



Notification of the Wage Committee on Minimum Wage Rate (No.14)

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 on 17 June B.E. 2568 (2025).

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. The following notification are repealed.

(1) Notification of the Wage Committee on Minimum Wage Rate for Hotel Industry dated 27 March B.E. 2567 (2024).

(2) Notification of the Wage Committee on Minimum Wage Rate (No.13) dated 23 December B.E. 2567 (2024).

2. The 400-bath minimum daily wage rate shall be applied:

(1) To nationwide hotel business under the Hotel Act, specifically hotels category 2, 3 and 4 as prescribed in Ministerial Regulation prescribing categories and rules for hotel business operation (No.2) B.E. 2566 (2023).

(2) To nationwide service establishment business under the Service Establishment Act.

(3) In the areas of Bangkok, Chachoengsao, Chonburi, Phuket, Rayong and Surat Thani limited to Koh Samui District.

3. The 380-bath minimum daily wage rate shall be enforced in Chiang Mai limited to Mueang Chiang Mai District and Songkhla limited to Hat Yai District.

4. The 372-bath minimum daily wage rate shall be enforced in Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan and Samut Sakhon.

5. The 359-bath minimum daily wage rate shall be enforced in Nakhon Ratchasima.

6. The 358-bath minimum daily wage rate shall be enforced in Samut Songkhram.

7. The 357-bath minimum daily wage rate shall be enforced in Khon Kaen, Chiang Mai (excepted Mueang Chiang Mai District), Prachin Buri, Pra Nakhon Si Ayutthaya and Saraburi.

8. The 356-bath minimum daily wage rate shall be enforced in Lop Buri.

9. The 355-bath minimum daily wage rate shall be enforced in Nakhon Nayok, Suphan Buri and Nong Khai.

10. The 354-bath minimum daily wage rate shall be enforced in Krabi and Trat.

11. The 352-bath minimum daily wage rate shall be enforced in Kanchanaburi, Chanthaburi, Chiang Rai, Tak, Nakhon Phanom, Buriram, Prachuap Khiri Khan, Phangna, Phitsanulok, Mukdahan, Sakon Nakhon, Songkhla (excepted Hat Yai District), Sa Kaeo, Surat Thani (excepted Koh Samui District) and Ubon Ratchathani.

12. The 351-bath minimum daily wage rate shall be enforced in Chumphon, Phetchaburi and Surin.

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

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

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

16. The 347-bath minimum daily wage rate shall be enforced in Kamphaeng Phet, Phichit, Maha Sarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Sisaket, Satun, Sukhothai, Nong Bua Lamphu, Amnat Charoen, Udon Thani, Uttaradit, and Uthai Thani.

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

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

19. For the purposes of Section 2 -18, 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).

20. Employers are prohibited to pay employees' wages in cash less than the daily rate the minimum wage rate.

21. This notification of the Wage Committee shall come into effect on 1 July B.E. 2568 (2025).

Announced on 17th June B.E. 2568 (2025)

Mr. Boonsong Thapchaiyuth

Permanent Secretary of Labour

Chairman of the Wage Committee

Explanatory Note
of the Notification of the Wage Committee on Minimum Wage Rate (No.14)

Following the Notification of the Wage Committee on Minimum Wage rate (No.14) dated 17 June B.E. 2568 (2025), which determined the minimum wage rate to come into force from 1st July B.E. 2568 (2025), this explanatory note 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” 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”.

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, 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. 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) existing employees in Bangkok, employees work in a hotel industry and employees work in a service industry to receive adjusted minimum wage rates according to the notification.

4. The Wage Committee considered the state of economic and social conditions, including conducted the survey related to the impact of the adjustment of the minimum wage rate on both employees and service industry. The acquire information was used in considering the minimum wage rate in Bangkok, including for hotel industry and business industry that align with the framework and criteria on considered minimum wage rate of the Wage Committee.

5. In considering the minimum wage rate to Bangkok Metropolitan Region, the formula used to calculate the minimum wage rate such as the minimum wage rates announced by the Wage Committee (No.13), 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, taking into account the necessity of living of employees, when considering the prices of essential consumer goods in B.E. 2567¹ (2024), it was observed that Bangkok Metropolitan Region has higher prices of consumer goods and services compared to other provinces. In terms of employers' ability to pay, based on wages paid to employees under the Social Security system, it was found that 80.57 percent of employers/establishments are able to pay wages exceeding 400 Baht per day. Therefore, this adjustment of the minimum wage will not affect the employers' costs. From the economic and social perspectives, considering Bangkok Metropolitan Region's economic situation, it is projected that in 2025² the economy will grow by more than 3 percent, which is higher than the national average.

6. The consideration for adjusting the minimum wage rates for the hotel industry sector and the service establishment sector has been based on the criteria specified in Section 87 of the Labor Protection Act B.E. 2541 (1998) and its amendments. The overall economic outlook indicates that the tourism and service industries remain the country's main sources of income and continue to show a positive trend. Revenue data from both Thai and foreign tourists between January and May 2025³ amounted to 1,185,119 million Baht, an increase of 1.66 percent compared to the same period of the previous year. In terms of employees' cost of living, it was found that employees in the hotel business and service business sectors under the Social Security system receive wages lower than the average wage. There are 42,840 employees in this category, accounting for 16.56 percent. Therefore, the adjustment of the minimum wage in this case will help improve employees' quality of life in accordance with the rising cost of living in the tourism sector. Furthermore, when considering employers' ability to pay, it was found that the average wages paid by employers in the hotel business sector exceed 400 Baht per day. The assessment of the impact of the minimum wage adjustment in the hotel industry and service establishments shows that this adjustment will not affect the costs of employers or establishments.

¹ Ministry of Commerce: Inflation Rate for Bangkok and Metropolitan Area in 2024 and Provincial Inflation Rate in 2024

² The Center for Economic and Business Forecasting, University of the Thai Chamber of Commerce, forecasts the regional economy for 2024 to 2025

³ Ministry of Tourism and Sports: Tourism Statistics for 2025

7. The Wage Committee has therefore determined the minimum wage rates on this occasion in order to maintain the purchasing power of general workers who are newly entering the workforce, ensuring that they can sustain a quality standard of living on a daily basis, while also driving the tourism sector, which is an essential part of the overall economy. The Wage Committee has resolved to determine the minimum wage rates to take effect from July 1, 2025, as follows:

1. To increase the minimum wage in Bangkok Metropolitan Region by 28 Baht to a new rate of 400 Baht per day.

2. To set the minimum wage for the hotel industry nationwide at 400 Baht per day, specifically for Hotels Category 2, Category 3, and Category 4 (as specified in the Ministerial Regulation on the Hotel Business Category and Criteria (No. 2) B.E. 2566 (2023)).

3. To set the minimum wage for the service business sector nationwide at 400 Baht per day (according to the definition of service businesses under the Service Establishment Act (No. 4) B.E. 2556 (2013)).

8. 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.

9. 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 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.

⁴ The Ministry of Labour's clarification on the Ministerial Regulation concerning the protection of labour in agricultural work, B.E. 2557 (2018), issued in February B.E. 2558 (2019).

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.

10. 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.

11. The minimum wage rate is aimed to protect labour newly entering labour market in B.E. 2568 (2025) to ensure their living are aligned with standard living condition in B.E. 2568 (2025). 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.

12. Hotel Industry refers to hotels as defined by the Ministerial Regulation issued by the Ministry of Interior which specifies hotel types and criteria for hotel business operations (No. 2), B.E. 2566 (2023), classified into 4 categories as follows:

- Hotel Type 1: Refers to hotels providing only accommodation services, with no more than 50 rooms.
- Hotel Type 2: Refers to hotels providing accommodation services with more than 50 rooms, or hotels providing accommodation services along with food services or premises for food service businesses.
- Hotel Type 3: Refers to hotels providing accommodation, food services, or premises for food businesses and service establishments under the law, including meeting or conference rooms.
- Hotel Type 4: Refers to hotels providing accommodation, food services, premises for food businesses, service establishments under the law, and meeting or conference rooms.

13. Service Establishment Business refers to service establishments as defined by the Service Establishment Act (No. 4), B.E. 2546 (2003), meaning places established to provide services for commercial benefit, dancing establishment, including places where food, alcoholic beverages, or drinks are served, such as nightclubs, pubs, bars, karaoke bars.

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.14).

The Wage Committee
17th June B.E. 2568 (2025)

Minimum Wage Rate in B.E.2568 (2025)
as from the 1st of July 2568 (2025)

Unit: Baht per day

No.	Minimum Wage Rate (Baht per day)	Number of Provinces	The Enforced Jurisdiction
1	400	5 Provinces 1 District	Bangkok, Chachoengsao, Chon Buri, Phuket, Rayong, Surat Thani (only Koh Samui District)
		2 business Categories	hotel industry nationwide, and service establishments nationwide
2	380	2 District	Chiang Mai (only Mueang Chiang Mai District), and Songkhla (only Hat Yai District)
3	372	5	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), Prachin Buri, 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	Chainat, Chaiyaphum, Phatthalung, Singburi and Ang Thong
15	347	16	Kamphaeng Phet, Phichit, Maha Sarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Sisaket, Satun, Sukhothai, Nong Bua Lamphu, 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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