

Minimum wage in Guatemala for 2016

Newsletter No. 28 / January 2016

Government Agreement No. 303-2015 of the Ministry of Labor and Social Prevision, which establishes the minimum wages that the employees in Guatemala must receive from January 1, 2016, was published on the Official Gazette on December 29, 2015.

The Government Agreement is applicable to all employees. Therefore, the employer must adjust the wages to acknowledge the minimum wage according to the corresponding category.

Besides the established minimum wage, the Incentive Bonus, set on Decree No. 78-89 of Congress, must be paid monthly.

Economic Activity	Ordinary Daytime Hour	Ordinary hour for mixed working day (daytime and nighttime)	Ordinary Nighttime Hour	Daily Wage	Monthly Wage	Incentive Bonus	Total Wage
Non-agricultural activities	Q.10.23	Q.11.70	Q.13.85	Q.81.87	Q.2,497.04	Q.250.00	Q.2,747.04
Agricultural activities	Q.10.23	Q.11.70	Q.13.85	Q.81.87	Q.2,497.04	Q.250.00	Q.2,747.04
Exporting and maquila activities	Q.9.23	Q.10.70	Q.12.48	Q.74.89	Q.2,284.15	Q.250.00	Q.2,534.15

Compared to the minimum wage of 2015, the increase of the daily wage for agricultural and non-agricultural activities was of Q.3.15, and the increase for exporting and maquila activities was of Q.2.53 per day.