



Notification of the Wage Committee
RE: Minimum Wage for Hotel Industry

Following to the meeting of the Wage Committee to consider the facts and the current daily wage received by employees and other facts as stipulated by the laws, the Wage Committee has reached a resolution to determine minimum wage rates to be enforced to all employers and employees in hotel industry on 26 March B.E. 2567 (2024).

By virtue of Section 79(3) and Section 88 of the Labour Protection Act, B.E. 2541 (1998) as amended by the Labour Protection Act (No.3) B.E. 2551 (2008), and Section 87 clauses 1, 2 and 3 of the Labour Protection Act B.E. 2541 (1998), as amended by the Labour Protection Act (No.6) B.E. 2560 (2017), the Wage committee announces, as follows:

1. This notification shall be applied to employees work in a hotel industry that meet a 4-star or higher classification in hospitality of hotel standard for tourism purposes and has 50 or more employees.

2. The 400-bath minimum daily wage rate shall be enforced in the following areas:

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| (1) Bangkok | limited to Pathumwan and Watthana districts |
| (2) Krabi | limited to the Ao Nang Subdistrict
Administrative Organization Area |
| (3) Chon Buri | limited to Pattaya City |
| (4) Chiang Mai | limited to Chiang Mai Municipality |
| (5) Prachuap Khiri Khan | limited to Hua Hin Municipality |
| (6) Phang Nga | limited to Khukkak Subdistrict Municipality |
| (7) Phuket | |
| (8) Rayong | limited to Phe Subdistrict |
| (9) Songkhla | limited to Hat Yai Municipality |
| (10) Surat Thani | limited to Koh Samui Municipality |

3. For the purposes of Section 2, the term "day" means the employee's normal working hours, which do not exceed the following working hours, regardless of how many hours the employer has the employee work less than the normal working hours:

(1) Seven hours for work that may be hazardous to the health and safety of employees in accordance with the Ministerial Regulation No. 2 B.E. 2541 (1998) issued under the Labour Protection Act B.E. 2541 (1998).

(2) Eight hours for work other than work under (1).

4. Employers are prohibited to pay employees' wages in cash less than the daily rate of four hundred baht.

5. This notification of the Wage Committee shall come into effect on 13 April B.E. 2567 (2024).

Issued on 27 March B.E. 2567 (2024)

(Mr. Phairoj Chotikasatien)
Permanent Secretary of Labour
Chairman of the Wage Committee

Clarification

The Notification of the Wage Committee on Minimum Wage for Hotel Industry

Following the Notification of the Wage Committee on Minimum Wage for Hotel Industry dated 27 March B.E. 2567 (2024), which determined the minimum wage rates for hotel industry to come into force from 13 April B.E. 2567 (2024), this clarification aims to get all relevant parties to understand the determination of the minimum wage rates for hotel industry. The Wage Committee therefore would like to publicly clarify as follows:

1. “Minimum Wage rate for Hotel Industry” means the minimum wage rate of basic pay determined by the Wage Committee in pursuant to Labour Protection Act B.E. 2541 (1998), as amended 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 local businesses in that area” and “Hotel Industry” means a hotel under the Hotel Act, which operates a business on an accommodation established for the business purpose as a temporary accommodation for travelers or any other persons in exchange for compensation, and has received a standard of accommodation for tourism as a 4 stars hotel or higher, and has 50 or more employees.

2. The authority to determine the minimum wage rate came 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 Labour Protection Act B.E. 2541 (1998) as amended by the Labour Protection Act (No. 3) B.E. 2551 (2008). Section 87, clause two, provided that in considering the minimum wage rate, the committee may determine to apply only to a specific type of business, work, or branch of occupation, in any given area.

3. In determining the minimum wage rate for hotel industry, the Wage Committee has examined the facts in accordance with the criteria specified in Section 87 of the Labour Protection Act, B.E. 2541 (1998), as 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, taking into account, 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. The establishment of the minimum wage rate for hotel industry will enable both new entrants to the labour market in B.E. 2567 (2024) and existing workers in 10 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 its regional bodies by appointing a subcommittee to evaluate minimum wages in the Bangkok Metropolitan Region and 10 provincial subcommittees to evaluate minimum wages for each province. These committees function as tripartite bodies, similar to the Wage Committee, to propose minimum wage rates for hotel industry for each province that are more suitable to the economic and social conditions in each respective areas, and to conduct a survey of employees' expenses and business costs, which a view to study factual information on the current economic and social situation. The information was used in considering the minimum wage rate for hotel industry that align with the framework of the meeting on the recommendations for minimum wage rates for hotel businesses to be submitted to the Wage Committee.

5. The consideration is based on the criteria specified in Section 87, taking into account the necessity of living of employees, the results of the survey of daily expenses of general workers newly entering employment in hotel industry, employers' ability to pay, considering the results of the survey of costs of business establishments in hotel industry, and economic and social aspects. Considering that Thailand's Economic Condition in January 2024¹, has improved from the previous month, with private investment gradually improving, and private consumption and the service sector economy still expanding, following the increased income in the tourism sector, and the Thai Economic Outlook 2024² which is expected to expand by 2.2 - 3.2 percent, supported by supporting factors from the recovery of goods export sector, the expansion of private consumption and investment, and the continuing recovery of the tourism sector, as well as the fact that the tourism industry is important industry which can affect overall economy of the country, especially for the accommodation service business, which has continuously expanded at a high rate. 10 provinces are areas with high income from tourism. Therefore, the Wage Committee has set the minimum wage rate for the hotel industry to stimulate the economy in the tourism industry, which is an industry that is important to the overall economy of the country. The Wage Committee has therefore adopted a decision to adjust the Minimum wages rate in 10 provinces by increasing from 30 - 55 baht per day in 10 provinces to 400 baht per day, effective from 13 April 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, and allowing employers to continue their business and employees to live a happy life.

¹ Economic Conditions Report, January 2024, of the Bank of Thailand

² Thai Economic Outlook 2024, the Fourth Quarter of 2023, whole year 2023 and trends for 2024 of the National Economic and Social Development Council

7. The employer shall make a wage payment to all employees not less than minimum wage rate for hotel industry specified by the law, regardless of their nationality, age, or gender. 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 hotel industry. For those who still pay wage to employees less than minimum wage rate set by the Notification of the Wage Committee on Minimum Wage for Hotel Industry shall increase the minimum wage payment in pursuant with the rate where the workplace is located.

8. The minimum wage rate for hotel industry is aimed to protect labour newly entering labour market in B.E. 2567 (2024), and those who currently working in hotel establishment to ensure their living aligned with standard living and economic condition in the respective areas and to support the expansion of the tourism sector and related production sectors in many fields, leading to job creation and increased Gross Domestic Product (GDP).

Please be informed accordingly and seeking for cooperation from owner of all establishment to abide by the Notification of the Wage Committee on Minimum Wage Rate for Hotel Industry.

The Wage Committee
27th March B.E. 2567 (2024)