



MINISTER

དཔལ་ལྷན་འབྲུག་གཞུང་།  
ལས་ཀའི་ལྷན་ཁང་།

Ministry of Labour and Human Resources  
'Building Quality Workforce for Productive Employment'



MoLHR/EOM/13/ 392

October 31, 2013

Circular

**Sub: Revision of National Minimum Wage (NMW) Rate**

The Ministry of Labour and Human Resources is hereby pleased to announce the revision of the **National Minimum Wage Rate from Nu. 100/- (hundred) to Nu. 125/- (One hundred & twenty five) per day or Nu. 3,750 (Three Thousand Seven Hundred and Fifty) per month with effect from February 1, 2014.**

The National Minimum Wage (NMW) Rate is revised in the country as per the requirements of Sections 138 and 139 of the Labour and Employment Act of Bhutan 2007, and approved by the 12<sup>th</sup> Session of the Lhengye Zhungtshog held on October 29, 2013.

The NMW is the minimum wage at the national level below which a worker cannot be paid but does not restrict employers from paying over and above it. Further, it shall be applicable to all workers irrespective of age, sex, disability or skills and shall be paid on daily, weekly or monthly basis.

An employer who fails to comply with this circular commits an offence and shall be liable for penalty of up to 365 times the Daily National Minimum Wage.

However, it shall not be applicable to voluntary workers and apprentices and trainees.

With the revision of the National Minimum Wage Rate, henceforth, all matters relating to legal compensations and penalties shall be based on this wage rate.

(Nyeema Sangay Tshempo)