

Law & Policy Group

Roundup: Global employer resources on minimum wage increases

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Section 1

Introduction

To help multinational employers address the different minimum wage rates around the world, this roundup provides some information and links to resources from organizations, government websites, other third parties and news articles.

Section 2

Global or multicountry

- [Minimum wages for 200+ countries](#) (Wage Indicator)
 - Contains the minimum wage rates for more than 200 countries around the world and flags countries with no statutory minimum wage rates
- [National minimum wage](#) (Country economy.com)
 - Includes countries' monthly minimum wage information in various formats
- [International minimum wage rates 2022](#) (Minimum wage.org) Includes comparison table and country factsheets
- [Minimum wage](#) (International Labour Organization (ILO))
 - Includes ILO library resources, international labour standards, statistics and useful links on minimum wage
- [Minimum wages in the EU](#) (European Foundation for the Improvement of Living and Working Conditions)
- [Real minimum wages](#) (OECD, last updated Dec. 31, 2023)
 - Includes certain countries' information from 2001–2022
- [Minimum wage in EU](#) (Dentons, Oct. 20, 2023)
- [Minimum wage statistics](#) (Eurostat, July 2023)
- [Minimum wages in times of high inflation](#) (Centre for Economic Policy Research, Aug. 8, 2023)
- [Global Wage Report 2022–2023](#) (ILO, June 6, 2023)
- [Directive on adequate minimum wages in the European Union](#) (EUR-Lex, Oct. 19, 2022)

Section 3

Americas

Argentina

The monthly minimum wage increased (Spanish) retroactively to AR\$180,000 (up from AR\$156,000) on Feb. 1, 2024. A further increase to AR\$202,800 is slated for March.

Aruba

Effective Jan. 1, 2024, the 2024 monthly minimum wage is (Dutch) 1,986.20 AWG (up from 1,893 AWG) for employees aged 18 or older, and 463.25 AWG per week (up from 441.60 AWG). The new income limit is 4,965.50 AWG per month (up from 4,733.50 AWG), or 59,586 AWG per year (up from 56,802 AWG).

Belize

The minimum wage increased to BZD\$5 on Jan. 1, 2023.

Bermuda

Bermuda introduced a minimum wage rate on June 1, 2023. The hourly wage is \$16.40 BMD. The rate excludes tips given voluntarily to workers, and employers must pay any difference for personal care employees and employees receiving gratuities and service charges to ensure payment of the minimum hourly wage.

Bolivia

Effective May 1, 2023, Bolivia's monthly minimum wage increased (Spanish) to BOB\$2,362— up from BOB\$2,250 Brazil

Brazil

The minimum monthly salary increased (Portuguese) on Jan. 1, 2024 to 1,412 BRL, up from 1,320 BRL.

Canada

On April 1, 2023, the federal minimum wage increased to C\$16.65 — up from C\$15.55 per hour. This change applies to workers and interns in federally regulated private sectors, including banks, postal and courier services, and interprovincial air, rail, road, and marine transportation. For those working in provinces or territories where the general minimum wage rate is higher, the higher rate continues to apply. The federal minimum wage is adjusted automatically each April 1 to reflect the average annual increase in the consumer price index. Here is a government chart of federal and provincial minimum wage rates.

Canada — British Columbia

The general hourly minimum wage in British Columbia increased on June 1, 2023, to C\$16.75, up from C\$15.65. The increase is tied to British Columbia's average annual inflation rate, which was 6.9% in 2022.

Canada — Manitoba

The minimum wage increased to C\$15.30/hour on Oct. 1, 2023, up from C\$14.15/hour.

Canada — New Brunswick

On April 1, 2023, the minimum wage increased to C\$14.75 per hour (up from C\$13.75) — the highest in Atlantic Canada. A further increase to C\$15.30 will take effect on April 1, 2024.

Canada — Newfoundland and Labrador

The minimum wage increased to C\$15.00 on Oct. 1, 2023, up from C\$14.50/hour. A further increase to C\$15.60 is slated for April 1, 2024. The minimum overtime rate also will increase to C\$23.40.

Canada — Nova Scotia

The minimum wage increased to C\$15/hour on Oct. 1, 2023 — six months sooner than previously announced. The previous minimum wage rate was C\$14.50/hour.

Canada — Nunavut

The minimum wage increased on Jan. 1, 2024 to C\$19/hour, up from C\$16/hour — it will be the highest minimum wage in Canada. The minimum wage last increased on April 1, 2020 to C\$16/hour, up from C\$13/hour.

Canada — Ontario

On Oct. 1, 2023, the minimum wage increased to C\$16.55 (up from C\$15.50/hour). This is an 8% increase over one year.

Canada — Prince Edward Island

Prince Edward Island's government has announced two minimum wage increases for 2024 to C\$15.40 (up from C\$15) on Apr. 1, 2024, and then to C\$16 on Oct. 1, 2024.

Canada — Quebec

On May 1, 2023, the minimum wage increased (French) to C\$15.25 per hour, up from C\$14.25. On Jan. 31, 2024, the government published proposals that would increase the minimum wage to C\$15.75 per hour on May 1, 2024.

Canada — Saskatchewan

On Oct. 1, 2023, the minimum wage increased to C\$14 — it will increase again to C\$15 on Oct. 1, 2024.

Canada — Yukon

The minimum wage in Yukon increased by 6.8% on April 1, 2023, to C\$16.77/hour, up from C\$15.70/hour. Effective April 1, 2024, the minimum wage will increase to C\$17.59/hour.

Chile

Effective Sept. 1, 2023, the standard minimum wage rate increased to 460,000 CLP (up from 440,000 CLP) and is slated to increase again on July 1, 2024, to 500,000 CLP. The monthly minimum wage increased (Spanish) to 343,150 CLP (up from 328,230 CLP) for workers younger than 18 and for individuals older than 65. From January 2025, the monthly minimum wage also will be adjusted in accordance with the Consumer Price Index registered between July and December 2024.

Colombia

The monthly minimum wage increased (Spanish) to COP\$1,300,000 on Jan. 1, 2024 — a 12% increase on the 2023 rate (COP\$1,160,000). The transportation subsidy increased (Spanish) by 15% to COP\$162,000, up from COP\$140,606 in 2023.

Costa Rica

The minimum wage increased (Spanish) by 1.83% on Jan. 1, 2024 for all categories of workers in the private sector. Additional increases also apply for certain job types: domestic service: 2.33962%/month; semiskilled worker: 0.3986390%/month; skilled worker: 0.3955514%/day; and specialized worker: 0.5562880%/month.

Dominican Republic

The National Wage Committee announced (Spanish) a two-stage 19% increase to the monthly minimum wage for nonsectorized private employees in large, medium, small and micro businesses. The first increase (15%) took effect on April 1, 2023, and the second (4%) took effect in February 2024. Different minimum wage rates apply in the tourism sector. The new minimum wage rates are:

- **Large employers (more than 151 workers):** 24,990 DOP in February 2024, up from 24,150 DOP
- **Medium-sized companies (51 to 151 workers):** 22,908 DOP in February 2024, up from 22,138 DOP
- **Small businesses (11 to 50 workers):** 15,351 DOP in February 2024, up from 14,835 DOP
- **Microenterprises (up to ten employees):** 14,161 DOP in February 2024, up from 13,685 DOP.

Salary increases in the tourism sector increased on June 1, 2023. The new minimum wage rates are:

- **Large companies:** Salaries will increase by 15% to 16,100 DOP (up from 14,000 DOP), with a second 5% increase in February 2024 to 16,800 DOP.
- **Medium-sized companies:** Salaries will increase 28.5% to 13,685 DOP (up from 10,650 DOP), with a second 4.47% increase in February 2024.
- **Small companies:** Salaries will increase by 44.05% to 13,685 DOP (up from 9,50 DOP), with a second 5.01% increase in February 2024.

Ecuador

From Jan. 1, 2024, the basic minimum monthly salary (Spanish) is US\$460 — up from US\$450.

Guatemala

Guatemala announced (Spanish) the minimum wage rates, effective Jan. 1, 2024. Different minimum wage rates and premiums apply, depending on industry sector and working conditions applicable to certain job types. In addition to the minimum monthly wage, workers must be paid a monthly “incentive bonus” (250 GTQ).

The new monthly minimum wage rates for Economic Area 1, including the incentive bonus, are:

- 3,516.86 GTQ for nonagricultural workers
- 3,634.59 GTQ for agricultural workers
- 3,343.01 GTQ for workers in export industries

The rates in Economic Area 2 are:

- 3,374.42 GTQ for nonagricultural workers
- 3,477.82 GTQ for agricultural workers
- 3,171.90 GTQ for workers in export industries

Guyana

Minimum wage rates increased on July 1, 2022, to GY\$347 per hour (up from GY\$255), GY\$2,766 per day (up from GY\$2,040), GY\$13,880 per week (up from GY\$10,200), and GY\$60,147 per month (up from GY\$44,200).

Honduras

The minimum wage rates (Spanish) — effective Jan. 1, 2023 — increased by 9.8%. The wage rates vary according to the employer’s workforce size and by industry sector.

Jamaica

From June 1, 2023, Jamaica's weekly minimum wage increased to JM\$13,000 (up from JM\$9,000), calculated on a 40-hour week. The minimum wage for industrial security guards will be JM\$14,000, up from JM\$10,500. The revised rates were announced in the budget on March 17, 2023.

Mexico

The minimum wage increased (Spanish) by 20% on Jan. 1, 2024, to MXN\$249/day, and to MXN\$7,508/month. In the Free Zone of the Northern Border, the minimum wage is MXN\$375/day, and MXN\$11,403/month.

Effective Feb. 1, 2024, the updated value (Spanish) of the Measurement and Updating Unit (UMA) will be MXN\$108.57/day, MXN\$3,300.53/month and MXN\$39,606.36/year — an increase of 4.66% on 2023. The UMA is used to calculate payments, obligations and penalties owed to state and federal governments.

Nicaragua

Minimum wages increased (Spanish) by 10% in 2023 from March 1, 2023, effective through Feb. 29, 2024. Different monthly minimum wage rates apply to each industry sector (for example, manufacturing is 6,987.06 NOP; agriculture, forestry and fishing is 5,196.34 NOP; and mines and quarrying is 9,332.44 NOP). However, the minimum wage in the free-trade zone regime companies, established in 2022, increased by 8% from Jan. 1.

Panama

Effective Jan. 16, 2024, the minimum wage broadly increased by 4.5% for small companies, 6% for large companies and 7% for banana companies. Different wage rates apply, depending on the industry sector, employer size and if employers are located in Region 1 or Region 2. The rates are included in an Executive Decree (Spanish) issued by the president on Jan. 10, 2024, following the Minimum Wage Commission's failure to reach an agreement.

Paraguay

Effective July 1, 2023, the legal monthly minimum wage increased (Spanish) by 5.1% to 2,680,373 PYG, up from 2,550,307 PYG.

Peru

The minimum living wage for private-sector workers in Peru increased on May 1, 2022, to 1,025 PEN, up from 930 PEN. The increase impacts approximately 30% of the workforce. The measure was published in Supreme Decree No. 003-2022-TR (Spanish) on April 3, 2022.

Saint Martin

The minimum hourly wage will increase on April 1, 2024 to 10.40 ANG, up from 9.95 ANG. The monthly minimum wage will be 1,801 ANG.

Trinidad and Tobago

The minimum wage rates increased on Jan. 1, 2024 to TT\$20.50/hour, up from TT\$17.50/hour; TT \$164/day; TT \$820/week for a 40-hour working week; and TT \$3,553/month for an average of 173 working hours during the month.

United States

For the latest US minimum wage rates, see this roundup: [Roundup: US employer resources on minimum wage increases](#) (Mercer, regularly updated)

United States — Puerto Rico

Effective July 1, 2023, the hourly minimum wage (Spanish) in Puerto Rico is \$9.50, up from \$8.50. A further increase to \$10.50 is slated for July 1, 2024. The minimum wage increases do not apply to agricultural workers; “administrators,” “executives” and “professionals” (as defined by Regulation No. 13 of the Puerto Rico Minimum Wage Board); employees covered by a collective bargaining agreement establishing higher wages; and all government, municipal, judicial and legislative branch employees.

Uruguay

Effective Jan. 1, 2024, the monthly minimum wage increased (Spanish) to 22,268 — up 5.5% on the 2023 minimum wage rate of 21,107 UYU.

Section 4

Asia Pacific

Australia

Australia's Fair Work Commission published its annual wage review on June 2, 2023 — and rates took effect on July 1, 2023. The new rates are as follows:

- The National Minimum Wage (NMW) increased to AU\$882.80 per week (or AU\$23.23 an hour). The weekly rate is based on a 38-hour week for a full-time employee.
- The minimum wages in modern awards increased by 5.75% from July 1, 2023, and will apply to all modern award minimum wages, modern enterprise award wages and state reference public sector awards.

Cambodia

The monthly minimum wage for workers in the textile, garment, footwear, and travel goods sectors increased to US\$204, effective January 2024, up from US\$200.

China

Effective Jan. 1, 2024, Henan's monthly minimum wage range increased (Chinese) to 1,800 CNY to 2,100 CNY, up from 1,600 CNY to 2,000 CNY. The new hourly rates range is 17.6 CNY to 20.6 CNY, up from 15.6 CNY to 19.6 CNY.

Effective Jan. 1, 2024, the monthly minimum wage range in Jiangsu (Chinese) and Zhejiang (Chinese) increased to 2,010 CNY to 2,490 CNY, up from 1,840 CNY to 2,280 CNY. The new hourly rate range increased to 20 CNY to 24 CNY, up from 18 CNY to 22 CNY.

Effective Dec. 1, 2023, Hainan's monthly minimum wage range increased (Chinese) to 1,850 CNY to 2,010 CNY, up from a range of 1,680 CNY to 1,830 CNY. The new hourly rates are 16.3 CNY to 17.9 CNY, up from 14.9 CNY to 16.3 CNY.

Effective Nov. 1, 2023, Tianjin's monthly minimum wage increased (Chinese) to 2,320 CNY, up from 2,180 CNY. The hourly minimum wage increased to 24.4 CNY, up from 22.6 CNY.

Effective Nov. 1, 2023, Gansu's monthly minimum wage range increased (Chinese) from 1,850 CNY to 2,020 CNY, up from 1,670 CNY to 1,820 CNY.

Effective Nov. 1, 2023, the monthly minimum wage in the autonomous region of Guangxi increased (Chinese) to 1,810 CNY up from 1,430 CNY. The hourly rate range increased to 17 CNY to 20.1 CNY, up from 14 to 17.5 CNY.

Effective Oct. 15, 2023, Yunnan's minimum wage range increased (Chinese) to between 1,690 CNY and 1,990 CNY, up from 1,600 CNY and 1,900 CNY. The hourly minimum wage

range for part-time employees increased to between 17 and 19 CNY, up from between 16 and 18 CNY.

Effective Oct. 1, 2023, Shandong's minimum wage range increased (Chinese) to between 1,820 CNY and 2,200 CNY, up from 1,700 CNY and 2,100 CNY.

Effective Sept. 1, 2023, Beijing's monthly minimum wage increased (Chinese) to 2,420 CNY, up from 2,320 CNY. The minimum hourly wage for part-time employees increased to 26.4 CNY, up from 25.3 CNY.

The monthly minimum wage (Chinese) is paid to full-time employees, and the hourly minimum wage is paid to non-fulltime employees, such as part-time and temporary employees whose daily working hours do not exceed four hours and 24 hours per week.

Fiji

The minimum wage increased to FJ\$4.007/hour on Jan. 1, 2023. Minimum rates in 10 sectors were also announced, including:

- Building and engineering
- Hotel and catering
- Manufacturing
- Mining and quarrying
- Printing
- Sawmill and logging
- Garment

The Ministry of Employment, Productivity and Industrial Relations also advised employers that it would inspect workplaces to verify minimum wage compliance.

Hong Kong

Hong Kong's Chief Executive in Council adopted the recommendation of the Minimum Wage Commission to raise the statutory hourly minimum wage rate to HK\$40 on May 1, 2023 — up from HK\$37.50. This is the first increase since May 2019.

India

Effective July 1, 2023, India's union territory of Andaman and Nicobar Islands increased the daily minimum wage rate range to 538 INR up to 738 INR, depending on the employee's skill level. The previous minimum wage rate range was 529 INR to 729 INR.

The minimum wage rate range for workers in the "central sphere" increased on Oct. 1, 2023, to 433 INR to 992 INR per day, up from 424 INR to 973 INR, depending on the time worked. The central sphere includes businesses under the authority of the national government, mines, oil fields, major ports, and other corporations established by an act of the national

government. Central sphere minimum wages also apply to workers in agriculture, road construction, security, loading and unloading, sweepers and cleaners.

The state of Madhya Pradesh increased (Hindi) its daily minimum wage rate ranges effective Oct. 1, 2023. The daily minimum wage rate range is 261 INR to 530 INR, up from 255 INR to 523 INR. The minimum wage varies by industry and skill level.

The daily minimum wages range increased in the National Capital Territory of Delhi on Oct. 1, 2023, to 673 INR to 888 INR, up from 663 INR to 875 INR.

Effective Sept. 1, 2023, the minimum wage range for nonagricultural workers in Punjab increased to 412.95 INR to 611.79 INR, up from 398.22 INR to 597.06 INR.

Indonesia

Government Regulation No. 51 of 2023 (Indonesian) provides information on minimum wage adjustments for provincial and district/city minimum wages (the adjustments are determined by the relevant governor based on economic and employment conditions). Provincial governors must determine minimum wage changes by Nov. 21 (effective the following January), and the district city/minimum wage must be announced by Nov. 30.

The monthly minimum wage in 2024 increased to 5,067,381 IDR (a 3.6% increase from 2023). East Kalimantan's monthly minimum wage is 3,360,858 IDR (a 4.98% increase from 2023). The minimum wage in DKI Jakarta province is 5,067,381 IDR.

Under the updated framework included in Regulation No. 51, economic growth and in general, the regional rate of inflation will continue (Indonesian) to be taken into account, but the average household consumption per capita will not be included when setting minimum wage rates. Previously, the minimum wage calculation formula considered decent living needs, productivity and economic growth. However, the regional wage council will consider the regional level of workforce absorption and the average or median wage. These changes are expected to enhance the council's role in setting minimum wages, and aims to ensure that the wage gap between regions does not increase.

Japan

The minimum hourly wage increased (Japanese) to ¥1,004 on Oct. 1, 2023 — exceeding the ¥41 increase proposed by the subcommittee of the Central Minimum Wages Council proposed (Japanese) on July 28, 2023. The highest hourly minimum wage in Tokyo is ¥1,113 (a ¥41 increase). In the Kanagawa prefecture, the hourly minimum wage is ¥1,112 (¥41 increase), and the lowest hourly minimum wage is in Okinawa (¥896, up by ¥43).

Laos

Effective Oct. 1, 2023, Laos's monthly minimum wage increased to 1.6 million LAK, up from 1.3 million LAK. This is the third increase since June 2022.

Macau

The 2024 minimum wage rates are included in Law No. 19/2023. The 2024 minimum wage rates are 7,072 MOP per month; 1,632 MOP per week; 272 MOP per day; and 34 MOP per hour.

Malaysia

The national minimum wage increased on May 1, 2022 to 1,500 RM per month. However, implementation of the new rate was delayed (Malay) until July 1, 2023 for employers with fewer than five employees.

Myanmar

The minimum wage increased (Burmese) on Oct. 1, 2023, to 5,800 MMK, up from 4,800 MMK — the first increase since 2018.

New Zealand

From April 1, 2024, the adult hourly minimum wage will increase to NZ\$23.15 (up from NZ\$22.70). The training and starting out minimum wage will be NZ\$18.52, up from NZ\$18.16.

Philippines

The daily minimum wage rates in the National Capital region increased on July 16, 2023, to 610 PHP (up from 570 PHP) for nonagricultural workers, and to 573 PHP (up from 533 PHP) for agricultural workers, service and retail establishments employing 15 or fewer workers.

The Regional Tripartite Wage and Productivity Board in three regions issued wage orders, increasing the daily minimum wages in their respective jurisdictions:

- National Capital Region: the minimum wage range is 573 PHP to 610, PHP (an increase of PHP 40), effective July 16, 2023
- Region IV-A: the minimum wage range is 385 PHP to 520 PHP, depending on the locality (an increase of 89 PHP), effective Sept. 18, 2023
- Region VII: the minimum wage range is 415 PHP to 468 PHP, effective Oct. 1, 2023 (an increase of 33 PHP).

South Korea

The 2024 minimum hourly wage increased to 9,860 KRW across all industry sectors, up from 9,620 KRW (a 2.5% increase). The hourly wage amounts to a monthly equivalent of 2,060,740 KRW (up from 2,010,580 KRW) for employees working the standard 40-hour work week. The new wage took effect on Jan. 1, 2024, and will apply until Dec. 31, 2024. It is estimated that approximately 3,347,000 workers will be directly affected by the minimum wage increase.

Taiwan

Effective Jan. 1, 2024, the monthly minimum wage increased to NT\$27,470 (up from NT\$26,400), and the hourly rate will be NT\$183 (up from NT\$176). The increase benefits around 2.39 workers.

Thailand

From Jan. 1, 2024, the minimum wage rate increased (Thai) to between 330 THB and 370 THB, depending on the economic situation in each province. The highest minimum wage rate is 370 THB in Phuket. In Bangkok and the surrounding areas (central and surrounding provinces) it is 363 THB.

Vietnam

Vietnam's general minimum wage (GMW) increased on July 1, 2023 to 1,800,000 VND, up from 1,490,000 VND for individuals working in the state sector. The GMW is also used to calculate the salary cap used to determine social and health insurance contributions for private sector employers and employees (20 times the GMW), and the capped trade union fees contributed by employers (10% of the GMW). Additionally, the GMW is used to compute activity, subsistence costs, deductions and benefits. The National Wage Council announced (Vietnamese) in December 2023 that the minimum wage would increase (on average) by 6% on July 1, 2024, if approved by the government.

Section 5

Europe, Middle East and Africa

European Union

The European Union has finalized agreement of the directive on promoting adequate statutory minimum wages — almost two years after the European Commission published the proposed directive. Member states will have until Nov. 15, 2024, to transpose the directive into national law. Under the directive, member states must:

- Have procedural frameworks for setting minimum wages that meet certain criteria
- Update their minimum wages at least every two years (or four years if using automatic indexation)
- Involve the social partners in setting and updating minimum wages
- Establish a timeline and measures to strengthen collective bargaining in member states that have less than an 80% coverage rate

Albania

The minimum wage increased (Albanian) to 40,000 ALL per month on Mar. 1, 2023 — up from 34,000 ALL.

Angola

Angola's national minimum wage rates increased (Portuguese) on Feb. 17, 2022, to:

- 48,271.73 AOA for the general trade and mining industry
- 40,226.44 AOA for the transportation services and transforming industries
- 32,181.15 AOA for agriculture and economic activities not included in the other categories

Belarus

From Jan. 1, 2024, the monthly minimum wage increased (Russian) to 626 BYN, up from 554 BYN.

Belgium

Effective Dec. 1, 2023, the monthly guaranteed minimum wage increased (French) to €1,994.18 (up from €1,806.16). The age and service conditions no longer apply, and only one minimum wage rate is payable to workers from age 18. A further increase is slated for April 2024.

Bulgaria

The monthly minimum wage increased (Bulgarian) to 933 BGN (up from 780 BGN), effective Jan. 1, 2024.

Croatia

The monthly minimum wage in Croatia increased (Croatian) to €840 in January 2024, up from €700.

Cyprus

The monthly minimum wage increased (Greek) to €1,000 on Jan. 1, 2024, up from €940 for full-time employees who have completed six months of continuous employment. For employees with less than six months of employment, the monthly minimum wage increased to €900, up from €885.

Czech Republic

The government increased the minimum monthly wage to 18,900 CZK — up from 17,300 CZK — effective Jan. 1, 2024.

Egypt

A monthly minimum wage for Egypt's private-sector employees took effect for the first time in 2021. The minimum wage increased on Jan. 1, 2024 to 3,500 EGP, up from 3,000 EGP.

Estonia

The monthly minimum wage increased to €820, up from €725. The hourly minimum wage is now €4.86, effective Jan. 1, 2024.

France

From Jan. 1, 2024, France's minimum wage rate increased (French) to €1,766.92 per month (up from €1,747.20), and to €11.65 per hour (up from €11.52).

Germany

The statutory hourly minimum wage increased to €12.41 on Jan. 1, 2024, and is slated to increase €12.82 on Jan. 1, 2025.

Gibraltar

Gibraltar increased its hourly minimum wage to G£8.60 as of Aug. 1, 2023.

Greece

On April 1, 2023, the monthly minimum wage increased (Greek) to €780 euros (up from €713) and is payable over 14 months. The minimum wage is paid to 585,000 workers.

Guernsey, Channel Islands

Effective Oct. 1, 2023, Guernsey's hourly minimum wage increased to £10.65, up from £9.55 for employees aged 18 years or older. The minimum wage rate for employees aged 16 and 17 is £9.65, up from £8.95. The tax offset for employer-provided accommodation increased to £103 per week, up from £92, and the offset for accommodation and food increased to £144 per week, up from £129.

Hungary

The government increased (Hungarian) the monthly minimum wage as of Jan. 1, 2024, to 266,800 HUF — up from 232,000 HUF. For jobs requiring secondary education or professional qualifications, the guaranteed minimum wage (known as the graduate minimum wage) will also increase to HUF 326,000 per month, HUF 74,950 per week, HUF 14,990 per day and HUF 1,874 per hour.

Ireland

The National Minimum Wage increased by 12.4% on Jan. 1, 2024, to €12.70 per hour up from €11.30 in 2023 for individuals aged 20 and older.

The minimum hourly wage rates for younger individuals in 2024 are:

- 19 years: €11.43
- 18 years: €10.16
- 17 and younger: €8.89

Different minimum pay rates apply to employees in certain sectors, such as the security and cleaning sectors.

The National Living Wage will become mandatory in 2026, and the amount is set at 60% of hourly median wages, in line with the Low Pay Commission's recommendations. In 2023, the estimated 60% of median earnings was approximately €13.10 per hour.

Isle of Man

Effective April 1, 2023, the hourly minimum wage rates increased to 18 years and older to £10.75 (up from £9.50) and to £8.05 (up from £6.80) for individuals younger than 18 years.

Israel

The monthly minimum wage increased on April 1, 2023, to 5,571.75 ILS, up from 5,300 ILS. The increased hourly minimum wage is 30.6 ILS, up from 29.12 ILS.

Jersey, Channel Islands

From Jan. 1, 2024, the hourly minimum wage in Jersey increased to £11.64, up from £10.50. Employer benefits-in-kind amounts are £169.98 per week, or £24.28 per day, if the employer provides food and living accommodations, and £127.54 per week, or £18.22 per day, if the employer provides living accommodations only.

Kazakhstan

Kazakhstan increased (Kazakh) its monthly minimum wage rate to 85,000 KZT up from 70,000 KZT, effective Jan. 1, 2024.

Kenya

Kenya's president announced a 12% minimum wage increase on May 1, 2022, effective immediately. The wage amounts vary by job type and region.

Latvia

The monthly minimum wage increased (Latvian) to €700 (up from €620), effective January 2024.

Lithuania

The monthly minimum wage increased to €924 up from €840, effective Jan. 1, 2024. The minimum gross hourly wage increased to €5.65, up from €5.14.

Luxembourg

The monthly gross minimum social wage rate increased (French) to €2,570.93 on Sept. 1, 2023, and to €14.86 per hour for unqualified employees aged 18 and older. The increased wage rates are €2,056.74 and €11.88 for employees aged 17 and 18; €1,928.20 and €11.14 for employees aged 15 and 17; and €3,085.11 per month and €17.83 for skilled workers.

Malta

From Jan. 1, 2024, the weekly minimum wage increased (Maltese) to €213.54 for employees aged 18 or older; to €206.76 for employees aged 17; and to €203.92 for employees younger than 17.

Mauritius

On Jan. 1, 2023, the new monthly minimum wage increased to 12,075 MUR (including the special allowance payment of 500 MUR) for workers in nonexport enterprises and to 12,075 MUR (including the special allowance payment of 1,200 MUR and an additional amount of 140 MUR) for workers in export enterprises.

Moldova

The minimum wage increased on Jan. 1, 2024 to 5,000 MDL/month (up from 4,000 MDL), and to 29.58 MDL/hour.

Morocco

The government announced a 5% increase (French) to the minimum wage paid to agricultural and nonagricultural workers, retroactively applied to Sept. 1, 2023. The increase was included in the terms of a 2022 tripartite agreement.

Netherlands

From Jan. 1, 2024, the minimum hourly wage rate is €13.27 for employees aged 21 and older, calculated on a 36-hour working week. Other hourly rates are €10.62 for employees aged 20 years; €7.96 for employees aged 19; €6.64 for employees aged 17; €4.58 for employees aged 16; and €3.98 for employees aged 15. The introduction of the statutory minimum hourly wage means there is no longer a legally prescribed minimum daily, weekly or monthly minimum wage. Previously, the monthly minimum wage was computed over a 36-hour working week, resulting in payment of the same monthly minimum wage to full-time employees who worked more than 36 hours per week.

Nigeria

The current monthly minimum wage is 30,000.00 NGN. The president announced on Oct. 1, 2023, that the minimum wage paid to low-skilled workers will increase temporarily — for a period of six months — by 35,000 NGN. The increase was announced shortly before the start of a strike on Oct. 3. The government has indicated that a new wages framework would be introduced in April 2024.

Poland

The minimum wage will increase twice (Polish) in 2024. The gross monthly minimum wage increased to 4,242 PLN on Jan. 1, 2024 (up from 3,600 PLN), and the hourly minimum wage increased to 27.70 PLN (up from 23.50 PLN). A second increase is slated for July 1, 2024, when the monthly minimum wage will increase to 4,300 PLN, and the hourly minimum wage will increase to 28.10 PLN.

Portugal

The monthly minimum wage increased (Portuguese) to €820 on Jan. 1, 2024, up from €760. The monthly minimum salary of trainees increased to €656.00.

Qatar

Qatar implemented a minimum monthly wage of 1,000 QAR — applicable to all workers across all industry sectors, effective March 20, 2021. The minimum wage is the first of its kind in the Middle East, according to the government. Employers must also pay minimum allowances for food and housing — 300 QAR and 500 QAR respectively — if these are not already provided directly to workers. An estimated 400,000 private sector workers (or 20% of the private sector) benefit from the minimum wage.

Romania

The monthly minimum wage increased (Romanian) to 3,300 RON on Oct. 1, 2023, up from 3,000 RON. The construction sector minimum wage increased to 4,500 RON, up from 4,000 RON. The minimum wage is paid to an estimated two million employees, and the last increase took effect in January 2023.

Russia

The monthly minimum wage increased on Jan. 1, 2024 to 19,242 RUB, up from 16,242 RUB.

Serbia

Effective Jan. 1, 2024, the hourly minimum wage (Serbian) is 271 RSD, up from 230 RSD.

Slovakia

Effective Jan. 1, 2024, the monthly minimum wage increased (Slovak) to €750 per month (up from €700), and the hourly rate is €4.310 (up from €4.023). Different minimum wage rate increases apply to employees depending on their job grade — see [here](#) and [here](#).

Slovenia

The monthly gross minimum wage increased (Slovenian) to €1,235.90 (up from €1,203.36), effective Jan. 1, 2024.

South Africa

The minimum hourly wage for regular employees, farm workers and domestic workers increased on March 1, 2023 to 25.42 R per hour (up from 23.19 R). General workers, farm workers and domestic workers now have the same minimum wage. The minimum wage will increase again on March 1, 2024 to 27.58 R per hour.

Spain

Spain's minimum wage rate increased on Jan. 1, 2024 to €37.8 per day (up from €36), or €1,134 per month (€1,080), paid over 14 installments. The rates feature in [Royal Decree 145/2024 of Feb. 6, 2024](#), (Spanish) but applies retroactively from Jan. 1, 2024.

Switzerland

Public referendums held on June 18, 2023, in Zurich and Winterthur approved the introduction of an hourly minimum wage. Zurich's minimum wage (German) will be 23.90 CHF for employees who work mostly within the city limits. Business organizations appealed the new minimum wage, but the Zurich District Council confirmed in November 2023 the lawfulness of the new rate; no implementation date has been set. Winterthur's minimum wage (German) will be 23 CHF. Basel voted in 2021 to introduce an hourly minimum wage of 21 CHF. Switzerland has no statutory federal minimum wage — a referendum in 2014 rejected the introduction of a 22 CHF federal minimum wage.

Turkey

For 2024, the gross monthly minimum wage increased (Turkish) to 20,002.50 TRY, up from 13,414 TRY, and the daily minimum wage increased to 666.75 TRY, up from 447.15 TRY. The previous increase took effect on July 1, 2023.

Ukraine

Ukraine's minimum wage increased (Ukrainian) to 7,100 UAH/month from Jan. 1, 2024, and to 8,000 UAH/month from April 1, 2024 — the minimum wage has been 6,700 UAH/month (Ukrainian) since Oct. 1, 2022.

United Kingdom

The Government has announced minimum wage rates that will apply from April 1, 2024.

The National Living Wage (NLW) for individuals aged 21 and older will be £11.44/hour (up from £10.42); £8.06/hour for individuals aged 18 to 20 (up from £7.49); and £6.40/hour for individuals aged 16 to 17 (up from £5.28). The rate for apprentices will be £6.40/hour, up from £5.28 for individuals younger than age 19 or who are in the first year of an apprenticeship. The daily allowable accommodation deduction will be £9.99 (up from £9.10) where the employer provides accommodation to the employee. From April 2024, the NLW will be extended to include 21 and 22 year-olds.

The “real living wage” is based on the cost of living and is promoted by the Living Wage Foundation. It is paid voluntarily by over 14,000 employers. For employees working outside of London, this wage will increase in 2024 to £12 per hour, up from £10; the wage rate in London will increase to £13.15 per hour, up from £11.95.

Uzbekistan

On Dec. 1, 2023, the minimum wage increased (Russian) to 1,050,000 UZS, up from 980,000 UZS.



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