



Thai Wage Committee Announces New Minimum Wage Rates Nationwide

On 17 June 2025, the Thai Wage Committee officially announced a notification stipulating a new set of minimum daily wage rates, which vary by province and type of business, following a meeting held on 7 June 2025 (the Wage Committee Notification). The decision was made after considering current economic conditions, labor costs, and legal obligations under the Thai Labour Protection Law, as amended. This Wage Committee Notification was published in the Royal Gazette on 1 July 2025.

The new minimum wages will be enforced nationwide and apply to all employers and employees, regardless of the number of hours worked—provided the working time does not exceed the standard legal limits. The new minimum wages under this Wage Committee Notification, determined based on the cost of living in each province, are as follows:

Top-Tier Minimum Wage (400 Baht per day):

- Applicable to:
 - Employee under Hotels categorized as Type 2, Type 3, and Type 4 under Thai Hotel Law
 - Employee under Service businesses under the Thai Law on Service Establishments in all province
- Enforced in all provinces, and specifically in:
 - Bangkok, Chachoengsao, Chonburi, Phuket, Rayong and Surat Thani (Koh Samui District only)

Other Notable Provincial Rates:

- 380 Baht/day in:
 - Chiang Mai (Mueang District only) and Songkhla (Hat Yai District only)
- 372 Baht/day in:
 - Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, and Samut Sakhon
- Ranging from 350–359 Baht/day in:
 - Nakhon Ratchasima, Chiang Mai (excluding Mueang District), Chaing Rai Samut Songkhram, Khon Kaen, Prachin Buri, Ayutthaya, Lopburi, and etc
- 344–349 Baht/day in:

- More rural provinces including Narathiwat, Pattani, Yala, Trang, Nan, Phayao, Phrae, Kalasin, and Nakhon Si Thammarat

The term "day" refers to normal working hours, which are 7 hours/day for hazardous work and 8 hours/day for all other types of work. Even if an employee works fewer hours than the standard, the full minimum daily wage must still be paid.

Employers must adjust their payroll systems to comply with the new wage rates and are strongly advised to consult with legal or HR experts to ensure full compliance. This wage adjustment reflects the government's effort to strike a balance between improving workers' living standards and supporting sustainable economic development, with a clear move toward regionally-differentiated wage policies.

Should you have any question, please do not hesitate to contact us via info@bglballaw.com

