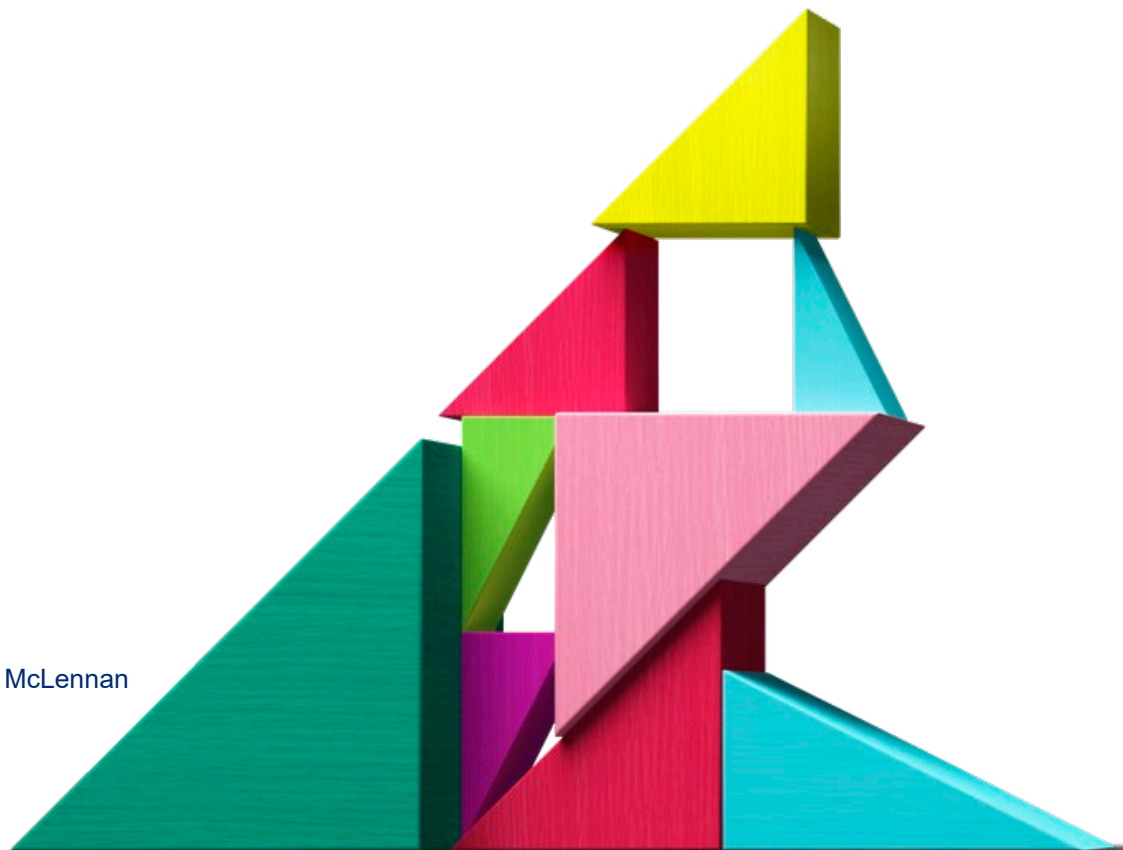


Roundup: Global employer resources on minimum wage increases

Law & Policy Group

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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. Sources include Marsh McLennan, organizations, government websites, third-party resources and news articles. The aggregated content in each section is organized in reverse chronological order and is by no means comprehensive. It also does not necessarily reflect Mercer's or the authors' point of view on the subject.

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](#) (Countryeconomy.com)
 - Includes countries' monthly minimum wage information in various formats
- [International minimum wage rates 2025](#) (Minimum-Wage.org)
 - Includes comparison table and country factsheets
- [Minimum wage](#) (International Labour Organization (ILO))
 - Includes ILO library resources, international labor standards, statistics and useful links on minimum wage
- [Minimum wages in the EU](#) (European Foundation for the Improvement of Living and Working Conditions)
- [Subcommittee on Wages of Seafarers reaches agreement to increase seafarer minimum wage following negotiations](#) (International Labour Organization, April 16, 2025)
- [Real minimum wages](#) (OECD, last updated July 23, 2025)
 - Includes certain countries' information from 2001–2024
- [Minimum wage statistics](#) (Eurostat, July 1, 2024)
- [Global Wage Report 2022–2023](#) (ILO, April 15, 2024)
- [Minimum wage in EU](#) (Dentons, Oct. 20, 2023)
- [Directive on adequate minimum wages in the European Union](#) (EUR-Lex, Oct. 19, 2022)

Section 3

Americas

Argentina

On Aug. 1, 2025, the monthly minimum wage [increased](#) (Spanish) to AR\$322,000, up from AR\$317,800.

Aruba

On Jan. 1, 2025, the monthly minimum wage [increased](#) (Dutch) to 2,007.05 AWG (up from 1,986.20 AWG) for employees 18 or older. The monthly rate is 2,257.93 AWG (up from 1,986.20 AWG) for employees working 45 hours/week. On Sept. 1, 2025, the parliament [approved](#) an amendment bill to introduce an hourly minimum wage of 11.58 AWG that will establish a fairer link between hours worked and pay (through 2024, one monthly minimum wage was specified, but it resulted in a reduced hourly rate for employees who worked more hours per month).

Barbados

On June 1, 2025, the government [increased](#) the national minimum wage to BB\$420 for a 40-hour working week for employees who are paid weekly, up from BB\$340.00. The daily minimum wage rate increased to BB\$84, up from BB\$68 for an 8-hour workday for employees who are not employed on a weekly basis. The hourly rate increased to BB\$10.50, up from BB\$8.50, for employees are not employed on a weekly or daily basis. The sectoral wage for security guards was BB\$9.25 and is now BB\$11.43/hour when employees are paid on an hourly basis.

Belize

On Jan. 1, 2023, the minimum wage [increased](#) to BZ\$5.

Bermuda

On Sept. 1, 2025, the hourly minimum wage [increased](#) to BMD\$17.13, up from BMD\$16.40, and applies to both full- and part-time workers in all sectors.

Bolivia

On May 1, 2025, Bolivia's monthly minimum wage [increased](#) (Spanish) to 2,750 BOB, up from 2,500 BOB. All workers, regardless of hiring type (fixed-term, indefinite term, seasonal, etc.) are entitled to the salary increase. Executive staff are exempt from the salary increase.

Brazil

On Jan. 1, 2025, the minimum [monthly salary](#) (Portuguese) increased to 1,518 BRL, up from 1,412 BRL.

British Virgin Islands

On Nov. 30, 2024, the hourly minimum wage [increased](#) to \$8.50, up from \$6.

Canada

On April 1, 2025, the [federal minimum wage](#) increased to C\$17.75/hour, up from C\$17.30/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 (CPI). Here is a [government chart](#) of federal and provincial minimum wage rates.

Canada — British Columbia

On June 1, 2025, the general hourly minimum wage in British Columbia [increased](#) to C\$17.85, up from C\$17.40. This minimum wage rate is automatically adjusted each year based on the average change in British Columbia's CPI.

Canada — Manitoba

Effective Oct. 1, 2025, the hourly minimum wage rate [increased](#) to C\$16/hour, up from C\$15.80/hour. The hourly minimum wage for construction workers [increased](#) on Sept. 1, 2025, and will increase again on May 1, 2026, and in 2027.

Canada — New Brunswick

On April 1, 2025, the minimum wage [increased](#) to C\$15.65/hour, up from C\$15.30/hour.

Canada — Newfoundland and Labrador

On April 1, 2025, the minimum wage [increased](#) to C\$16/hour, up from C\$15.60/hour. The minimum overtime rate also increased to C\$24, up from C\$23.40/hour.

Canada — Northwest Territories

On Sept. 1, 2025, the minimum wage [increased](#) to C\$16.95/hour, up from C\$16.70/hour.

Canada — Nova Scotia

On Oct. 1, 2025, the minimum wage increased to C\$16.50/hour. In 2026, the minimum wage will [increase](#) in two phases. The first increase to C\$16.75/hour will take effect on April 1, 2026. A second increase to C\$17.00/hour will take effect on Oct. 1, 2026.

Canada — Nunavut

On Sept. 1, 2025, the hourly minimum wage [increased](#) to C\$19.75, up from C\$19/hour. From September 2025, the minimum wage is determined annually through a formula that takes account of the average hourly wage in Nunavut and the CPI for the capital city of Iqaluit. The

adjusted minimum wage must be published by July 31 of each year to take effect September 1 of the same year.

Canada — Ontario

The minimum wage [increased](#) to C\$17.60/hour on Oct. 1, 2025, (up from C\$17.20/hour) based on the Ontario CPI of 2.4%.

Canada — Prince Edward Island

On Oct. 1, 2024, Prince Edward Island's government minimum wage [increased](#) to C\$16/hour, up from C\$15.40/hour. The minimum wage [increased](#) to C\$16.50/hour on Oct. 1, 2025, (up from C\$16/hour), and it will increase again to C\$17/hour on April 1, 2026.

Canada — Quebec

On May 1, 2025, Quebec's minimum wage [increased](#) (French) to C\$16.10/hour, up from C\$15.75/hour.

Canada — Saskatchewan

On Oct. 1, 2024, the minimum wage [increased](#) to C\$15/hour — up from C\$14/hour — and it will [increase](#) to C\$15.35 on Oct. 1, 2025.

Canada — Yukon

On April 1, 2025, the minimum wage [increased](#) to C\$17.94/hour, up from C\$17.59/hour.

Cayman Islands

On Jan. 1, 2026, the national [minimum basic wage](#) will be KYD\$8.75/hour. Different rates will apply to service and commission-based employees and to live-in household domestic staff.

Chile

On Jan. 1, 2026, the minimum wage will [increase](#) (Spanish) to 539,000 CLP/month, up from 529,000 CLP/month. Since January 2025, the CPI registered during the last six months of the previous calendar year is used to calculate changes to the minimum wage.

Colombia

On Jan. 1, 2025, the monthly minimum wage [increased](#) (Spanish) to COP\$1,423,500, up from COP\$1,300,000 — a 9.54% increase from 2024. The transportation subsidy increased by 23.5% to COP\$200,000, up from COP\$162,000.

Costa Rica

On Jan. 1, 2025, the minimum wage range for all categories in the private sector [increased](#) (Spanish) by 2.37%, to between 12,236.95 CRC/day and 15,983.96 CRC/day; and the monthly minimum wage range increased to between 376,108.55 CRC and 784,193.53 CRC.

The monthly minimum wage for domestic workers increased to 258,376.22 CRC, up from 246,624.40 CRC.

Dominican Republic

On April 1, 2025, the standard monthly national minimum wage [increased](#) (Spanish) to 21,674.80 DOP (up from 15,860.32 DOP), with a further increase to 23,223 DOP effective Feb. 1, 2026. These rates are used to determine social security contribution caps.

Different minimum wage rates apply, depending on the employers' size and annual gross sales. For example, the minimum wage rates paid by large employers with a minimum of 152 workers is 27,988.80 DOP effective April 1, 2025, increasing to 29,988 DOP on Feb. 1, 2026; the rates in medium-sized firms with 51 to 151 workers are 25,656.96 DOP and 27,489.60 DOP, respectively; and in small firms with 11 to 50 workers, the rates are 17,193.12 DOP and 18,421.20 DOP, respectively. These minimum wage rates apply to employees who are not covered by an industry-specific minimum wage.

Dutch Caribbean (Bonaire, Saba and Sint Eustatius)

On Jan. 1, 2025, the gross hourly statutory minimum wage in Bonaire, Saba and Sint Eustatius [increased](#) (Dutch) to €14.06, up from €13.68 for employees 21 and older.

Ecuador

On Jan. 1, 2025, the basic minimum monthly salary [increased](#) (Spanish) to US\$470, up from US\$460. Different minimum wage rates apply, depending on the industry sector.

El Salvador

On June 1, 2025, the minimum wage [increased](#) (Spanish) to \$408.80/month for workers in the commerce, services, industrial and sugar mill sectors. The minimum wage also increased to \$402.25/month for workers in the textile and apparel industry, and to \$272.67/month for workers in the agricultural sector (including coffee workers).

Guatemala

On Jan. 1, 2025, Guatemala [increased](#) (Spanish) the minimum wage rates, which are dependent upon 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" of 250 GTQ.

Guyana

On July 1, 2022, minimum wage rates [increased](#) to GY\$347/hour (up from GY\$255/hour), GY\$2,766/day (up from GY\$2,040/day), GY\$13,880/week (up from GY\$10,200/week) and GY\$60,147/month (up from GY\$44,200/month).

Honduras

Minimum wage increases for 2024 and 2025 were [finalized](#) (Spanish) on Feb. 26, 2024. The increase was backdated to January and February and had to be paid by April 30. The wage

rates vary according to the employer's workforce size and by industry sector and range between 5.5% and 7%, with the same percentage increase also slated for 2025.

Jamaica

On June 1, 2024, the weekly minimum wage [increased](#) to JM\$15,000 (up from JM\$13,000), calculated on a 40-hour week. The minimum wage rate is the same for all employees.

Mexico

On Jan. 1, 2026, the minimum wage will [increase](#) by 13% (Spanish) to MXN\$315.04/day, up from MXN\$278.80/day. In the Northern Border Free Zone, the minimum wage will be MXN\$440.87/day, up from MXN\$419.88/day.

Nicaragua

On March 1, 2025, [minimum wages](#) (Spanish) generally increased by 10.1%. Different monthly minimum wage rates apply to each industry sector (for example, manufacturing increased to 8,000.46 NOP/month, up from 7,692.75 NOP) and in the free trade zone.

Panama

On 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 whether employers are located in Region 1 or Region 2. The rates were 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

On July 1, 2025, the monthly minimum wage in the private sector [increased](#) (Spanish) to 2,899,048 PYG, up from 2,798,309 PYG. The daily minimum wage is 111,502 PYG, up from 107,627 PYG. The increased wage rates are included in Decree 4,122.

Peru

On Jan. 1, 2025, the minimum living wage for private-sector workers in Peru [increased](#) (Spanish) to 1,130 PEN, up from 1,025 PEN.

Saint Lucia

On Oct. 1, 2024, Saint Lucia's monthly minimum wage [increased](#) to XCD\$1,130. The daily and hourly wage rates are XCD\$52 and XCD\$6.52, respectively. The minimum wage was introduced for the first time on Aug. 1, 2024, and provided employers with a transition period until Oct. 1, 2024.

Saint Martin

On April 1, 2024, the minimum hourly wage [increased](#) to 10.40 ANG, up from 9.95 ANG. The monthly minimum wage is 1,801 ANG.

Trinidad and Tobago

On Jan. 1, 2024, the minimum wage rates [increased](#) 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 \\$15/hour or higher minimum wage rates](#) (Mercer, regularly updated).

United States — Puerto Rico

On July 1, 2024, the hourly [minimum wage](#) (Spanish) in Puerto Rico increased to \$10.50, up from \$9.50. The minimum wage increase does 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

In 2026, the national monthly minimum wage will [increase](#) (Spanish) in two phases to UYU\$25,383 by July 2026. On Jan. 1 2026, the first increase will be to UYU\$24,572, up from UYU\$23,604.

Section 4

Asia Pacific

Australia

On July 1, 2025, the National Minimum Wage and minimum wages specified in awards [increased](#) by 3.5% to AU\$948/week, up from AU\$915.90, and the hourly wage is now AU\$24.95, up from AU\$24.10. Employers must ensure that employees subject to a modern award are paid at least the minimum wage, even if an enterprise agreement applies to them.

Currently, 121 modern awards apply to employees in various industries and occupations. Approximately 20.7% of the Australian workforce (about 2.6 million employees) are paid in accordance with minimum wage rates in modern awards.

Cambodia

Effective January 2024, the monthly minimum wage for workers in the textile, garment, footwear and travel goods sectors [increased](#) to US\$204, up from US\$200.

China

On April 3, 2025, the government updated its [chart](#) (Chinese) with current minimum wage rates. The monthly [minimum wage](#) (Chinese) is paid to full-time employees, and the hourly minimum wage is paid to non-full-time employees, such as part-time and temporary employees whose daily working hours do not exceed four hours and 24 hours/week.

On July 15, 2025, the Ministry of Human Resources and Social Security [announced](#) (Chinese) minimum wages increases:

Shanghai has the highest monthly minimum wage among 31 provinces (2,740 CNY/ month), and Beijing has the highest hourly minimum wage (27.7 CNY/hour).

Thirty-one regions — Anhui, Beijing, Chongqing, Fujian, Gansu, Guangdong (including Shenzhen), Guangxi, Guizhou, Hainan, Hebei, Heilongjiang, Henan, Hubei, Hunan, Inner Mongolia, Jiangsu, Jiangxi, Jilin, Liaoning, Ningxia, Qinghai, Shaanxi, Shandong, Shanghai, Shanxi, Sichuan, Tianjin, Tibet, Xinjiang, Yunnan and Zhejiang — have surpassed the 2,000 CNY mark in their monthly minimum wage standards.

At the lower end, Hunan and Liaoning have the lowest minimum wage level (1,700 CNY/ month).

Fiji

On April 1, 2025, the hourly minimum wage increased to FJ\$5, up from FJ\$4.40.

Hong Kong

On May 1, 2025, the minimum wage [increased](#) to HK\$42.10/hour, up from HK\$40. In April 2024, the Chief Executive in Council [agreed](#) (Chinese) to the Minimum Wage Committee's recommendation to review the minimum wage annually.

India

On April 1, 2025, the minimum wage rate range for workers in the central sphere [increased](#) from 465 INR/day to 1,065 INR/day, up from 452 INR/day to 1,035 INR/day. 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.

On Oct. 1, 2024, the daily minimum wages range [increased](#) in the National Capital Territory of Delhi to 695 INR to 917 INR, up from 63 INR to 888 INR.

The [Code on Wages, 2019](#) is expected to take effect in 2025. The Code on Wages, 2019 will establish a minimum wage and extend wage protections for all employees; it will define permitted wage deductions by employers, prohibit gender pay discrimination for work of a similar nature and require wage payments to be daily, weekly, fortnightly or monthly. [Three more codes](#) on other labor and employment issues are also due to take effect in 2025.

Indonesia

On Dec. 4, 2024, the Minister of Manpower issued [Regulation No. 16 of 2024](#) (Indonesian) on Determination of 2025 Minimum Wages (UMP). The Regulation introduces a new formula for calculating the 2025 minimum wages that will be determined by the governor of each province. On Jan. 1, 2025, the minimum wage increased by 6.5%.

Japan

In September 2025, the government confirmed that the minimum hourly wage will increase by 6.3% to ¥1,121. The labor ministry [announced](#) (Japanese) that the prefectures will increase minimum pay by an average of ¥66/hour in the current fiscal year — the largest increase since recordkeeping started in 1978. The increases were supposed to take effect in October at the earliest — the dates will vary by prefecture.

Laos

Effective Oct. 1, 2024, Laos's monthly minimum wage [increased](#) to 2.5 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/month; 1,632 MOP/week; 272 MOP/day; and 34 MOP/hour.

Malaysia

On Feb. 1, 2025, the national minimum wage [increased](#) to 1,700 RM/month, up from 1,500 RM/month, for employers with five or more employees. Starting on Aug. 1, 2025, the minimum monthly wage applies to all employers, regardless of their workforce size. The government reviews the minimum wage at least once every two years.

In 2023, Malaysia's cabinet approved the progressive wage policy (PWP) that aims to complement the minimum wage policy and reduce the economic gap between certain states. According to the [2025 budget speech](#), the pilot phase began in June 2024 and the policy will be fully enforced in 2025. PWP guidelines will define annual progressive salaries for every sector, occupation and level.

Myanmar

Myanmar's National Committee for Setting the Minimum Wage introduced an additional 1,000 MMK daily allowance for private-sector workers. The combined minimum daily wage is now 7,800 MMK (the 4,800 MMK base wage plus a 3,000 MMK allowance), retroactively applied to Oct. 1, 2025. Overtime pay is calculated on 4,800 MMK/day.

New Zealand

On April 1, 2025, the adult hourly [minimum wage](#) increased to NZ\$23.50 (up from NZ\$23.15) for workers aged 16 years and older. The new hire and training minimum wage is NZ\$18.80, up from NZ\$18.52/hour.

Philippines

Regional Wage Orders can be viewed on the [National Wages and Productivity website](#).

The Philippine Senate has proposed a [bill](#) that would introduce a national (instead of regional) minimum wage.

South Korea

On Jan. 1, 2026, the hourly minimum wage rate will [increase](#) (Korean) to 10,320 KRW for all businesses, up from 10,300 KRW. The monthly minimum wage will be 2,156,880 KRW calculated on a 40-hour work week and 209 hours/month.

Sri Lanka

On Jan. 1, 2026, the minimum wage will increase to 30,000 LKR/month (up from 27,000 LKR/month) and to 1,200 LKR/day (up from 1,080 LKR/day).

Taiwan

On Jan. 1, 2026, the minimum wage will [increase](#) (Chinese) to NT\$29,500/month (up from NT\$28,590/month) and to NT\$196/hour (up from NT\$190/day).

Thailand

On July 1, 2025, the daily minimum wage increased to 400 THB for certain businesses in Bangkok.

The minimum daily wage rates in other provinces remain unchanged from the [increases](#) (Thai) that took effect on Jan. 1, 2025 — the wage ranges are from 337 THB to 400 THB, up from 330 THB to 370 THB, depending on the province. However, the daily minimum wage rates have also increased to 400 THB nationwide for type 2, type 3 and type 4 hotels under the Hotel Act and for entertainment establishments under the Entertainment Place Act. The daily 400 THB rate applies to all businesses that meet the criteria, even if the province's general minimum wage is lower.

On May 20, 2025, the government [announced](#) new minimum wage rates for 13 skilled job types in different industry sectors. The new rates will be between 485 and 800 THB/day and will take effect 90 days following their publication in the Royal Gazette.

Vietnam

On Jan. 1, 2026, the minimum monthly and hourly wages across the four regions will increase under measures included in [Decree 293](#) (Vietnamese). The regional monthly minimum wage will increase to 5,310,000 VND (up from 4,960,000 VND) in Region 1; 4,730,000 VND (up from 4,410,000 VND) in Region 2; 4,140,000 VND (up from 3,860,000 VND) in Region 3; and 3,700,000 VND (up from 3,450,000 VND) in Region 4. The hourly minimum wage will increase to between 17,800 VND and 25,500 VND (up from 16,600 VND and 23,800 VND), depending on the region.

Section 5

Europe, Middle East and Africa

European Union

- [National transposition measures](#) (EUR-Lex)
- [Judgment](#) (Court of Justice of European Union, Nov. 11, 2025)
On Nov. 11, 2025, the Court of Justice ruled that, overall, the directive 2022/2041 on adequate minimum wages was adopted on a valid legal basis. However, the Court annulled two provisions that would require member states to follow specific criteria when setting statutory minimum wages and would prohibit reductions in existing minimum wages when they are automatically adjusted through indexation.
- [Preliminary ruling on action for annulment of EU directive on adequate minimum wages](#) (European Court of Justice, Jan. 14, 2025).
- [Adequate minimum wages for workers in the EU](#) (European Commission, Nov. 15, 2024)
- [EU directive on adequate minimum wages in the European Union](#) (EUR-Lex, Oct. 25, 2022)

Albania

The monthly minimum wage will [increase](#) (Albanian) to 50,000 ALL on Jan. 1, 2026 (up from 40,000 ALL). The [minimum wage](#) (Albanian) will increase again to 60,000 ALL in 2028 and another increase to 70,000 ALL is slated but no effective date has been announced.

Andorra

On Jan. 1, 2025, the minimum wage [increased](#) (Catalan) by 5.2% to €8.35/hour, and the minimum monthly salary is €1,447.33.

Angola

On Sept. 15, 2024, Angola's national minimum wage rates [increased](#) (Portuguese) to 70,000 AOA/month, replacing minimum wage rates that ranged between 32,181.15 AOA/month and 48,271.73 AOA/month, depending on the industry sector. A second minimum wage increase — to 100,000 AOA — is [slated](#) (Portuguese) for Sept. 15, 2025.

Belarus

On Jan. 1, 2026, the monthly minimum wage will [increase](#) (Russian) to 858 BYN, up from 726 BYN.

Belgium

On Feb. 27, 2025, increased monthly and hourly minimum wage rates were [published](#) (French) and backdated to Feb. 1, 2025. The monthly minimum wage rate increased to €2,111.89, up from €2,070.48. The hourly rates increased from €12.184 to €12.8252 (up from €11.9451 to €12.5738), depending on the number of hours worked each week.

Bosnia and Herzegovina

The minimum net monthly [minimum wage](#) (Bosnian) in Republika Srpska is 900 BAM. For jobs requiring three years of secondary education, the minimum gross monthly wage is 1,426.23 BAM, and for jobs requiring four years or more of secondary education, the gross minimum monthly wage is 1,508.20 BAM.

Effective Jan. 1, 2025, the monthly net [minimum wage](#) (Bosnian) in the Federation of Bosnia and Herzegovina is 1,000 BAM through Dec. 31, 2025, up from 610 BAM.

Bulgaria

On Jan. 1, 2026, the monthly minimum wage will [increase](#) (Bulgarian) to 1,213 BGN (up from 1,077BGN), and the hourly minimum wage will increase to 7.31 BGN, up from 6.49 BGN.

Cape Verde

On Jan. 1, 2025, the national monthly minimum wage [increased](#) (Portuguese) to 17,000 CVE.

Croatia

On Jan. 1, 2026, the gross monthly minimum wage will [increase](#) (Croatian) to €1,050, up from €970. On Sept. 24, 2025, the government [announced](#) (Croatian) that the minimum wage will increase to €1,250 gross by 2028.

Cyprus

On Jan. 1, 2024, the monthly minimum wage increased (Greek) to €1,000, 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

On Jan. 1, 2026, the minimum wage will [increase](#) to 22,400 CZK/month, up from 20,800 CZK/month. For a standard 40-hour workweek, the corresponding minimum gross hourly wage is 134.40 CZK.

In 2025, a new methodology for calculating the minimum wage indexation was introduced, and the indexation amount will be announced annually by the end of September. On Jan. 1, 2025, a single monthly minimum wage rate replaced different minimum wage rates paid according to the complexity of the work involved.

Egypt

A monthly minimum wage for Egypt's private-sector employees [took effect](#) for the first time in 2021. On March 1, 2025, the minimum wage [increased](#) to 7,000 EGP, up from 6,000 EGP. The National Wages Council has also introduced a minimum 250 EGP periodic bonus (per 3% of the insurance subscription wage) and set the first-ever minimum hourly wage for part-time workers at 28 EGP net.

Estonia

On Jan. 1, 2025, the monthly minimum wage [increased](#) (Estonian) to €866, up from €820.

France

On Nov. 1, 2024, France's minimum wage rate [increased](#) (French) to €1,802.26, up from €1,766.92/month, and to €11.88/hour, up from €11.65/hour.

Germany

The minimum wage will [increase](#) (German) to €13.90/hour on Jan. 1, 2026 (up from €12.82/hour) and to €14.60 on Jan. 1, 2027.

An [ordinance](#) (German) issued on Jan. 28, 2025, introduced a two-phase increase for the minimum wage in the cleaning sector. The minimum wage for interior cleaners and maintenance workers is €14.25/hour in 2025 (retroactive to Jan. 1, 2025), and it will increase to €15/hour in 2026. The minimum wage for exterior and glass cleaners increased to €17.65/hour for 2025, and to €18.40/hour in 2026. The previous wage rates were €13.50 and €16.70 respectively.

Ghana

On March 1, 2025, the daily minimum wage increased to 19.97 GHS.

Gibraltar

On Aug. 1, 2024, Gibraltar [increased](#) its hourly minimum wage to G£8.90. The weekly minimum wage is G£347.10 and the monthly minimum wage is G£ 1504.10.

Greece

On April 1, 2025, the monthly minimum wage [increased](#) (Greek) to €880 (up from €830), and the daily wage minimum wage for manual workers is €39.30 (up from €37.07). The increase benefits more than 1.6 million individuals, including 575,000 employees in the private sector and those receiving benefits linked to the minimum wage — such as maternity, parental leave, unemployment and marriage benefits. On Jan. 1, 2024, minimum wage increases based on accrued years of service were reintroduced. The Labor Ministry also confirmed that by 2027, it will implement a monthly minimum wage of €950 and an average wage of €1,500. From 2028, the minimum wage will be adjusted annually using a coefficient calculated on changes to the consumer price index and purchasing power.

Guernsey, Channel Islands

On Oct. 1, 2024, Guernsey's hourly minimum wage [increased](#) to £12 (up from £10.65) for employees 18 years or older. The hourly minimum wage rate for employees 16 and 17 is £10.80, up from £9.65. The tax offset for employer-provided accommodation [increased](#) to £109/week (up from £103), and the offset for accommodation and food increased to £152, up from \$144/week. On Oct. 1, 2025, the hourly minimum wage rate will [increase](#) to £12.60 for employees aged 18 years and older, and to £11.35 for individuals 16 and 17. The [tax offset](#) for employer-provided accommodation will be £113/week, and £158/week if both accommodation and food are provided.

Hungary

On Jan. 1, 2026, the general minimum wage will increase to 328,000 HUF/month (up from 348,800 HUF/month) and in 2027, it will increase to 374,600 HUF/month.

Ireland

On Jan. 1, 2026, the [minimum wage](#) will increase to €14.15/hour, up from €13.50/hour. The government [announced](#) in 2025 postponement of the [National Living Wage](#) to 2029 — it had been slated to take effect in 2026.

Isle of Man

On April 1, 2026, the minimum wage will [increase](#) to £13.46/hour, up from £12.25/hour. The youth hourly minimum wage (paid to individuals who have left school but are not yet age 18) will increase to £10.76/hour, up from £9.55/hour. In July 2025, the parliament adopted a new approach to set the minimum wage rates at 66% of median earnings.

Israel

On April 1, 2025, the monthly minimum wage for full-time workers [increased](#) (Hebrew) to 6,247.67 ILS, up from 5,880.02 ILS. On April 1, 2024, the minimum hourly wage rate increased to 34.32 ILS, up from 32.3 ILS based on 182 hours/month.

Jersey, Channel Islands

On April 1, 2025, the hourly minimum wage in Jersey [increased](#) to £13, up from £11.64. Beginning in April 2026, a living wage calculated on two-thirds of the 2024 median wage will be introduced. The government has [proposed](#) a new minimum wage rate of £13.59 starting on April 1, 2026.

On Sept. 1, 2025, the government [reintroduced](#) the trainee minimum wage rates for trainees and apprentices on approved training programs. The two rates are £10.50 for year one, and £11.75 for year two.

Kenya

On Nov. 1, 2024, the minimum wage [increased](#) by 6%. This followed a 12% increase, effective May 1, 2022. The wage amounts vary by job type and region.

Latvia

On Jan. 1, 2026, the minimum wage will [increase](#) (Latvian) to €780/month, up from €740/month. A further increase to €820 is planned for 2027, and to €860 in 2028.

Lithuania

On Jan. 1, 2026, the monthly minimum wage will [increase](#) (Lithuanian) to €1,153, up from €1,038. The minimum gross hourly wage will increase to €7.05, up from €6.35.

Luxembourg

On May 1, 2025, the gross minimum social wage rate [increased](#) (French) to €3,244.48/month (up from €3,165.35/month) and to €18.7542/hour for skilled workers aged older than 18 years. The gross minimum wage for unskilled workers is €2,703.74/month (up from €2,637.79/month), and €15.6285/hour. For workers 17 to 18, the gross minimum wage rate is €2,161.99/month (up from €2,110.23/month) and €12.5028/hour. For workers 15 to 17, the gross minimum wage is €2,027.80/month (up from €1,978.34/month) and €11.7214/hour.

Malta

On Jan. 1, 2025, the weekly minimum wage [increased](#) (Maltese) to €221.78 for employees 18 or older.

Moldova

On Jan. 1, 2026, the minimum wage will [increase](#) (Romanian) to 6,300 MDL/month, up from 5,500 MDL/month for a full working week, averaging 169 hours/month.

Morocco

On Jan. 1, 2025, a 5% [increase](#) (French) to the private sector minimum wage took effect. The hourly minimum wage in nonagricultural roles is now 17.10 MAD, up from 16.29 MAD. On April 1, 2025, the daily legal minimum wage in agricultural increased to 93 MAD, up from 88.58 MAD.

Namibia

On Jan. 1, 2025, a national minimum wage was [introduced](#) for the first time, and the hourly rate is N\$18. An hourly minimum wage for domestic and agricultural workers will be phased in from 2025 to 2027. The hourly wage rate for domestic workers is N\$12 in 2025; it will increase to N\$15 in 2026 and to N\$18 in 2027. For agricultural workers, the hourly rate is N\$10 in 2025; it will increase to N\$14 in 2026 and to N\$18 in 2027.

Netherlands

On July 1, 2025, the [gross hourly minimum wage](#) (Dutch) increased to €14.40/hour (up from €14.06/hour), for employees aged 21 and older. The minimum wage increases every six months on January 1 and July 1. Following the introduction of the statutory minimum hourly wage on Jan. 1, 2024, 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 work week, resulting in payment of the same monthly minimum wage to full-time employees who worked more than 36 hours/week. The government [announced](#) (Dutch) the gradual elimination of the minimum wage deduction for employee housing costs by Jan. 1, 2030.

Nigeria

On July 29, 2024, the [National Minimum Wage \(Amendment\) Act 2024](#) took effect, increasing the monthly minimum wage rate for all workers in Nigeria to 70,000 NGN, up from 30,000 NGN. Employers were required to implement the new minimum wage immediately, including retroactive payments from May 2024. The act also reduced the review period for the minimum wage rate from five years to three years; this means that the current wage rate will expire in 2027.

North Macedonia

In March 2024, the national monthly minimum wage [increased](#) (Albanian) to 22,500 MKD, up from 20,175 MKD. The method now used to calculate the minimum wage takes into account changes to the cost of living and the average salary increase from the previous year.

Poland

On Jan. 1, 2026, the minimum wage will [increase](#) (Polish) to 4,806 PLN/month, up from 4,666 PLN/month, and the minimum hourly wage will increase to 31.40 PLN, up from 30.50 PLN.

Portugal

In 2025, the monthly minimum wage [increased](#) (Portuguese) to €870, up from €820. The [Tripartite Agreement](#) (Portuguese) provides for additional annual increases of €50 to €1,020 by 2028.

Qatar

On March 20, 2021, Qatar [implemented](#) a [minimum monthly wage](#) of 1,000 QAR — applicable to all workers across all industry sectors. 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

On Jan. 1, 2025, the national minimum gross monthly base salary [increased](#) (Romanian) to 4,050 RON, up from 3,700 RON, calculated on an average 165.334 working hours/month, and equal to 24.496 RON/hour.

Russia

On Jan. 1, 2026, the monthly minimum wage will [increase](#) (Russian) to 27,093 RUB, up from 22,440 RUB.

Serbia

On Jan. 1, 2026, the minimum wage will [increase](#) (Serbian) to 371 RSD/hour, up from 308 RSD/hour.

Slovakia

On Jan. 1 2026, the minimum wage rate will [increase](#) (Slovak) to €915/month (up from €816/month) and the hourly minimum wage rate will increase to €5.259 (up from €4.69/hour).

Different rates apply to employees depending on their job grades. The minimum wage is calculated as 60% of the average nominal monthly wage for the calendar year in the two years preceding the calendar year for which the amount is determined. This is the [list](#) (Slovak) of the different rates for 2026.

Slovenia

On Jan. 1, 2025, the government [increased](#) (Slovenian) the gross monthly minimum wage to €1,277.72, up from € 1,253.90.

South Africa

On March 1, 2025, the minimum wage [increased](#) to 28.79 ZAR/hour, up from 27.58 ZAR/hour. The minimum wage is also payable to farm workers and domestic workers. General workers, farm workers and domestic workers now have the same minimum wage. The 2026 minimum wage adjustment will conclude the National Wage Commission's (NWC) current medium-term framework that guarantees above-inflation increases. After 2026, the NWC may introduce a new methodology more closely aligned to average or median wages in the economy.

Spain

The minimum wage rate for 2025 is €39.47/day, €1,184/month (14 payments); €1,381.33/month (12 payments); or €16,576/year. The 2025 rates are included in [Royal Decree-Law No. 87/2025](#) (Spanish) of Feb. 11, 2025, and the amounts are backdated to Jan. 1, 2025. The 2025 minimum wage rate increase is 4.41%.

Switzerland

Switzerland has no [statutory federal minimum wage](#) — a referendum in 2012 rejected the introduction of a 22 CHF/hour minimum wage. However, provisions regarding legally mandated minimum wages apply in certain cantons and for specific sectors. On Jan. 1, 2025, the [minimum wage](#) (French) in Geneva increased to 24.48 CHF/hour, up from 24.32 CHF/hour. On Nov. 29, 2024, the cantonal court struck down minimum wage ordinances for [Zürich](#) (German) and [Winterthur](#) (German) on the grounds they violated the canton's social assistance constitution. Voters approved both minimum wage ordinances in June 2023, but neither has taken effect. The decisions can be appealed to Switzerland's Federal Supreme Court.

Tanzania

On Jan. 1, 2026, the [minimum wage](#) (Swahili) for private sector employees will increase to 358,322 TZS, up from 275,060 TZS.

Turkey

In January 2025, the net monthly minimum wage [increased](#) (Turkish) to 22,104 TRY, up from 17,002.12 TRY.

Ukraine

On Jan. 1, 2025, Ukraine's minimum wage [increased](#) (Ukrainian) to 8,000 UAH/month, up from 7,100 UAH/month.

United Kingdom

Effective April 1, 2026, the applicable minimum wage [rates](#) will be as follows:

- The National Living Wage will increase to £12.71/hour, up from £12.21/hour for individuals 21 and older.
- The National Minimum Wage rate for individuals 18 to 20 will be £10.85/hour, up from £10/hour, and £8/hour, up from £7.55/hour, for individuals 16 to 17.
- The apprentice rate will increase to £8/hour, up from £7.55/hour.
- The daily allowance accommodation deduction in 2025 increased to £10.66.

The “[real living wage](#)” is based on the cost of living and is promoted by the Living Wage Foundation. It is paid voluntarily by more than 16,000 employers. The [Living Wage rates](#) for 2025–2026 are £14.80/hour in London and £13.45/hour outside of London.

As of Dec. 1, 2024, operators of international maritime services that call at UK ports at least 120 times a year must comply with the [Seafarers' Wages Regulations 2024](#) (SI 2024/1015). Service operators must provide harbor authorities with a declaration that seafarers on board are paid the equivalent of the UK national minimum wage (known as the “equivalence declaration”).

Uzbekistan

On Aug. 1, 2025, the monthly minimum wage [increased](#) (Russian) to 1.271 million UZS, up from 1,155 million UZS. The basic calculation value also will increase to 412,000 million UZS, up from 375,000 million UZS (this value is used to calculate taxes, fees, fines, state duties and other government service payments).

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