

# Newsletter

## Angola – Increase in the National Minimum Wage Rates

July 31, 2024



### Increase in the National Minimum Wage Rates

On July 17, 2024, Presidential Decree No. 152/24 (hereinafter referred to as the "Presidential Decree") was published, which establishes the new national minimum wage.

The Presidential Decree sets forth the following provisions:

- The minimum amount of income that must be paid to an employee for work performed or services rendered is Kz **70,000.00** (seventy thousand Kwanzas) for a one-month period;
- After September 15, 2025, the national minimum wage is set at Kz **100,000.00** (one hundred thousand Kwanzas);
- For micro sized and startups, the national minimum wage will be Kz **50,000.00** (fifty thousand Kwanzas);
- Employees' representatives and employers may establish higher minimum wage through collective labour agreements.
- Companies that do not have the financial capacity to comply with the national minimum wage established by the Presidential Decree may request a reduction of this wage. In such cases:
  - They must submit a request for temporary authorization to the Ministerial Department responsible for the Labour Sector;
  - This request must be accompanied by the following documentation: (i) commercial certificate; (ii) payroll statements for the following 12 months; (iii) tax submission forms for Labour Income Tax, Industrial Tax, and electronic social security contributions;
  - The authorization granted cannot exceed 24 months (counted from September 15, 2025).

The Presidential Decree will come into effect on September 15, 2024.

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