

READJUSTMENT OF MINIMUM WAGES

Following a consensus among the members of the Labor Advisory Commission, the Government of Mozambique adjusted the minimum wages for the eight sectors of activity. The new minimum wages in Mozambique for 2026 took effect retroactively as of April 1, with increases ranging from 3% to 9.28% in the private sector.

Current regulations grant employers the authority to set minimum wages higher than those stipulated in the Ministerial Decrees.

Ministerial Diplomas	Activity Sector	Minimum Wages 2025	Minimum Wages 2026
Ministerial Diploma no. 34/2026, May 20	Sector 1 Agriculture, Livestock, Hunting and Forestry	6.688,00 MZN	7.072,00 MZN
Ministerial Diploma no. 35/2026, May 20	Sector 2 Fishing	Maritime, Industrial and Semi-industrial 6.726,88 MZN	Maritime, Industrial and Semi-industrial 7.063,22 MZN
		Kapenta 4.991,09 MTZN	Kapenta 4.991,09 MZN
Ministerial Diploma no. 36/2026, May 20	Sector 3 Extraction Industry	Large Scale Companies 15.176,66 MZN	Large Scale Companies 16.239,06 MZN
		Quarries and Sandstones (Medium Companies) 8.008,00 MZN	Quarries and Sandstones (Medium Companies) 6.824,17 MZN

		Salt (Micro and Small Companies) 6.538,44 MZN	Salt (Micro and Small Companies) 6.538,44 MZN
Ministerial Diploma no. 37/2026, May 20	Sector 4 Manufacturing, Bakery and Cashew Industry	Manufacturing 10.147,50 MZN	Manufacturing 10.622,50 MZN
		Bakery Industry 7.200,00 MZN	Bakery Industry 7.500,00 MZN
		Cashew Industry 6.653,21 MZN	Cashew Industry 7.000,00 MZN
Ministerial Diploma no. 38/2026, May 20	Sector 5 Electricity, Gas and Water Production, Distribution	Large Scale Companies 12.275,00 MZN	Large Scale Companies 12.775,00 MZN
		Small and Medium Companies 9.960,62 MZN	Small and Medium Companies 10.366,00 MZN
Ministerial Diploma no. 39/2026, May 20	Sector 6 Construction	8.400,00 MZN	8.652,00 MZN
Ministerial Diploma no. 40/2026, May 20	Sector 7 Non-Financial Services	Non-Financial Services 10.310,00 MZN	Non-Financial Services 10.845,00 MZN
		Hotels and Tourism 9.700,00 MZN	Hotels and Tourism 10.600,00 MZN
		Private Security	Private Security

		8.465,00 MZN	8.690,00 MZN
		Fuel Retailers	Fuel Retailers
		9.739,00 MZN	10.079,00 MZN
Ministerial Diploma no. 41/2026, May 20	Sector 8 Financial Services	Comercial Banks and Insurances	Comercial Banks and Insurances
		19.043,61MZN	20.361,43 MZN
		Micro Finance, Micro Insurance	Micro Finance, Micro Insurance
		16.764,47MZN	17.924,17 MZN