



Revision in Minimum Wage

Minimum Wage Raised to NPR 19,550

Starting 1 Shrawan 2082 (mid-July 2025), Nepal's minimum monthly wage will rise from NPR 17,300 to NPR 19,550, as per the decision of the Ministry of Labour, Employment, and Social Security. The breakdown of the minimum wage is as follows:

Amount in NPR

S.No.	Minimum Remuneration	Basic Remuneration	Dearness Allowance	Total
1	Monthly	12,170	7,380	19,550
2	Daily	470	284	754
3	Hourly	63	38	101
4	Part time workers (Hourly Rates)			107

This provision applies to all sectors except tea plantation workers, whose wages are currently under separate review. The decision of the Minimum Wages Review Committee, approved by the Ministry of Labour, follows the mandatory biennial wage revision requirement.

In addition to the prescribed remuneration, employers are required to provide benefits as per the Social Security Act, which includes contributing 20% of the basic remuneration from the employer and 10% from the employee towards the Social Security Fund.

Employers must adhere to the wage structure effective from 1 Shrawan 2082, and no local agreement or contract may set wages below the rates specified in this official arrangement.

PKF Comments:

Previously, the minimum remuneration for Nepali workers, excluding tea plantation workers, was set at NPR 17,300 including dearness allowances. Out of this, the basic remuneration was NPR 10,820 and the dearness allowance was NPR 6,480. This wage structure, implemented from 1 Shrawan 2080 (mid-July 2023), expired on the last day of Ashadh (16 July 2025). According to the Labor Act, 2074 (2017), the minimum wage must be mandatorily revised every two fiscal years.

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