



LINCOLN CONSULTANCY (MYANMAR) LIMITED

NEWSLETTER 210 - 15 October 2025

Dear Readers,

Welcome to a new edition of our newsletter.

1. Minimum wage increased

On 14 October 2025, the National Committee for Determining the Minimum Wage under the National Defence and Security Council increased the “additional allowance” to be paid on top of the daily minimum wage of MMK 4,800 to MMK 3,000, so that workers now must be paid at least MMK 7,800 for an 8-hour day.

We understand that the peculiar split between the MMK 4,800 minimum wage and the MMK 3,000 allowance was made so that the basis for calculating overtime pay and pay for work on a weekly rest day or public holiday remains at MMK 4,800 (instead of MMK 7,800).

From the wording “and according to the Leave and Holidays Act”, we understand that the minimum daily rate to be paid to workers on earned or other types of paid leave is MMK 7,800 (and not MMK 4,800).

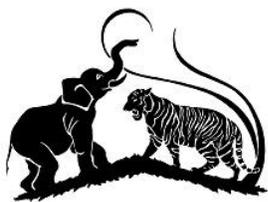
Similarly to 2023 and 2024, the increase of the minimum wage follows a Ministry of Finance and Revenue (previously: Planning and Finance) notification two weeks ago which increased the additional monthly allowance of civil servants and Defence Services personnel (both active and retired) to MMK 30,000 and the daily allowance of day labourers in government service to MMK 3,000.

CONVENIENCE TRANSLATION - ACCURACY NOT GUARANTEED

**Government of the Republic of the Union of Myanmar
National Committee for Determining the Minimum Wage
Notification No. 1/2025
1387, 8th Waning Day of Thadingyut
(14 October 2025)**

Announcement of an additional allowance for workers

1. The minimum wage rates, decided according to section 10 (d) Minimum Wage Law 2013 after negotiations with the tripartite representatives as being “4,800 kyats



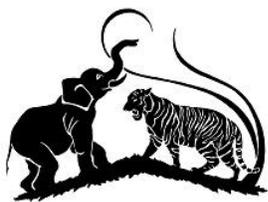
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(four thousand eight hundred kyats) for 8 working hours (one day) with a rate of 600 kyats (six hundred kyats) per hour uniformly throughout the country for workers in Myanmar, regardless of location and type of business” were promulgated with the approval of the Union Government by the National Committee with Notification No. 2/2018 dated 14 May 2018.

2. On top of the minimum wage rate set at 4,800 kyats for an 8-hour working day, Notification No. 2/2023 dated 9 October 2023 was issued to grant an additional allowance of 1,000 kyats (exactly one thousand kyats) from 1 October 2023, and furthermore Notification No. 1/2024 was issued to grant an allowance of 1,000 kyats on top of the existing allowance of 1,000 kyats according to the 1951 Leave and Holidays Act.
3. Ministry of Finance and Revenue Notification No. 110/2025 dated 30 September 2025 announced for daily staff and day labourers in government departments and organisations: “On top of the wage of 4,800 kyats currently set for an 8-hour working day, an additional allowance of 1,000 kyats was granted for the first time from October 2023, and furthermore an allowance of 1,000 kyats was granted monthly [*sic*] from August 2024. Now, in addition to the allowance of 2,000 kyats which is currently being granted, 1,000 kyats are granted as an additional allowance so that day labourers are granted a daily wage of 7,800 kyats (exactly seven thousand eight hundred kyats).”
4. From 1 October 2025, an additional allowance of 1,000 kyats is granted on workdays and according to the 1951 Leave and Holidays Act, on top of the current additional allowance of 2,000 kyats.
5. These particulars shall not apply to small businesses and family-owned businesses with less than 10 workers.
6. National Committee for Determining the Minimum Wage Notification No. 1/2024 dated 9 August 2024 is repealed by this notification.

Aung Kyaw Hoe
Union Minister
Ministry of Labour



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(Chairman, National Committee for
Determining the Minimum Wage)

Letter No. 0224 / 1 / Ah La Nya (De / Hnyi) 2025 (23796)

Date: 14 October 2025

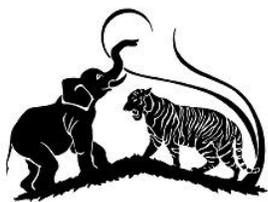
Copies: *[Omitted]*

2. Export/import seminar

We [uploaded](#) the presentation slides of our recent export/import seminar. Please do not hesitate to contact us if you have any queries or need for advice on the topic.

We hope that you have found this information useful.

Sebastian Pawlita
Managing Director



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About Lincoln Consultancy (Myanmar) Limited

Lincoln Legal Services (Myanmar) Limited provides the full range of legal advisory (through our local lawyers), tax advisory and compliance work required by investors. We pride ourselves in offering result-oriented work, high dependability and a fast response time at very competitive prices. Please do not hesitate to contact us:

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