



# LINCOLN LEGAL SERVICES (MYANMAR) LIMITED

*CONVENIENCE TRANSLATION - ACCURACY NOT GUARANTEED*

**Republic of the Union of Myanmar  
Ministry of Labour, Employment and Social Security  
Minister's Office**

**Notification No. 84/2015**

Nay Pyi Taw, 1377, 2<sup>nd</sup> Waxing Day of Waso  
(July 3<sup>rd</sup>, 2015)

The Ministry of Labour, Employment and Social Security hereby sets the rates of compensation to be paid by an employer in respect of terminated workers by exercising the powers conferred under section 59 sub-section (b) of the Labour Dispute Resolution Law and section 41 sub-section (b) of the Employment and Skills Development Law.

**Rates of compensation**

An employer shall pay a worker basic wages (excluding overtime pay) at the following rates in case of termination as compensation:

- (a) Compensation of wages for 1/2 months if 6 months, but less than 1 year of service are completed;
- (b) compensation of wages for 1 month if 1 year, but less than 2 years of service are completed;
- (c) compensation of wages for 1 1/2 months if 2 years, but less than 3 years of service are completed;
- (d) compensation of wages for wages for 3 months if 3 years, but less than 4 years of service are completed;
- (e) compensation of wages for 4 months if 4 years, but less than 6 years of service are completed;
- (f) compensation of wages for 5 months if 6 years, but less than 8 years of service are completed;
- (g) compensation of wages for 6 months if 8 years, but less than 10 years of service are completed;
- (h) compensation of wages for 8 months if 10 years, but less than 20 years of service are completed;
- (i) compensation of wages for 10 months if 20 years, but less than 25 years of service are completed;



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(j) compensation of wages for 13 months if 25 or more years of service are completed.

U Aye Myint  
Union Minister

Letter No. 70-A La/Hkwai (1) (34/11) (6741)

Date: July 3<sup>rd</sup>, 2015

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