

(Unofficial Translation)



**Notification of the Wage Committee
on Minimum Wage Rate (No. 13)**

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 23 December B.E. 2567 (2024).

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:

1. The Notification of the Wage Committee on Minimum Wage Rate (No. 12) dated 8 December B.E. 2566 (2023) shall be repealed.
2. The 400-baht minimum daily wage rate shall be enforced in Chachoengsao, Chon Buri, Phuket, Rayong, and Koh Samui District (Surat Thani).
3. The 380-baht minimum daily wage rate shall be enforced in Mueang District (Chiang Mai), and Hat Yai District (Songkhla).
4. The 372-baht minimum daily wage rate shall be enforced in Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, and Samut Sakhon.
5. The 359-baht minimum daily wage rate shall be enforced in Nakhon Ratchasima
6. The 358-baht minimum daily wage rate shall be enforced in Samut Songkhram.
7. The 357-baht minimum daily wage rate shall be enforced in Khon Kean, Chiang Mai (excepted Mueang District), Prachin Buri, Phra Nakhon Si Ayutthaya, and Saraburi.
8. The 356-baht minimum daily wage rate shall be enforced in Lop Buri.
9. The 355-baht minimum daily wage rate shall be enforced in Nakhon Nayok, Suphan Buri, and Nong Kai.
10. The 354-baht minimum daily wage rate shall be enforced in Krabi and Trat.
11. The 352-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 (excepted Hat Yai District), Sa Kaeo, Surat Thani (excepted Samui District), and Ubon Ratchathani.
12. The 351-baht minimum daily wage rate shall be enforced in Chumphon, Phetchaburi, and Surin.

13. The 350-baht minimum daily wage rate shall be enforced in Nakhon Sawan, Yasothon and Lamphun.

14. The 349-baht minimum daily wage rate shall be enforced in Kalasin, Nakhon Si Thammarat, Bueng Kan, Phetchabun, and Roi Et.

15. The 348-baht minimum daily wage rate shall be enforced in Chai Nat, Chaiyaphum, Phatthalung, Sing Buri, and Ang Thong.

16. The 347-baht minimum daily wage rate shall be enforced in Kamphaeng Phet, Pichit, Maha Sarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Si Sa Ket, Satun, Sukhothai, Nong Bua Lam Phu, Amnat Charoen, Udon Thani, Uttaradit, and Uthai Thani.

17. The 345-baht minimum daily wage rate shall be enforced in Trang, Nan, Phayao, and Phrae.

18. The 337-baht minimum daily wage rate shall be enforced in Narathiwat, Pattani, and Yala.

19. 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.

(1) 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).

(2) 8 hours - for other work that is not covered in Clause 1.

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

21. The notification of the Wage Committee shall come into force as from the 1st of January B.E. 2568 (2025).

Announced on the 23rd December B.E. 2567 (2024)

(Mr. Boonsong Thapchaiyuth)
Permanent Secretary of the Ministry of Labour
Chairman of the Wage Committee

Clarification Statement
Announcement by the Wage Committee
Subject: Minimum Wage Rate (No. 13)

As the Wage Committee has issued the Notification of the Wage Committee on Minimum Wage Rate (13th Edition) dated December 23, 2024, to establish minimum wage rates to take effect from January 1, 2025, onwards, the Wage Committee wishes to clarify the details of this wage rate determination for better understanding among all concerned parties, as follows:

1. The minimum wage rate refers to the wage rate prescribed by the Wage Committee in accordance with the Labour Protection Act, B.E. 2541 (1998), as amended by the Labour Protection Act (3rd Edition), B.E. 2551 (2008). The Wage Committee considers the minimum wage rate to be "a wage rate sufficient for a single entry-level worker entering the workforce to maintain a standard of living appropriate to the cost of living, economic and social conditions, and the capacities of businesses in each locality."
2. The determination of the minimum wage rate falls under the authority of the Wage Committee, which is a tripartite body established under the Labour Protection Act, B.E. 2541 (1998), as amended by the Labour Protection Act (3rd Edition), B.E. 2551 (2008). The Committee consists of equal representation from employers, employees, and government representatives, five persons from each side.
3. In determining the minimum wage rate, the Wage Committee studies and considers factual data based on the criteria set out in Section 87 of the Labour Protection Act, B.E. 2541 (1998), as amended by the Labour Protection Act (6th Edition), B.E. 2560 (2017). This includes existing wage rates received by employees, as well as other relevant facts, with attention to the cost-of-living index, inflation rate, living standards, production costs, prices of goods and services, business capabilities, labour productivity, national gross domestic product, and economic and social conditions. The calculation formula for the minimum wage is also compared to or aligned with minimum wage determination formulas from various countries, such as France, Malaysia, Brazil, and Costa Rica, which are recognized by the International Labour Organization (ILO) as examples of formulas that can adequately support employees' quality of life. This minimum wage determination aims to provide entry-level workers joining the workforce in 2025, as well as those currently employed across 77 provinces, with adjusted minimum wage rates under the notification.
4. The Wage Committee has delegated the authority to determine minimum wage rates to the regional level. It has appointed 77 subcommittees, including the Subcommittee for Minimum Wage Determination in Bangkok and Provincial Minimum Wage Determination Subcommittees, which are also tripartite bodies like the Wage Committee. These subcommittees are tasked with proposing minimum wage rates appropriate to the socio-economic conditions of each locality. Additionally, a Technical and Screening Subcommittee has been appointed to review the proposals from the provinces, study the current socio-economic conditions, and use this data to recommend wage rates that align with the frameworks and criteria for minimum wage determination to the Wage Committee.
5. In this determination, the formula used for calculating the minimum wage includes data such as the minimum wage rates set forth in the Notification of the Wage Committee on Minimum Wage Rate (No. 12), labour contribution rates to gross domestic product

(GDP), labour productivity growth rates, inflation rates, and qualitative variables as outlined in Section 87. Consideration was given to Thailand's economic conditions in October 2024, which had improved due to revenue from tourism and private consumption, partly supported by government economic stimulus programs. This led to increased industrial production in response to domestic demand and exports. The Thai economy is projected to grow by 2.9% in 2025. Examination of the prices of essential goods and services for employees' cost of living over the first 11 months of 2024 revealed that prices in nearly all categories of food and non-alcoholic beverages had risen, reducing employees' real wages. Therefore, to maintain the purchasing power of general workers entering the labour force, the Wage Committee resolved to increase the minimum wage rate by 7 to 55 baht per day, setting the new rate at 337 to 400 baht per day, effective January 1, 2025.

6. The Wage Committee's considerations are based on principles of equality and consideration of all stakeholders' opinions. The resulting decisions aim to be mutually acceptable, enabling employers to sustain their businesses while allowing employees to maintain a decent quality of life.
7. Exclusions: The minimum wage rates specified in this notification do not apply to central government agencies, regional government agencies, local government agencies, state enterprises under the State Enterprise Labour Relations Act, employers hiring employees for household work not involving business activities, employers hiring employees for non-economic gain, employers hiring employees for cargo loading or unloading on seagoing vessels, employers hiring employees under home-based work agreements, and employers hiring employees in agricultural work not performed year-round or in continuous industrial operations related to agriculture.

Agricultural work includes:

- Activities related to crop cultivation, such as farming, gardening, planting, breeding, harvesting, soil maintenance, and crop-related upkeep.
 - Activities related to livestock, such as animal breeding, propagation, catching, and collecting natural by-products from animals.
 - Forestry activities, such as cutting, trimming, felling, sawing, splitting, peeling, hauling timber, reforestation, and collecting forest products.
 - Salt farming, specifically the production of salt by introducing seawater into fields and allowing it to dry into crystals.
 - Inland fisheries, including breeding, propagation, rearing, catching, trapping, and harming aquatic animals, as well as preparing and maintaining fishing tools.
8. Employers must pay wages to all employees in cash at rates not lower than the minimum wage prescribed by law, regardless of employees' race, nationality, age, or gender. Employers already paying wages equal to or above the minimum wage are considered compliant. Employers paying less than the minimum wage must adjust wages to meet the prescribed minimum in their area of operation.
 9. The minimum wage rates aim to protect general entry-level workers joining the labour market in 2025, enabling them to sustain a standard of living consistent with the cost of

living in 2025. For workers with at least one year of employment, who are more skilled and productive, employers should consider providing wages above the minimum rate.

This clarification is issued for acknowledgment and to request cooperation from business owners to comply with the Notification of the Wage Committee on Minimum Wage Rate (No. 13).

Wage Committee
December 23, 2024

Minimum Wage Rates for 2025

According to the Wage Committee Notification on Minimum Wage Rates (No. 13) dated December 23, 2024, the rates will take effect from January 1, 2025, onwards.

Unit : Baht per day

No.	Minimum Wage Rate (Baht per day)	Number of Provinces	The Enforced Jurisdictions
1	400	4 Provinces 1 District	Chachoengsao, Chonburi, Phuket, Rayong Koh Samui District, Surat Thani (specific to this district only)
2	380	2 Districts	Mueang Chiang Mai District, Chiang Mai (specific to this district only) Hat Yai District, Songkhla (specific to this district only)
3	372	6	Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, and Samut Sakhon
4	359	1	Nakhon Ratchasima
5	358	1	Samut Songkhram
6	357	5	Khon Kaen, Chiang Mai except Mueang Chiang Mai District, Prachinburi, Phra Nakhon Si Ayutthaya, and Saraburi
7	356	1	Lopburi
8	355	3	Nakhon Nayok, Suphan Buri, and Nong Khai
9	354	2	Krabi and Trat
10	352	15	Kanchanaburi, Chanthaburi, Chiang Rai, Tak, Nakhon Phanom, Buriram, Prachuap Khiri Khan, Phang Nga, Phitsanulok, Mukdahan, Sakon Nakhon, Songkhla (except Hat Yai District), Sa Kaeo, Surat Thani (except Koh Samui District), and Ubon Ratchathani
11	351	3	Chumphon, Phetchaburi, and Surin
12	350	3	Nakhon Sawan, Yasothon, and Lamphun
13	349	5	Kalasin, Nakhon Si Thammarat, Bueng Kan, Phetchabun, and Roi Et
14	348	5	Chai Nat, Chaiyaphum, Phatthalung, Sing Buri, and Ang Thong
15	347	16	Kamphaeng Phet, Phichit, Maha Sarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Sisaket, Satun, Sukhothai, Nong Bua Lam Phu, Amnat Charoen, Udon Thani, Uttaradit, and Uthai Thani
16	345	4	Trang, Nan, Phayao, and Phrae
17	337	3	Narathiwat, Pattani, and Yala

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December 2024