



Notification of the Wage Committee on Minimum Wage Rate (No.7)

Following to the meeting of the Wage Committee to consider the facts and the current minimum daily wage rate received by employees and other facts stipulated by the laws, the Central Wage Committee has reached a resolution to determine minimum daily wage rates in order to be enforced to all employers and employees on 17 October B.E. 2554.

By virtue of Article 79 (3) and Article 88 of the Labour Protection Act B.E. 2541, as revised by the Labour Protection Act (No.3) B.E. 2551, the Wage Committee announces, as follows:

1. Provisions in Articles 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31 of the Notification by the Wage Committee on Minimum Wage Rate (No. 6) dated 2 November B.E. 2554 shall be repealed.

2. The 300 baht minimum daily wage rate shall be enforced in Krabi, Kanchanaburi, Kalasin, Kamphaengpet, Khon Kaen, Chanthaburi, Chachoengsao, Chon Buri, Chai Nat, Chaiyaphum, Chumphon, Chiang Rai, Chiang Mai, Trang, Trat, Tak, Nakhon Nayok, Nakhon Phanom, Nakhon Ratchasima, Nakhon Si Thammarat, Nakhon Sawan, Narathiwat, Nan, Bung Kan, Buri Ram, Prachuap Khiri Khan, Prachin Buri, Pattani, Phra Nakhon Si Ayutthaya, Phangnga, Phatthalung, Pichit, Phitsanulok, Phetchaburi, Phrae, Phayao, MahaSarakhm, Mukdahan, Mae Hong Son, Yala, Yasothorn, Roi Et, Ranong, Rayong, Ratchaburi, Lop Buri, Lampang, Lamphun, Loei, Si Sa Ket, Sakon Nakhon, Songkhla, Satun, Samut Songkhram, Sa Kaeo, Saraburi, Sing Buri, Sukhothai, SuphanBuri, Surat Thani, Surin, Nong Khai, Nong Bua Lam Phu, Ang Thong, Udon Thani, Uthai Thani, Uttaradit, Ubon Ratchathani and Amnat Charoen.

3. The notification of the Wage Committee shall come into force as from the 1st January B.E. 2556.

Announced on the 10th October B.E. 2555

Countersigned by : (Somkiat Chayasriwong)

Permanent Secretary of the Ministry of Labour

Chairman of the Wage Committee

Clarification

The Notification of the Wage Committee on Minimum Wage Rate (No.7)

Following the Notification of the Wage Committee on Minimum Wage Rates (No. 7) dated 10th October B.E. 2555 which determines the minimum wage rate to come into force from 1st January B.E. 2556, in order to get all concerned parties to understand the determination of the minimum wage rate the Wage Committee therefore would like to publicly clarify as follows:

1. “Minimum wage rate” means the minimum rate of basic pay determined by the Wage Committee in pursuant to the Labour Protection Act B.E. 2541 which is revised by the Labour Protection Act (No.3) B.E. 2551. The Wage Committee terms the minimum wage rate as “the payment sufficient for a “skill-needed worker”¹ to make a living in the current social and economic condition and to have a living standard that is appropriate with the capability of businesses in that locality.”

2 The authority to determine the minimum wage rate comes from the Wage Committee, which is a tripartite body consisting of five representatives each of employers, employees and the government in accordance with the Labour Protection Act B.E. 2541 which is revised by the Labour Protection Act (No.3) B.E. 2551.

3. Following the Notification of the Wage Committee on Minimum Wage (No.7) dated 10th October B.E. 2555, the Wage Committee reached the resolution on 17th October B.E. 2554, which was approved unanimously to raise the minimum daily wage rate in 70 provinces to three hundred baht nationwide, effective from 1st January B.E.2556, and maintain the minimum daily wage rate in the remaining 7 provinces of Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Phuket, Samut Prakan and Samut Sakhon, which already stand at 300 baht, the same. The meeting of the Wage Committee convened on 5 September B.E.2555 to study and consider information and facts stipulated in Article 87 of the Labour Protection Act (No.3) B.E. 2551, covering the current minimum wage rate received by employees, the cost of living index, the rate of inflation, the standard of living, cost of production, the price of goods and services, business competitiveness, labour productivity, Gross Domestic Product(GDP), economic and social conditions and situations after the Notification of the Wage Committee on the Minimum Wage Rate (No. 6) dated 2nd November B.E.2554, effective from 1st April B.E.2555. The study finds that the minimum wage rate does not obstruct the overall expansion of the national economy nor does it affect business operation and private investment, increase unemployment rate, create layoff and force businesses to shut down. In contrast, the minimum wage rate helps increase workers’ income, better quality of lives, purchasing power and work morale resulting in improved productivity.

4. In determining the minimum wage rate, the Wage Committee, on an equal basis, opens for hearings 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

¹ The Wage Committee approved on 20th July B.E. 2552 to redefine “unskilled worker” as “developing worker” (fresh worker) because the word causes uncreative feeling for fresh workers as it labeled them as unskilled workers who are not into self-improvement. But unskilled workers can learn, train and improve their skills to develop themselves into semi-skilled workers or skilled workers, given their diligent, endurance, determination and eagerness to seek knowledge.

5. The minimum wage rate under the Notification shall not be enforced by central, regional and local government administration, state-owned enterprises specified under the State Enterprise Relations Act, employees who hire employees to perform domestic works exclusively from personal business, employers who hire employees to perform non economic works, employers who hire employees in fishery industry, employers who hire employees to work on water-going vessels, homemaker, employers who hire employees to perform agricultural work on casual basis or are not allowed to engage in industrial works related to agricultural works.²

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.

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.

6. 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 those who pay wage to employee equal or higher than the minimum wage rate, they abide by law on minimum wage rate. For those who still pay wage to employee 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.

7. The minimum wage rate is aimed to protect labour newly entering labour market in 2013 to get skill improvement and live their life properly with living condition in 2013. In addition, 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.

Please be informed accordingly and looking forward to cooperation from owner of workplaces to abide by the Notification of the Wage Committee on Minimum Wage Rate (No.7).

The Wage Committee

December B.E.2548

Summary of minimum daily wage rate according to the resolution of the Wage Committee on 17 October 2012

The 1st revision on 1 April 2012 : minimum wage rate increased by 39.5%

The 2nd revision on 1 January 2013 : minimum wage rate will be increased to 300 baht in the remaining 70 provinces

No.	Amount (province)	The enforced jurisdiction	Minimum wage rate (previous rate)	Minimum wage rate (new)					
				1 April 2012			1 January 2013-2015		
				%	Increasing amount/ day	Minimum wage /day	%	Increasing amount /day	Minimum wage /day
1	1	Phuket	221	35.7	79	300	0.0	0	300
2	6	Bangkok Nakorn Pathom Nonthaburi Phathum Thani Samut Prarakarn Samut Sakhorn	215	39.5	85	300	0.0	0	300
3	1	Chon Buri	196	39.5	77	273	9.7	27	300
4	2	Chachoengsao Saraburi	193	39.5	76	269	11.4	31	300
5	1	Phra Nakorn Sri Ayutthaya	190	39.5	75	265	13.2	35	300
6	1	Rayong	189	39.5	75	264	13.8	36	300
7	1	Phangnga	186	39.5	73	259	15.6	41	300
8	1	Ranong	185	39.5	73	258	16.2	42	300
9	1	Krabi	184	39.5	73	257	16.9	43	300
10	2	Nakornratchasima Prachinburi	183	39.5	72	255	17.5	45	300
11	1	Lopburi	182	39.5	72	254	18.2	46	300
12	1	Kanchanaburi	181	39.5	71	252	18.8	48	300
13	2	Chieng Mai Ratchaburi	180	39.5	71	251	19.5	49	300
14	2	Chanthaburi Petchaburi	179	39.5	71	250	20.1	50	300
15	2	Songkla Sing Buri	176	39.5	70	246	22.2	54	300
16	1	Trang	175	39.5	69	244	22.9	56	300
17	2	Nakorn Si Thammarat Ang Thong	174	39.5	69	243	23.6	57	300
18	5	Chumporn Phatthalung Loei Satun Sa Kaeo	173	39.5	68	241	24.3	59	300
19	4	Prachuap Khiri Khan Yala Samut Songkhram Surat Thani	172	39.5	68	240	25.0	60	300
20	3	Narathiwat Udonrthani Ubon Ratchathani	171	39.5	68	239	25.8	61	300
21	2	Nakhorn Nayok Pattani	170	39.5	67	237	26.5	63	300
22	4	Trat Lumphun Nong Khai Buengkan	169	39.5	67	236	27.3	64	300
23	2	Kamphaeng Phet Uthai Thani	168	39.5	66	234	28.0	66	300
24	4	Kalasin Khon Khen Chai Nat Suphan Buri	167	39.5	66	233	28.8	67	300
25	7	Chieng Rai Nakhon Sawan Buri Ram Petchaboon Yasothorn Roi Et Sakon Nakhon	166	39.5	66	232	29.6	68	300
26	5	Chaiyaphum Mukdahan Lampang Sukhothai Nhong Bua Lam Phu	165	39.5	65	230	30.3	70	300
27	1	Nakhon Panom	164	39.5	65	229	31.1	71	300
28	7	Phichit Phitsanulok Phrae Mahasarakham Mae Hong Sorn Amnat Charoen Uttaradit	163	39.5	64	227	31.9	73	300
29	2	Tak Surin	162	39.5	64	226	32.7	74	300
30	1	Nan	161	39.5	64	225	33.6	75	300
31	1	Si Sa Ket	160	39.5	63	223	34.4	77	300
32	1	Phayao	159	39.5	63	222	35.3	78	300
Average			175.73	39.5	69	245	25.5	60	300