financial institutions, hotels and large manufacturers. However, most local companies still believe that statutory workmen's compensation is enough and that it is better to self-insure for non-occupational risks.

The majority of insured employee benefit plans are group personal accident, group health or medical insurance, and group term life insurance (with or without an AD&D rider). Even though there are no group pension plans available in Thailand, many companies set up their own retirement or provident funds to provide lump sum benefits upon retirement.

Under the present organization of life and non-life insurance companies, Group Personal Accident (GPA) is generally sold as a product of non-life or casualty departments. From the employer's point of view, it is an alternative rather than a complement to group life insurance. Thus, most representatives generally do not offer group personal accident insurance as an employee benefit unless requested to do so by employers.

However, some life insurance companies, e.g., Muang Thai Life, the IGP Network Partner in Thailand, offers optional AD&D riders that provide the same dismemberment benefits as GPA coverage (but with no medical reimbursement benefit).

## Death & disability benefits

Most group life insurance plans are one-year renewable term insurance with optional riders for accidental death and dismemberment and total and permanent disability. The coverage varies from either 12 to 48 times of monthly salary or a flat amount for all employees regardless of rank.

Group life insurance is a compulsory cover, and all eligible members are automatically covered under the policy up to a pre-determined acceptance limit (Free Cover Limit) for a particular benefit without having to provide any medical evidence.

The group life insurance plan covers all causes of death of the insured, 24 hours and worldwide. The benefit provides a lump sum equal to the sum insured, payable on the death of the insured person. The benefit is excluded if the insured person commits suicide within one year of entry date or is intentionally murdered by his/her beneficiary.

Employer contributions are tax-deductible as a business expense; employees usually do not contribute. The benefit is considered as taxable income to employees, but waiving this condition is under consideration.

## Schedule of insurance (sum assured)

The life insurance benefit amounts are usually set according to job classification. Typical amounts are:

### Multiple of salary:

12 to 48 times basic monthly salary is most common for multinational companies

### Flat amount:

Example: THB 50,000 to THB 3,000,000

## Supplementary benefits

One or more of the following supplementary benefits are commonly attached to group term life policies:

Accidental Death and Dismemberment (AD&D)

Total and Permanent Disability Insurance Rider (TPD) and Total and Permanent Disability Insurance Rider (TPI) whereby:



- TPD is a rider to AD&D and provides coverage for (1) Total and Permanent Disability, (2) Partial and Permanent Disability caused by accident only.
- TPI is available as a rider to a life policy and provides coverage for permanent and total disability caused by either sickness or accident.
- Double Indemnity for a public accident is generally provided under the AD&D rider. It doubles the amount of AD&D benefits if the injury is sustained while the insured employee is:
- Traveling as a passenger by land in a public motor vehicle that was traveling on its regular route; or
- Riding as a passenger in a public elevator that was built for regular rides (except elevators operating in a mine or construction area); or
- In a cinema, hotel or any other public building in which a fire starts.

### Extended death benefit

If the employee is completely disabled while insured under the group life policy, and death occurs during the period of continued disability and within 12 months following termination of employment, the death benefit shall be paid.

### Contributions

Most group life insurance plans are non-contributory.

Benefits other than those mentioned above are rarely provided under group life insurance plans.

### Free cover limit (FCL) or non-medical limit

An insured person will be subject to insurance underwriting requirements where the sum insured exceeds the FCL. During the underwriting process, the insured person will be covered up to the FCL limit. FCL limits for each group vary based on actual member census information.

## Medical benefits

Group medical insurance or group health insurance is also written under a one-year renewable contract. The medical insurance can be written by either a life insurer as a supplementary contract to a life insurance policy or by a non-life insurer as a master policy.

Employer-provided medical plans are popular and are found in most companies. The standard benefits cover non-occupational injury or sickness. Features such as deductibles and co-payments are still uncommon but becoming available.

The medical insurance covers customary and reasonable medical expenses incurred at licensed hospitals or clinics and performed by licensed medical practitioners.

Most medical insurance policies typically provide both 24-hour and worldwide coverage. The insurer commonly issues a medical card to each individual insured member for cashless treatments at the insurer's network hospitals and clinics in Thailand.

While most medical insurance plans are paid for by the employer, it is quite common for employees to contribute if they want higher benefit levels and/or dependents coverage. These contributions are tax-deductible as a business expense for the employer and not considered as taxable income to employees.

### Basic schedule of medical benefits

Most insurers can provide tailor-made medical insurance programs with benefit schemes designed to meet employer requirements.

Medical benefits and provisions provided to employees vary depending on the employer's corporate policy, office location, job functions, etc.

## Customary employee benefits (continued)

### IPD (inpatient hospitalization and surgical benefits)

Hospital Daily Room & Board:	THB 800 - 4,000 (Normally 31 days per disability)
General Hospital:	THB 15,000 - 80,000 baht (Expenses per disability)
Surgical Fees	THB 15,000 - 80,000
<b>Subject to Non-Schedule (per disability limit)</b>	
In-Hospital Doctor's Visits:	THB 500 - 2,000 (Normally 31 days per disability)
Specialist Consultation Fee:	THB 2,000 - 5,000
Emergency Accidental Treatment:	THB 2,500 - 6,000
<b>OPD (Outpatient Clinical Benefits)</b>	
Outpatient	THB 800 - 3,500 baht (Maximum of 30 visits per policy year)

### OPD (outpatient clinical benefits)

Outpatient: THB 800 - 3,500 baht (Maximum of 30 visits per policy year)

The provision of outpatient clinical benefits varies among insurance companies. Some companies provide separate doctor's consultation and diagnostic x-ray and laboratory test benefits, but it is not a normal practice.

### Other medical benefits

- **Dependent coverage**

It is common for large companies to provide health coverage for an employee's dependents at the same or at a lower level of benefits.

- **Major medical insurance**

Major medical coverage is available as a rider to the basic policy. Currently, more companies are looking for such benefits.

- **Maternity benefits**

Most employers providing these benefits do so on a self-insured basis.

Other benefits, such as dental care, International SOS service and special nursing care, are very rarely provided.

### Contributions

Most health insurance plans are paid for entirely by employers, especially if the plans cover employees only. However, employees can contribute if they want higher benefit levels and/or dependent coverage.

## Retirement benefits

### Registered provident funds

Provident funds were established in 1987 to encourage private sector employees to save for retirement. They are viewed as fringe benefits offered by employers to motivate employees and provide a source of long-term savings for an employee's retirement.

Provident funds can be set up voluntarily with cooperation between employers and employees, and who upon agreement, set up a committee that oversees the fund. In Thailand, provident funds are always established in large enterprises.

Since 2018, companies with 100 employees or more are required to arrange for employee contributions to a provident fund. For the first 3 years, the fund will require both the employee and the employer to contribute 3% of the employee's salary, and the contribution percentages will increase to 5% and 7%, respectively.

An employee whose salary is less than THB 10,000 will not be forced to make contributions, but the employer will still have to contribute 3% of that employee's salary.

The committee overseeing the fund is comprised of representation from the employer and elected representatives of employees. The committee then chooses the fund manager. The scheme regulatory authority is under the Securities and Exchange Commission (SEC).

The employees will receive lump sum proceeds at the time of their resignation or retirement. The contributions paid to the provident fund by employees and employers are tax deductible, and the benefit payment is tax exempt.

The SEC introduced regulations permitting provident fund managers to offer members investment choices. The regulation states that a conservative option must always be offered. In addition, other options can be offered, but the fund manager must specify clear investment policies for each option.

## Contributions

Employee's contribution: 2% - 15% of the salary

Employer's contribution: 2% - 15% of the salary

The employee contribution may not be less than 2% of salary, and the employer contribution may not be less than the employee contribution nor more than 15% of wages. Wages are defined as the money paid to the employee as salary or basic wages, not including a living allowance or other kinds of benefits. The most common contribution is 5% for both the employee and the employer.

## Management of the fund

The fund must have a manager that is licensed to engage in the business of investing. A company may not be the manager of its own fund.

Funds are usually managed by finance or securities companies or banks. Life insurance companies can be fund managers but normally do not provide these services.

Management fees range from 0.5% to 10% of the annual income of the fund, depending on the size of the fund. The average fee is 7%.

The fund manager must invest no less than 20% of the fund in government bonds or treasury bills. The rest of the fund may be invested in bank fixed deposits, other bank accounts, bills of exchange, promissory notes or securities of registered companies under the Securities Exchange of Thailand at an amount not exceeding the specified percentage for each type of investment.

# Typical employee benefits plans

## Benchmarking information

**Based on Muang Thai's portfolio)**

	%
Group life coverage	
Death benefit	95.35%
AD&D	85.43%
Survivor's benefits	N/A
Employer contribution only	N/A
Disability coverage	
Long term disability	69.36%
Short term disability	
Employer contribution only	N/A
Healthcare coverage	
Hospitalization	66.75%
Dental	18.68%
Vision	N/A
Critical illness	6.44%
Employee assistance programme	N/A
Employer contribution only	N/A
Retirement plans	
DC	N/A
DC - Employer contribution only	N/A
DB	N/A
DB - Employer contribution only	N/A
Other	
Wellness & wellbeing programmes	N/A
Flex benefits	N/A

Source: The Muang Thai Life Assurance Public Company Limited

## Typical employee benefits plans (continued)

Schedule of Insurance	Manufacturer	Automotive / Engineering	Computer
Group Life Insurance	100,000 - 36 BMS	350,000 - 2,000,000	500,000 - 24 BMS
Group Accidental Death & Dismemberment	100,000 - 36 BMS (AD&D2)	2,500,000 (AD&D2)	500,000 - 24 BMS AD&D2)
Total Permanent Disability	100,000 - 24 BMS	24 BMS	500,000 - 24 BMS
Hospitalization Benefit			
- Daily Room & Board	1,000 - 1,000	2,000 - 5,000	2,000 - 2,500
- General Expenses	20,000 - 150,000	22,000 - 70,000	30,000 - 35,000
- Surgical Fee	20,000 - 375,000	22,000 - 66,000	35,000 - 50,000
- Doctor's Visit	400 - 3,000	1,500	800 - 1,000
- Emergency OPD Treatment	3,000 - 14,000	2,200 - 10,000	3,500 - 7,000
- Specialist's Consultation	1,800 - 11,000	2,200 - 7,000	3,000 - 3,500
Outpatient Benefit (Per Visit)	1,000 - 2,700	1,300 - 3,200	1,500 - 2,000
X-Ray and Laboratory Test (Maximum per year)	N/A	2,400	3,900 - 5,400
Dental Benefit (Maximum per year)	2,500 - 3,200	1,500 - 3,200	5,000
Maternity Benefit			
- Normal	24,000	N/A	10,000
- Abortion	12,000	N/A	10,000
- Cesarean	48,000	N/A	10,000
Major Medical Benefit	100,000 - 600,000	N/A	200,000
Major Medical Benefit - Deductible	N/A	N/A	3,000
Dependent	Equal or Lower (Health Only)	N/A	Equal or Lower (Health Only)

Schedule of Insurance	Trading	Agriculture	Communication
Group Life Insurance	100,000 - 12 BMS	27 BMS	12 BMS - 24 BMS
Group Accidental Death & Dismemberment	100,000 - 12 BMS (AD&D2)	52 BMS (AD&D2)	12 BMS - 24 BMS (AD&D2)
Total Permanent Disability			
Hospitalization Benefit			
- Daily Room & Board	1,000 - 2,500	2,300	2,000 - 5,000
- General Expenses	12,000 - 50,000	32,000	30,000 - 75,000
- Surgical Fee	24,000 - 50,000	35,000	5,000 - 87,000
- Doctor's Visit	400 - 1,200	800	700 - 1,750
- Emergency OPD Treatment	2,400 - 5,000	6,000	4,000 - 10,000
- Specialist's Consultation	2,400 - 5,000	3,000	3,500 - 5,500
Outpatient Benefit (Per Visit)	500 - 1,200	1,500	1,500 - 2,500
X-Ray and Laboratory Test (Maximum per year)	N/A	N/A	N/A
Dental Benefit (Maximum per year)	N/A	2,500	N/A
Maternity Benefit			
- Normal	N/A	N/A	N/A
- Abortion	N/A	N/A	N/A
- Cesarean	N/A	N/A	N/A
Major Medical Benefit	N/A	400,000	N/A
Major Medical Benefit - Deductible	N/A	2,300	N/A
Dependent	N/A	N/A	N/A



## Typical employee benefits plans (continued)

Schedule of Insurance	Transportation	Hotel & Resort	Information Technology
Group Life Insurance	100,000 – 24 BMS	200,000 – 36 BMS	500,000 - 1,500,000
Group Accidental Death & Dismemberment	100,000 – 18 BMS (AD&D2)	200,000 – 36 BMS (AD&D2)	500,000 - 1,500,000 (AD&D2)
Total Permanent Disability	100,000 – 24 BMS	200,000 – 36 BMS	500,000 - 1,500,000
Hospitalization Benefit			
- Daily Room & Board	800 – 3,800	1,600 - 6,000	2,000 – 5,000
- General Expenses	15,000 – 70,000	10,000 - 100,000	15,000 - 50,000
- Surgical Fee	15,000 – 60,000	15,000 - 100,000	25,000 - 55,000
- Doctor's Visit	500 – 1,500	800 - 3,000	500 – 1,500
- Emergency OPD Treatment	1,800 – 7,000	4,500 - 15,000	3,000 - 11,000
- Specialist's Consultation	1,500 – 6,000	4,500 - 10,000	2,500 - 7,500
Outpatient Benefit (Per Visit)	800 – 2,500	550 – 800	1,000 - 2,200
Maximum per year		15,000 - 20,000	N/A
X-Ray and Laboratory Test (Maximum per year)	N/A	N/A	3,900 – 13,000
Dental Benefit (Maximum per year)	4,000	1,000 – 4,500	5,000 – 10,000
Maternity Benefit			
- Normal	N/A	N/A	50,000 - 61,600
- Abortion	N/A	N/A	24,650 – 25,000
- Cesarean	N/A	N/A	92,500 – 100,000
Major Medical Benefit - Deductible	N/A	160,000 - 500,000	490,000 – 600,000
Dependent	Equal or Lower (Health Only)	Equal or Lower (Health Only)	Equal or Lower (Health Only)

Schedule of Insurance	Oil & Gas	Chemical	Services
Group Life Insurance	1,000,000 - 27 BMS	24 BMS - 36 BMS	300,000 – 36 BMS
Group Accidental Death & Dismemberment	2,000,000 - 52 BMS (AD&D2)	12 BMS - 24 BMS (AD&D2)	300,000 – 52 BMS (AD&D2)
Total Permanent Disability	2,000,000 - 27 BMS	12 BMS - 24 BMS	300,000 – 36 BMS
Hospitalization Benefit			
- Daily Room & Board	3,000 - 8,000	2,500 - 3,000	1,200 - 8,000
- General Expenses	50,000 – 100,000	40,000 - 54,000	20,000 – 60,000
- Surgical Fee	50,000 – 100,000	36,000 - 80,000	25,000 – 60,000
- Doctor's Visit	1,500 – 2,000	1,000 - 2,000	500 – 3,000
- Emergency OPD Treatment	4,000 – 12,000	6,000	4,000 – 10,000
- Specialist's Consultation	4,000 – 10,000	3,000 - 4,500	2,000 – 5,000
Outpatient Benefit (Per Visit)	1,000 – 2,500	1,500 - 2,000	1,500 – 2,200
X-Ray and Laboratory Test (Maximum per year)	3,000 – 5,000	N/A	2,000 – 3,000
Dental Benefit (Maximum per year)	2,000 – 10,000	3,200 - 5,000	4,000 – 5,000
Maternity Benefit			
- Normal	N/A	10,000 - 36,000	40,000
- Abortion	N/A	5,000 - 18,000	20,000
- Cesarean	N/A	20,000 - 72,000	70,000
Major Medical Benefit - Deductible	300,000 – 550,000	N/A	300,000 – 500,000
Dependent	Equal or Lower (Health Only)	Equal or Lower (Health Only)	Equal or Lower (Health Only)

## Typical employee benefits plans (continued)

Schedule of Insurance	Pharmaceutical	Logistics	Financial
Group Life Insurance	24 BMS - 36 BMS	200,000 - 500,000	24 - 36 BMS
Group Accidental Death & Dismemberment	24 BMS - 36 BMS AD&D2)	200,000 - 500,000 (AD&D2)	24 - 36 BMS (AD&D2)
Total Permanent Disability	24 BMS - 36 BMS	200,000 - 500,000	24 - 36 BMS
Hospitalization Benefit			
- Daily Room & Board	2,000 - 3,500	2,700 - 3,800	1,500 - 3,000
- General Expenses	30,000 - 60,000	22,000 - 70,000	32,000 - 47,000
- Surgical Fee	50,000 - 62,000	22,000 - 70,000	35,000 - 50,000
- Doctor's Visit	700 - 1,800	1,200 - 1,700	800 - 1,500
- Emergency OPD Treatment	3,000 - 7,200	3,500 - 7,000	4,500 - 9,000
- Specialist's Consultation	2,000 - 7,000	2,000 - 5,000	3,500 - 5,000
Outpatient Benefit (Per Visit)	1,000 - 2,000	2,000	1,400 - 2,000
Maximum per year	30,000	30,000 - 36,000	0 - 15,000
X-Ray and Laboratory Test (Maximum per year)	N/A	4,500 - 5,000	N/A
Dental Benefit (Maximum per year)	3,000 - 8,000	4,000 - 5,000	3,000 - 5,000
Maternity Benefit			
- Normal	35,000	N/A	10,000
- Abortion	17,500	N/A	5,000
- Cesarean	70,000	N/A	20,000
Major Medical Benefit - Deductible	250,000 - 400,000	N/A	N/A
Dependent	Equal or Lower (Health Only)	Equal or Lower (Health Only)	Equal or Lower (Health Only)

Schedule of Insurance	Law Firm	Packaging	Consumer Products
Group Life Insurance	200,000 - 500,000	50,000 - 36 BMS	100,000 - 36 BMS
Group Accidental Death & Dismemberment	200,000 - 500,000 AD&D2)	50,000 - 36 BMS (AD&D2)	100,000 - 52 BMS (AD&D2)
Total Permanent Disability	200,000 - 500,000	50,000 - 36 BMS	100,000 - 36 BMS
Hospitalization Benefit			
- Daily Room & Board	1,300 - 2,500	450 - 6,500	500 - 12,000
- General Expenses	25,000 - 43,000	6,000 - 200,000	8,000 - 700,000
- Surgical Fee	25,000 - 30,000	8,000 - 230,000	10,000 - 102,000
- Doctor's Visit	500 - 1,250	450 - 9,200	250 - 6,000
- Emergency OPD Treatment	5,000 - 6,000	16,000 - 57,500	2,000 - 28,000
- Specialist's Consultation	2,500 - 5,000	800 - 57,500	1,200 - 12,000
Outpatient Benefit (Per Visit)	1,500	450 - 3,500	800 - 2,500
Maximum per visit	17,500		N/A
X-Ray and Laboratory Test (Maximum per year)	N/A	3,450 - 5,750	N/A
Dental Benefit (Maximum per year)	N/A	2,300 - 5,200	3,000 - 5,000
Maternity Benefit			
- Normal	N/A	N/A	35,000
- Abortion	N/A	N/A	17,500
- Cesarean	N/A	N/A	70,000
Major Medical Benefit - Deductible	320,000	200,000 - 500,000	100,000 - 500,000
Dependent	Equal or Lower (Health Only)	Equal or Lower (Health Only)	Equal or Lower (Health Only)

## Typical employee benefits plans (continued)

### By size of group covered

Schedule of Insurance	Group Employees < 100	Group Employees 101 - 499	Group Employees 500 - 999	Group Employees > 1,000
Group Life Insurance	50,000 – 24 BMS	100,000 – 36 BMS	50,000 – 36 BMS	50,000 – 27 BMS
Group Accidental Death & Dismemberment	100,000 – 24 BMS	100,000 – 52 BMS	50,000 – 24 BMS	50,000 – 52 BMS
Total Permanent Disability	100,000 – 24 BMS	100,000 – 36 BMS	50,000 – 24 BMS	50,000 – 27 BMS
Hospitalization Benefit				
- Daily Room & Board	800 – 12,000	500 – 10,200	1,000 – 6,000	1,300 – 5,000
- General Expenses	15,000 – 700,000	6,000 – 150,000	15,000 – 70,000	15,000 – 56,000
- Surgical Fee	15,000 – 102,000	8,000 – 375,000	15,000 – 66,000	20,000 – 80,000
- Doctor's Visit	500 – 6,000	250 – 3,000	250 – 1,500	500 – 1,500
- Emergency OPD Treatment	1,800 – 15,000	1,000 – 28,000	500 – 10,000	3,000 – 10,200
- Specialist's Consultation	800 – 12,000	800 – 11,000	2,000 – 4,000	2,000 – 6,000
Outpatient Benefit (Per Visit)	500 - 6,000	600 – 3,500	800 – 3,000	700 – 2,200
Outpatient Benefit (Maximum per year)	30,000	20,000 – 45,000	N/A	N/A
X-Ray and Laboratory Test (Maximum per year)	2,000 – 13,000	2,000 – 13,000	N/A	3,000 - 5,000
Dental Benefit (Maximum per year)	3,000 – 5,000	1,000 – 10,000	2,000 – 5,000	4,000 – 10,000
- Normal	32,500 – 61,600	35,000 – 61,600	N/A	32,500 - 50,000
- Abortion	16,250 – 24,650	17,500 – 24,650	N/A	16,250 - 25,000
- Cesarean	65,000 – 92,500	70,000 – 92,500	N/A	65,000 - 100,000
Major Medical Benefit	300,000 – 500,000	50,000 – 600,000	160,000 – 500,000	400,000 – 550,000
- Deductible	N/A	N/A	N/A	N/A
Dependent	Equal or Lower (Health Only)	Equal or Lower (Health Only)	Equal or Lower (Health Only)	

Notes: 1. BMS = Basic Monthly Salary  
2. The benefits are shown in Thai baht currency.

# Useful links

Demographic information and macro-economic indicators

[CIA World Factbook](#) (please select the country to review)

[World Bank Group](#) (please select the country to review)

Social Security Office of Thailand

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

Thai Life Assurance Association

<https://www.tlaa.org/>

## More information on Muang Thai Life Assurance Public Company, Ltd.

Your Local Link to IGP in Thailand

Go to partner page on [www.igpinfo.com](http://www.igpinfo.com)

<http://www.muangthai.co.th>





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