

Roundup: Global employer resources on minimum wage increases

Law & Policy Group
February 2, 2022; updated August 11, 2026

By Stephanie Rosseau and Fiona Webster



Contents

Introduction	1
Global or multicountry	2
Americas	3
• Argentina	3
• Aruba	3
• Barbados	3
• Belize	3
• Bermuda	3
• Bolivia	3
• Brazil	4
• British Virgin Islands	4
• Canada	4
• Canada — British Columbia	4
• Canada — Manitoba	4
• Canada — New Brunswick	4
• Canada — Newfoundland and Labrador	4
• Canada — Northwest Territories	4
• Canada — Nova Scotia	5
• Canada — Nunavut	5
• Canada — Ontario	5
• Canada — Prince Edward Island	5
• Canada — Quebec	5
• Canada — Saskatchewan	5
• Canada — Yukon	5
• Cayman Islands	5

• Chile	6
• Colombia	6
• Costa Rica	6
• Curacao.....	6
• Dominican Republic	6
• Dutch Caribbean (Bonaire, Saba and Sint Eustatius).....	6
• Ecuador	6
• El Salvador	7
• Guatemala	7
• Honduras.....	7
• Jamaica.....	7
• Mexico.....	7
• Nicaragua	7
• Panama.....	8
• Paraguay.....	8
• Peru	8
• Saint Lucia	8
• Trinidad and Tobago	8
• United States.....	8
• United States — Puerto Rico	8
• United States — Virgin Islands.....	9
• Uruguay	9
• Venezuela	9
Asia Pac	1
• Australia.....	1
• Cambodia	1
• China	1

• Hong Kong	1
• India	1
• Indonesia	2
• Japan	2
• Laos	2
• Macau	2
• Malaysia	2
• Myanmar	3
• New Zealand	3
• Philippines	3
• South Korea	3
• Sri Lanka	3
• Taiwan	3
• Thailand	4
• Vietnam	4
Europe, Middle East and Africa	5
• European Union	5
• Albania	5
• Andorra	5
• Angola	5
• Belarus	5
• Belgium	6
• Bosnia and Herzegovina	6
• Bulgaria	6
• Cyprus	6
• Czech Republic	6
• Egypt	7

- Estonia 7
- France 7
- Germany 7
- Ghana..... 7
- Gibraltar..... 7
- Greece..... 8
- Guernsey, Channel Islands..... 8
- Hungary 8
- Ireland..... 8
- Isle of Man..... 8
- Israel 9
- Jersey, Channel Islands 9
- Kenya 9
- Latvia..... 9
- Lithuania..... 9
- Luxembourg..... 9
- Malta 9
- Mauritius 9
- Moldova 10
- Morocco..... 10
- Namibia 10
- Netherlands..... 10
- Nigeria 10
- Poland 11
- Portugal 11
- Qatar 11
- Romania..... 11

- Russia 11
- Serbia 11
- Slovak Republic 12
- Slovenia..... 12
- South Africa 12
- Spain 12
- Switzerland..... 12
- Tanzania 13
- Turkey 13
- Ukraine 13
- United Arab Emirates 13
- United Kingdom..... 13
- Uzbekistan 14

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.

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
- [Minimum wage](#) (International Labour Organization (ILO))
 - Includes ILO library resources, international labor standards, statistics and useful links on minimum wage
- [Minimum wage statistics](#) (Eurostat, January 2026)
- [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 March 25, 2026)
- [Global Wage Report 2024-2025](#) (ILO, November 28, 2024)
- [Directive on adequate minimum wages in the European Union](#) (EUR-Lex, October 19, 2022)

Section 3

Americas

Argentina

The [minimum wage rates](#) (Spanish) for full-time employees through August 2026 are as follows: January ARS 341,000; February ARS 346,800; March ARS 352,400; April ARS 357,800; May ARS 363,000; June ARS 367,800; July ARS 372,400; and August ARS 376,600.

Aruba

On September 1, 2025, the hourly minimum wage [increased](#) to 11.58 AWG. This change aims to establish a fairer link between hours worked and pay.

Barbados

On January 21, 2026, the government [increased](#) the national minimum wage to BB\$428.40, up from BB\$420, for a 40-hour working week for employees who are paid weekly. The daily minimum wage rate increased to BB\$85.68, up from BB\$84, for an eight-hour workday for employees who are not employed on a weekly basis. The hourly rate increased to BB\$10.71, up from BB\$10.50, for employees who are not employed on a weekly or daily basis. The sectoral wage for security guards increased to BB\$11.66/hour, up from BB\$11.43/hour, for employees paid on an hourly basis.

Belize

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

Bermuda

On September 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 January 2, 2026, Bolivia's monthly minimum wage [increased](#) (Spanish) to 3,300 BOB, up from 2,750 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 January 1, 2026, the minimum [monthly salary](#) (Portuguese) increased to 1,621 BRL, up from 1,518 BRL.

British Virgin Islands

On July 1, 2025, the hourly minimum wage in the territory [increased](#) to \$7.25/hour.

Canada

On April 1, 2026, the [federal minimum wage](#) increased to C\$18.15/hour, up from C\$17.75/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's a [government chart](#) of federal and provincial minimum wage rates.

Canada — British Columbia

On June 1, 2026, the general hourly minimum wage in British Columbia [increased](#) to C\$18.25, up from C\$17.85. This minimum wage rate is automatically adjusted each year based on the average change in British Columbia's consumer price index.

Canada — Manitoba

On October 1, 2025, the hourly minimum wage rate [increased](#) to C\$16/hour, up from C\$15.80/hour. On October 1, 2026, the minimum wage will [increase](#) to C\$16.40. The hourly minimum wage for construction workers [increased](#) on May 1, 2026, and will increase again in 2027.

Canada — New Brunswick

On April 1, 2026, the minimum wage [increased](#) to C\$15.90/hour, up from C\$15.65/hour.

Canada — Newfoundland and Labrador

On April 1, 2026, the minimum wage [increased](#) to C\$16.35/hour, up from C\$16/hour. The minimum overtime rate increased to C\$24.53/hour, up from C\$24.

Canada — Northwest Territories

On September 1, 2025, the minimum wage [increased](#) to C\$16.95/hour, up from C\$16.70/hour. On September 1, 2026, the minimum wage will [increase](#) to C\$17.20/hour.

Canada — Nova Scotia

In 2026, the minimum wage will [increase](#) in two phases. The first increase to C\$16.75/hour, up from C\$16.50/hour, took effect on April 1, 2026. A second increase to C\$17/hour will take effect on October 1, 2026.

Canada — Nunavut

On September 1, 2025, the hourly minimum wage [increased](#) to C\$19.75, up from C\$19/hour. On September 1, 2026, the minimum wage will [increase](#) to C\$20.17/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

On October 1, 2025, the minimum wage [increased](#) to C\$17.60/hour (up from C\$17.20/hour) based on the Ontario CPI of 2.4%. On October 1, 2026, the minimum wage will [increase](#) to C\$17.95.

Canada — Prince Edward Island

On April 1, 2026, the minimum wage [increased](#) to C\$17/hour, up from C\$16.50/hour. On October 1, 2026, the rate will increase to C\$17.30/hour, and then to C\$17.60/hour on April 1, 2027.

Canada — Quebec

On May 1, 2026, the minimum wage [increased](#) (French) to C\$16.60/hour, up from C\$16.10/hour.

Canada — Saskatchewan

On October 1, 2025, the minimum wage [increased](#) to C\$15.35/hour, up from C\$15/hour.

Canada — Yukon

On April 1, 2026, the minimum wage [increased](#) to C\$18.51/hour, up from C\$17.94/hour.

Cayman Islands

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

Chile

On January 1, 2026, the minimum wage [increased](#) (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 February 19, 2026, Colombia's president [announced](#) (Spanish) the reinstatement of the 23% minimum wage increase to [COP\\$1,750,905](#) (Spanish). Previously, a high court had [suspended](#) (Spanish) the wage increase on February 13, 2026, giving the government eight days to issue a new decree together with an economic justification for the increase.

Costa Rica

On January 1, 2026, the private sector minimum wage rate [increased](#) (Spanish) by 1.63% following a decision by the Costa Rica National Wage Council. Other increases apply to different roles: a 2.33% increase for domestic work; a 0.55% increase for generic specialized occupations; and an 0.88% increase for mid-level technicians in diversified education.

Curacao

On January 1, 2026, the monthly minimum wage [increased](#) (Dutch) to 2,066.28 ANG, up from 2,029.90 ANG, and the hourly rate is now 11.93 ANG, up from 11.72 ANG.

Dominican Republic

On February 1, 2026, the minimum wage [increased](#) (Spanish) to 29,988 DOP/month for employees in large companies; to 27,489.60 DOP/month for employees in medium-sized companies; and 18,421.20 DOP for employees in small companies; and 16,993.20 DOP for employees in micro-businesses.

Dutch Caribbean (Bonaire, Saba and Sint Eustatius)

The statutory minimum wage is indexed across all three islands, based on 2025 inflation rates. For 2026, the [rates](#) are as follows: in Bonaire, the rate increased by 3.3% to \$10.69/hour; in St. Eustatius, the rate increased by 1.9% to \$10.61/hour; and in Saba, the rate increased by 3.5% to \$10.66/hour. Weekly or monthly wage rates depend on the number of hours worked.

Ecuador

On January 1, 2026, the basic minimum monthly salary [increased](#) (Spanish) to US\$482, up from US\$470. 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 January 1, 2026, Guatemala [increased](#) (Spanish) the minimum wage rates by between 4% and 7.5%, dependent upon industry sector and working conditions applicable to certain job types.

Honduras

Increases to the minimum wage for 2026 and 2027 were agreed to on April 27, 2026. The 2026 [increase](#) (between 6% and 7%) (Spanish) is applicable from January 1, 2026, and employers have until July 2026 to make retroactive payments in installments if they are unable to make a single payment. Wage rates vary according to the employer's workforce size and by industry sector. The 2027 increase will be between 6% and 7.5%. Workers in the maquiladora textile sector and companies located in free trade zones are excluded from the scope of this agreement.

Jamaica

On July 1, 2026, the weekly minimum wage will [increase](#) to JM\$17,000 per 40-hour week, up from JM\$16,000, calculated on a 40-hour week. The minimum wage rate is the same for all employees.

Mexico

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

Nicaragua

On March 1, 2026, [minimum wages](#) (Spanish) generally increased by 4% in all economic sectors. The increase will remain in force until February 28, 2027. 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). The free trade zone sector is excluded from this minimum wage adjustment following a 6.7% increase for 2026, effective January 1.

Panama

On January 16, 2026, [Executive Decree No. 13](#) (Spanish) was published for the period 2026 through the end of 2027. The minimum wage rates vary between two regions (Region I and Region II), depending on the size of the company, its operations, and occupation.

Paraguay

On July 1, 2026, the monthly minimum wage in the private sector [increased](#) (Spanish) to 2.9 million PYG, up from 2,899,048 PYG. The daily minimum wage is 117,077 PYG, up from 111,502 PYG.

Peru

On January 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 October 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 August 1, 2024, and provided employers with a transition period until October 1, 2024.

Trinidad and Tobago

On January 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.

United States — Virgin Islands

On April 24, 2026, the hourly minimum wage [increased](#) to \$12.00, up from \$10.50. The minimum wage will increase to \$14/hour on June 1, 2027, and to \$15/hour on June 1, 2028. The Wage Board will determine the 2029 rate based on economic data.

Uruguay

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

Venezuela

Venezuela's official minimum wage has stayed the same since 2022, fixed at 130 VED/month. However, both public and private employers have increased workers' overall income by providing additional non-salary bonuses, such as the Economic War Bonus, food allowances, and other similar payments.

Section 4

Asia Pac

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/week, and the hourly wage is now AU\$24.95, up from AU\$24.10. On July 1, 2026, the National Minimum Wage [increased](#) to AU\$1004.90/week or AU\$26.44/hour. Modern Award Minimum Wage Rates increased by 4.75%, provided that the lowest rate in any Modern Award was at least AU\$1004.90/week or AU\$26.44/hour. 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.

Cambodia

On January 1, 2026, the monthly minimum wage for workers in the textile, garment, footwear and travel goods sectors [increased](#) to US\$210/month, up from US\$204. The rate for probationary workers is US\$208/month.

China

On January 12, 2026, the government updated its [chart](#) (Chinese) with current minimum wage rates. The monthly minimum wage 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.

Hong Kong

On May 1, 2026, the minimum wage [increased](#) to HK\$43.10/hour, up from HK\$42.10. In April 2024, the Chief Executive in Council [agreed](#) (Chinese) to the Minimum Wage Committee's recommendation to review the minimum wage annually.

India

The [Code on Wages, 2019](#), was implemented on November 21, 2025. It introduces uniform definitions for wages, workers, and employees; requires timely payment of wages and bonuses; establishes equal pay for equal work; and establishes a national floor wage, with states deciding the exact rates. At least 50% of total remuneration must be classified as wages, which may increase employer costs related to the Provident Fund, gratuity, bonuses, and leave encashment liabilities. Statutory deductions will also increase, which will potentially reduce workers' take-home pay.

Indonesia

On December 17, 2025, Indonesia's president [approved](#) (Indonesian) the formula for calculating the 2026 minimum wage increase. The formula is based on the sum of inflation and economic growth, multiplied by an alpha factor which ranges between 0.5 and 0.9. For 2026, the provincial minimum wages (UMP) Indonesia generally increased by approximately 5-7%.

Regional wage councils calculate the recommended minimum wage increase and regional governors set the final minimum wage rates at provincial, district, and city levels, considering factors such as regional economic growth and average wage levels. They also set sector-specific minimum wages, but these can only be implemented if they meet strict criteria and have the agreement of the relevant sectoral employer organisations and labour unions, in accordance with a 2023 Constitutional Court ruling.

Japan

In 2026, the minimum hourly wage increased by 6.3% to ¥1,121. The labor ministry [announced](#) (Japanese) that the prefectures must 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 2025 at the earliest — the dates vary by prefecture.

Laos

Effective October 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

On January 1, 2026, the minimum wage rates [increased](#) to 7,280 MOP/month; to 1,680 MOP/week; to 280 MOP/day; and to 35 MOP/hour.

Malaysia

On February 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 August 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 October 1, 2025. Overtime pay is calculated on 4,800 MMK/day.

New Zealand

On April 1, 2026, the adult hourly minimum wage [increased](#) to NZ\$23.95/hour, up from NZ\$23.50 for workers aged 16 years and older. The new hire and training minimum wage is NZ\$19.16/hour, up from NZ\$18.80/hour.

Philippines

Regional Wage Orders can be viewed on the [National Wages and Productivity website](#). On July 2, 2026, the government [announced](#) that the daily minimum wage in National Capital Region will increase by 19 PHP.

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

South Korea

On January 1, 2027, the hourly minimum wage rate will [increase](#) (Korean) to 10,700 KRW, up from 10,320 KRW for all businesses. The monthly minimum wage will increase to 2.24 million KRW, up from 2,156,880 KRW calculated on a 40-hour work week and 209 hours/month.

Sri Lanka

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

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 January 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 January 1, 2026, the minimum monthly and hourly wages across the four regions increased under measures included in [Decree 293](#) (Vietnamese). The regional monthly minimum wage increased 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 increased 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, November 11, 2025)
- [Preliminary ruling on action for annulment of EU directive on adequate minimum wages](#) (European Court of Justice, January 14, 2025).
- [Adequate minimum wages for workers in the EU](#) (European Commission, November 15, 2024)
- [EU directive on adequate minimum wages in the European Union](#) (EUR-Lex, October 25, 2022)

Albania

On January 1, 2026, the monthly minimum wage [increased](#) (Albanian) to 50,000 ALL (up from 40,000 ALL), calculated on the basis of 174 working hours per month, performed during normal working hours. 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 July 1, 2026, the minimum wage [increased](#) (Catalan) to €9.05/hour, up from €8.80/hour, and to €1,568.67/month, up from €1,525.33/month.

Angola

On September 15, 2025, Angola's national minimum wage rates [increased](#) (Portuguese) to 100,000 AOA/month, up from 70,000 AOA/month.

Belarus

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

Belgium

On April 1, 2026, the monthly minimum wage rate [increased](#) (Dutch) to €2,189.81 (corrected) for workers aged 18 and older. Sectoral committees can also decide on minimum wage levels applicable to industry sectors.

Bosnia and Herzegovina

On January 1, 2026, the monthly minimum wage rate [increased](#) (Bosnian) to 1,027 BAM, up from 1,000 BAM.

Bulgaria

On January 1, 2026, the monthly minimum wage [increased](#) (Bulgarian) to €620.20, and the minimum hourly wage increased to €3.74. Bulgaria introduced the Euro on January 1, 2026. In 2025, the minimum monthly wage in Bulgaria was 1,077 BGN (€550.66), and the minimum hourly wage was 6.49 BGN (€3.32).

Croatia

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

Cyprus

On January 1, 2026, the gross minimum wage [increased](#) (Greek) to €1,088, up from €1,000, 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 €979, up from €900.

Czech Republic

On January 1, 2026, the minimum wage [increased](#) to 22,400 CZK/month, up from 20,800 CZK/month.

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 January 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 April 1, 2026, the minimum wage [increased](#) (Estonian) to €946/month (up from €866) and to €5.67/hour.

France

On June 1, 2026, the minimum wage [increased](#) (French) to €1,867.02/month and €12.31/hour, up from €1,823.03/month and €12.02/hour. The standard hourly minimum wage applies to metropolitan France, the overseas departments of Guadeloupe, French Guiana, Martinique, and Réunion, and the overseas collectivities of St. Barthélemy, St. Martin, and St. Pierre and Miquelon. The minimum wage for the overseas department of Mayotte increased to €9.56/hour, up from €9.33/hour.

Germany

On January 1, 2026, the minimum wage [increased](#) (German) to €13.90/hour (up from €12.82/hour) and it will increase to €14.60 on January 1, 2027.

An [ordinance](#) (German) issued on January 28, 2025, introduced a two-phase increase for the minimum wage in the cleaning sector. The minimum wage for interior cleaners and maintenance workers increased to €15/hour in 2026. In 2026, the minimum wage for exterior and glass cleaners increased to €18.40/hour, up from €17.76.

Ghana

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

Gibraltar

On August 1, 2026, Gibraltar will [increase](#) its hourly minimum wage to GIE10, up from GIE9.50. The weekly minimum wage will be GIE390, up from GIE370.50, and the monthly minimum wage will be GIE1690, up from GIE £1605.50.

Greece

On April 1, 2026, the minimum monthly base salary [increased](#) (Greek) to €920, up from €880. The new rate impacts three-year payment increments (now unfrozen after a decade), public sector grades, and allowances. This increase means that employees that have one three-year increment must be paid approximately €1,016 euros; those with two three-year increments must be paid approximately €1,117 euros, and those with a minimum of nine years of service must be paid up to €1,230 euros. Public sector pay was also adjusted proportionally. The salaries of managerial executives in categories A, B, and C corresponding to four times and six times the basic salary also increased. On January 1, 2024, minimum wage increases based on accrued years of service were reintroduced. 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 October 1, 2025, the hourly minimum wage rate [increased](#) 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 is £113/week, and £158/week if both accommodation and food are provided.

Hungary

On January 1, 2026, the general minimum wage [increased](#) (Hungarian) to 322,800 HUF/month — an 11% increase. The guaranteed minimum wage payable for job roles that require a minimum of secondary education or secondary vocational qualifications increased to 373,200 HUF/month — a 7% increase.

Ireland

On January 1, 2026, the [minimum wage](#) increased 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 [increased](#) to £12.86/hour, up from £12.25/hour. The youth hourly minimum wage (paid to individuals who have left school but are not yet age 18) increased to £10.16/hour, up from £9.55/hour. Previously, the government had proposed a higher minimum wage for 2026.

Israel

On April 1, 2026, the monthly minimum wage for full-time workers [increased](#) (Hebrew) to 6,443.85 ILS, up from 6,247.67 ILS and the minimum hourly wage rate increased to 35.4 ILS.

Jersey, Channel Islands

On April 1, 2026, the hourly minimum wage in Jersey [increased](#) to £13.59, up from £13. Beginning in April 2026, a living wage calculated on two-thirds of the 2024 median wage was introduced.

Kenya

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

Lithuania

On January 1, 2026, the monthly minimum wage [increased](#) (Lithuanian) to €1,153, up from €1,038. The minimum gross hourly wage increased to €7.05, up from €6.35. In 2027, the minimum wage will [increase](#) (Lithuanian) to €7.61/hour and to €1,245/month.

Luxembourg

On May 1, 2026, the gross minimum social wage rate [increased](#) (French) to €3,325.59/month, up from €3,244.48/month. Different wage rates apply to workers depending on their age and qualifications.

Malta

On January 1, 2026, the weekly minimum wage [increased](#) (Maltese) to €229.44 for employees 18 or older, up from €221.78. The minimum wage rates for employees aged 17 is €222.66/week; and for employees younger than age 17, the rate is €219.82/week.

Mauritius

On January 1, 2026, the minimum wage [increased](#) to 17,745 MUR/month, up from 17,110 MUR/month.

Effective January 1, 2026, [The Workers' Rights \(Additional Remuneration\) \(2026\) Regulations](#) require eligible private sector employees to receive additional monthly payments as part of their annual salary compensation and cost-of-living adjustments: full-time employees earning up to 50,000 MUR/month will receive an extra 635 MUR, while part-time workers earning below 17,110 MUR/month will be entitled to additional remuneration equal to 3.7% of their basic salary. In addition, the regulations establish new minimum salary thresholds of 24,245 MUR for diploma holders and 26,245 MUR for degree holders.

Moldova

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

Morocco

On January 1, 2026, the private sector minimum wage for nonagricultural roles increased to 17.92 MAD, up from 17.10 MAD.

Namibia

On January 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\$15 in 2026; it will increase to N\$18 in 2027. For agricultural workers, the hourly rate is N\$14 in 2026, and it will increase to N\$18 in 2027.

Netherlands

On July 1, 2026, the [gross hourly minimum wage](#) (Dutch) for employees 21 and older increased to €14.99, up from €14.71. The minimum wage increases every six months on January 1 and July 1.

Following the introduction of the statutory minimum hourly wage on January 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 January 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.

Poland

On January 1, 2026, the minimum wage [increased](#) (Polish) to 4,806 PLN/month, up from 4,666 PLN/month, and the minimum hourly wage increased to 31.40 PLN, up from 30.50 PLN. The 2027 minimum wage rate will be announced by September 15, 2026.

Portugal

On January 1, 2026, the monthly minimum wage [increased](#) (Portuguese) to €920, up from €870. 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 July 1, 2026, the monthly minimum wage [increased](#) (Romanian) to 4,325 RON, up from 4,050 RON. The gross monthly base salary will also apply to the agricultural and the food sectors.

Russia

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

Serbia

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

Slovak Republic

On January 1, 2026, the minimum wage rate [increased](#) (Slovak) to €915/month (up from €816/month) and the hourly minimum wage rate increased 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 January 1, 2026, the government [increased](#) (Slovenian) the gross monthly minimum wage to €1,481.88 (gross), up from €1,277.72.

South Africa

On March 1, 2026, the minimum wage for all workers [increased](#) to 30.23 ZAR/hour, up from 28.79 ZAR/hour. The 2026 minimum wage adjustment concludes 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 interprofessional salary](#) (SMI) (Spanish) increased to €1,221/month, paid in 14 payments (up from €1,184/month) and is retroactively applied to January 1, 2026. The daily rate is €40.70. The daily rate for workers on fixed-term contracts, and whose employment with the same company does not exceed 120 days, increased to €57.82 euros, up from €56.08.

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 January 1, 2026, the [minimum wage](#) (French) in Geneva increased to 24.59 CHF/hour, up from 24.48 CHF/hour. The Federal Supreme Court [found](#) (German) on June 10, 2026, that minimum wage ordinances for [Zurich](#) (German) and [Winterthur](#) (German) are valid, overturning a 2024 decision of Zurich's administrative court.

Tanzania

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

Turkey

In January 2026, the net monthly minimum wage [increased](#) (Turkish) to 28,075 TRY, up from 22,104 TRY. The gross amount is 33,030 TRY.

Ukraine

On January 1, 2026, Ukraine's minimum wage [increased](#) (Ukrainian) to 8,647 UAH/month, up from 8,000 UAH/month.

United Arab Emirates

The United Arab Emirates (UAE) does not have a universal, federal minimum wage. However, starting January 1, 2026, private sector employers in the UAE must pay Emirati nationals a [minimum monthly salary](#) of 6,000 AED. The measure supports the UAE's Emiratization objectives by promoting greater Emirati participation and retention in the private sector and aligning salary levels with prevailing market conditions.

By June 30, 2026, employers must have revised employment contracts and updated payroll systems to reflect the new salary requirements. Noncompliance beyond this deadline will incur penalties, including the suspension of the issuance of new work permits.

United Kingdom

On April 1, 2026, the applicable minimum wage [rates](#) are as follows:

- The National Living Wage rate for individuals 21 and older increased to £12.71/hour, up from £12.21/hour.
- The National Minimum Wage rate for individuals 18 to 20 is £10.85/hour, up from £10/hour, and £8/hour, up from £7.55/hour, for individuals 16 to 17.
- The apprentice rate is £8/hour, up from £7.55/hour.

The government changed the Low Pay Commission's remit to link the national minimum wage rate to the cost of living. In February 2026, the government indicated that it may delay plans to equalize the adult workers' rate (this would remove the band for 18-20 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 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. Accredited employers should have implemented these rates by May 1, 2026.

Uzbekistan

On August 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).

MERCER

A MARSH BUSINESS

Note: Mercer is not engaged in the practice of law, accounting or medicine. Any commentary in this article does not constitute and is not a substitute for legal, tax or medical advice. Readers of this article should consult a legal, tax or medical expert for advice on those matters.

Mercer LLC

1166 Avenue of the Americas

New York, NY 10036

www.mercer.com

© 2026 Mercer LLC. All rights reserved.