



Notification of the Wage Committee on Minimum Wage Rate (No. 12)

1. Following to the meeting of the Wage Committee to consider the facts and the current daily wage rate received by employees and other facts stipulated by the laws, the Wage Committee has reached a resolution to determine minimum daily wage rates to be enforced to all employers and employees on 8 December B.E. 2566 (2023).

2. By virtue of Article 79 (3) and Article 88 of the Labour Protection Act B.E. 2541 (1998), as revised by the Labour Protection Act (No.3) B.E. 2551 (2008), the Wage Committee announces, as follows:

3. The Notification of the Wage Committee on Minimum Wage Rate (No. 11) dated 1 September B.E. 2565 (2022) shall be repealed.

4. The 370-baht minimum daily wage rate shall be enforced in Phuket.

5. The 363-baht minimum daily wage rate shall be enforced in Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan and Samut Sakhon.

6. The 361-baht minimum daily wage rate shall be enforced in Chon Buri and Rayong.

7. The 352-baht minimum daily wage rate shall be enforced in Nakhon Ratchasima

8. The 351-baht minimum daily wage rate shall be enforced in Samut Songkhram.

9. The 350-baht minimum daily wage rate shall be enforced in Khon Kean, Chachoengsao, Chiang Mai, Prachin Buri, Phra Nakhon Si Ayutthaya and Saraburi.

10. The 349-baht minimum daily wage rate shall be enforced in Lop Buri.

11. The 348-baht minimum daily wage rate shall be enforced in Nakhon Nayok, SuphanBuri and Nong Kai.

12. The 347-baht minimum daily wage rate shall be enforced in Krabi and Trat.

13. The 345-baht minimum daily wage rate shall be enforced Kanchanaburi, Chanthaburi, Chiang Rai, Tak, Nakhon Phanom, Buri Ram, Prachuap Khiri Khan, Phangnga, Phitsanulok, Mukdahan, Sakon Nakhon, Songkhla, Sa Kaeo, Surat Thani and Ubon Ratchathani.

14. The 344-baht minimum daily wage rate shall be enforced in Chumphon, Phetchaburi and Surin.

15. The 343-baht minimum daily wage rate shall be enforced in Nakhon Sawan, Yasothon and Lamphun.

16. The 342-baht minimum daily wage rate shall be enforced in Kalasin, Nakhon Si Thammarat, Bueng Kan, Phetchabun and Roi Et.

17. The 341-baht minimum daily wage rate shall be enforced in Chai Nat, Chaiyaphum, Phatthalung, Sing Buri and Ang Thong.

18. The 340-baht minimum daily wage rate shall be enforced in Kamphaeng Phet, Pichit, MahaSarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Si Sa Ket, Satun, Sukhothai, Nong Bua Lam Phu, Amnat Charoen, Udon Thani, Uttaradit and Uthai Thani.

19. The 338-baht minimum daily wage rate shall be enforced in Trang, Nan, Phayao and Phrae.

20. The 330-baht minimum daily wage rate shall be enforced in Narathiwat, Pattani and Yala.

21. For the benefits according to Clauses 2 – 18, the term "daily" means the normal working hours of the employee, which shall not exceed the following hours, even if the employers allow the employees to work less than the normal hours.

22. 7 hours - for work that may be hazardous to health and safety of the employees, according to the Ministry of Labour's Regulation No. 2 (B.E. 2541 (1998)) issued under the provisions of the Labour Protection Act B.E. 2541 (1998).

23. 8 hours – for other work that is not covered in clause 1.

24. The employer shall make a wage payment to all employers not less than the minimum wage rate.

25. The notification of the Wage Committee shall come into force as from the 1st of January B.E. 2567 (2024).

Announced on the 8th December B.E. 2566 (2023)

Phairoj Chotikasatien

Permanent Secretary of the Ministry of Labour

Chairman of the Wage Committee

Clarification

The Notification of the Wage Committee on Minimum Wage Rate (No. 12)

Following the Notification of the Wage Committee on Minimum Wage Rates (No. 12) dated 8th December B.E. 2566 (2023) which determines the minimum wage rate to come into force from 1st January B.E. 2567 (2024), to get all concerned parties to understand the determination of the minimum wage rate. The Wage Committee therefore would like to publicly clarify as follows:

1. “Minimum wage rate” means the minimum rate of basic pay determined by the Wage Committee in pursuant to Labour Protection Act B.E. 2541 (1998) which is revised by the Labour Protection Act (No. 3) B.E. 2551 (2008). The Wage Committee terms the minimum wage rate as “the payment sufficient for a general worker to make a living in the current social and economic condition and to have a living standard that is appropriate with the capability of businesses in that locality.”

2. The authority to determine the minimum wage rate comes from the Wage Committee, which is a tripartite body consisting of five (5) representatives from employers, five (5) representatives from employees, and five (5) representatives from the government in accordance with the Labour Protection Act B.E. 2541 (1998) which is revised by the Labour Protection Act (No. 3) B.E. 2551 (2008)

3. In determining the minimum wage rate, the Wage Committee has examined the facts in accordance with the criteria specified in Article 87 of the Labour Protection Act, B.E. 2541 (1998), as further amended by the Labour Protection Act (No. 6), B.E. 2560 (2017). The minimum wage rate that employees receive is based on other relevant facts, covering the cost-of-living index, inflation rate, living standards, production costs, prices of goods and services, business capabilities, labour productivity, the country's Gross Domestic Product, and economic and social conditions. This includes a calculation formula for determining the minimum wage rate, which has been compared or closely aligned with the formulas used by several countries, such as France, Malaysia, Brazil, and Costa Rica. The International Labour Organization (ILO) is cited as an example that recognized such formulas as capable of ensuring the quality of life for employees. The establishment of the minimum wage rate in this instance will enable both new entrants to the labour market in B.E. 2567 (2024) and existing workers in 77 provinces to receive adjusted minimum wage rates according to the notification.

4. The Wage Committee has delegated the authority to consider minimum wage rates to regional bodies by appointing committees to evaluate minimum wages in the Bangkok

Metropolitan Region and 77 committees to evaluate minimum wages for each province. These committees function as tripartite bodies, similar to the Wage Committee, to propose minimum wage rates for each province that are more in line with the economic and social conditions in each respective area. Additionally, academic and screening sub-committee have been established to review and scrutinize proposals from provinces, study the factual information about the current economic and social conditions for the consideration of minimum wage rates, to ensure that the proposed rates align with the framework, guidelines, and criteria presented to the Wage Committee.

5. In this consideration, the formula used to calculate the minimum wage incorporates data such as the minimum wage rates announced by the Wage Committee (No.11), the labour's contribution rate to the Gross Domestic Product (GDP), the growth rate of labour productivity, the inflation rate, and qualitative variables as per Article 87. The economic conditions in Thailand in October B.E. 2566¹ (2023) indicate a recovery in both private consumption and private sector investments. The economic outlook for Thailand in B.E. 2567² (2024) is expected to expand by 3.2%, higher than the anticipated 2.4% growth in B.E. 2566 (2023). When considering the prices of essential consumer goods during the first 11 months of B.E. 2566³ (2023), it was observed that the prices of food and beverages, as well as personal expenses, have increased. This has led to a reduction in the real wages of labour. Therefore, to maintain the purchasing power of the general workforce entering new employment, and enabling them to sustain a decent quality of life, the Wage Committee has passed a resolution to increase the minimum wage rate of 2 – 16 baht per day. Hence, the minimum daily wage rate will be set at 330 – 370 baht, effective from 1st January B.E. 2567 (2024) onwards.

6. In determining the minimum wage rate, the Wage committee, on an equal basis, opens for inputs from all parties, which will lead to mutual acceptable resolution for all parties and allow employers to continue their business and employees to live a life happily.

7. The minimum wage rate under the Notification shall not be enforced to central, regional, and local government administration, state-own enterprises specified under the State Enterprise Relations Act, employers who hire employees to perform domestic works exclusively from personal business, employers who hire employees to perform non-economic works, employers who hire employees to work on water-going vessels, homemaker, employers who hire employees

¹ The Bank of Thailand - reported on the economic and financial situation for the month in October 2566 (2023).

² The Bank of Thailand - the outcomes of the Monetary Policy Committee Meeting No. 6/2566 (2023) held on 29th November B.E. 2566 (2023).

³ The Ministry of Commerce - Consumer Price Index for the country, November B.E. 2566 (2023).

to perform agricultural work on seasonal basis or are not engaged in industrial works related to agricultural works⁴.

Agricultural works include:

Work involving plantation such as farming, growing plant crops, gardening, cultivating, cutting, harvesting, and soil-maintaining for planting.

Work involving livestock such as animal raising, animal breeding, animal catching and gathering natural products created by livestock.

Work involving forestry such as cutting, chopping, pruning, falling, sawing, cleaving, hoeing, pulling, digging, and dragging woods in forest as well as forestry plantation and forest items hunting.

Work which is performed in a salt pan, where salts are produced through the extraction of sea water through natural evaporation, a method which involves feeding sea water into ponds or plain areas.

Working involving inland fishery such as breeding, raising, catching, trapping, harming, killing, and collecting fishes as well as preparation for and maintenance of fishery equipment.

8. The employer shall make a wage payment to all employees not less than minimum wage rate specified by the law no matter what nationality, age, or gender of the employee. For employers who pay wage to employees equal or higher than the minimum wage rate, shall be considered as abiding by law on minimum wage rate. For those who still pay wage to employees less than minimum wage rate set by the law shall increase the minimum wage payment in pursuant with the legal rate of the workplace located.

9. The minimum wage rate is aimed to protect labour newly entering labour market in B.E. 2567 (2024) to ensure their living are aligned with standard living condition in B.E. 2567 (2024). In addition, to ensure that all labours entering the market not less than 1 year shall have better skills and more labour productivity, the employer should consider increasing wage rate higher than minimum wage rate.

Please be informed accordingly and seeking for cooperation from owner of all workplaces to abide by the Notification of the Wage Committee on Minimum Wage Rate (No.12).

The Wage Committee

8th December B.E. 2566 (2023)

⁴ The Ministry of Labour's clarification on the Ministerial Regulation concerning the protection of labour in agricultural work, B.E. 2547 (2008), issued in May B.E. 2548 (2009).

Minimum Daily Wage in B.E. 2567 (2024)

According to the Notification of the Wage Committee on Minimum Wage Rate (No. 12)
shall come into force as from the 1st of January B.E. 2567 (2024)

Unit: Baht per day

No.	Minimum Wage Rate (Baht per day)	Number of Provinces	The Enforced Jurisdiction
1	370	1	Phuket
2	363	6	Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan and Samut Sakhon
3	361	2	Chon Buri and Rayong
4	352	1	Nakhon Ratchasima
5	351	1	Samut Songkhram
6	350	6	Khon Kean, Chachoengsao, Chiang Mai, Prachin Buri, Phra Nakhon Si Ayutthaya and Saraburi
7	349	1	Lop Buri
8	348	3	Nakhon Nayok, Suphan Buri and Nong Kai
9	347	2	Krabi and Trat
10	345	15	Kanchanaburi, Chanthaburi, Chiang Rai, Tak, Nakhon Phanom, Buri Ram, Prachuap Khiri Khan, Phangnga, Phitsanulok, Mukdahan, Sakon Nakhon, Songkhla, Sa Kaeo, Surat Thani and Ubon Ratchathani
11	344	3	Chumphon, Phetchaburi and Surin
12	343	3	Nakhon Sawan, Yasothon and Lamphun
13	342	5	Kalasin, Nakhon Si Thammarat, Bueng Kan, Phetchabun and Roi Et
14	341	5	Chai Nat, Chaiyaphum, Phatthalung, Sing Buri and Ang Thong
15	340	16	Kamphaeng Phet, Pichit, Mahasarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Si Sa Ket, Satun, Sukhothai, Nong Bua Lam Phu, Amnat Charoen, Udon Thani, Uttaradit and Uthai Thani
16	338	4	Trang, Nan, Phayao and Phrae
17	330	3	Narathiwat, Pattani and Yala

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