
PROFILE



Partner
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Qualifications
LLM, University College London
LLB, Chulalongkorn University

Languages
English and Thai

CHANAKARN BOONYASITH

ABOUT CHANAKARN

Chanakarn Boonyasith is a partner in Tilleke & Gibbins' employment practice in Bangkok, where she provides strategic, practical legal advice to multinational and domestic clients on a wide range of employment-related issues, including workforce restructuring, employment contracts, terminations, compliance, and workplace investigations. Recognized as a leading employment lawyer in Thailand, Chanakarn has been ranked by various legal publishers, including Chambers and Partners and *Asia Business Law Journal*.

Chanakarn has extensive experience advising on Thai labor and employment law, personal data protection, and corporate and commercial matters, enabling her to deliver integrated solutions for complex, cross-border matters. She regularly advises clients across diverse industries, including manufacturing, financial institutions, hospitality, transportation, retail, education, and mining. Known for her commercial mindset and responsiveness, Chanakarn is a trusted advisor to international clients seeking clear, practical, and business-oriented solutions in Thailand.

Chanakarn holds an LLM in International Business Law from University College London and an LLB from Chulalongkorn University. She was admitted to the Thai Bar in 2010 and is a qualified notarial services attorney.

EXPERIENCE

- Advised a newly established mining services company in Thailand on structuring and implementing its employment and HR framework, addressing complex labor law issues on work cycles, working hours, and overtime, and preparing compliant contracts, work rules, and employee privacy documentation in Thai and English.
- Advised a listed wholesale and retail company in Thailand on a high volume of employment and labor matters, including post-amalgamation employment transfers, union issues, senior exits, restructuring, and evolving compliance obligations, covering working conditions, employee benefits, data protection, and recent statutory leave requirements.
- Advised an international school in Thailand on employment and regulatory compliance, including Ministry of Education requirements, and successfully implemented early termination strategies for senior leadership, achieving amicable, litigation-free settlements for key executives.
- Advised a multinational technology company on mass employee terminations in Thailand following a global reorganization and business closure, covering employer liabilities, termination entitlements, negotiation strategy, and mutual separation agreements, enabling a smooth exit while minimizing disputes and effectively avoiding litigation.
- Advised a global surface solutions provider operating via EORs in Thailand on complex misconduct and termination matters, including disciplinary strategy, employer liability, and negotiations, preparing compliant termination documentation and supporting litigation free exits while mitigating risks for both the client and its EORs.