

## Notice regarding the main rights of the worker under the Minimum Wage Law, 5747-1987

1. The minimum wage for an employee over the age of 18 who is employed full-time (as customary in his/her place of work, but not more than 182 hours per month):

Per month	An hour	Per day (5 working days a week)	Per day (6 working days a week)
NIS <b>6443.85</b>	1/182 of the minimum wage per month	1/21 $\frac{2}{3}$ of the minimum wage per month, and not less than the minimum wage calculated by the hour, multiplied by the number of hours worked	1/25 of the minimum wage per month, and not less than the minimum wage calculated by the hour, multiplied by the number of hours worked
	NIS <b>35.40</b>	NIS <b>297.40</b>	NIS <b>257.75</b>

In the event of a query regarding the updated minimum wage, please contact the Regulation and Labor Law Enforcement Administration by calling 1-800-354-354; The minimum wage and other details also appear on the Ministry of Labor's website at: <https://www.gov.il/he/departments/labor/govil-landing-page>.

2. A part-time employee is entitled to a minimum wage that will be calculated relatively to the partiality of his/her position.
3. Calculation of the minimum wage:

When calculating the minimum wage, all of the following will be taken into account:	When calculating the minimum wage, the following will not be taken into account:
(1) Basic wages or combined wages;	(1) Family allowance;
(2) Cost of living allowance (unless it is included in the combined wage);	(2) Seniority increment;
(3) Fixed premium paid to employees as compensation for work.	(3) Shift's premium;
	(4) Premium pay;
	(5) 13th-month salary;
	(6) Annal grants;
	(7) Reimbursement of expenses (subsistence, per diem, travel)

4. **Failure to pay the minimum wage is a criminal offense punishable by imprisonment or a fine.**

A complaint may be filed with the Regulation and Labor Law Enforcement Administration at the Ministry of Labor. It is also possible to file a civil lawsuit for non-payment of the minimum wage in the regional labor court.

5. It is criminally prohibited to harm an employee due to a complaint or claim for non-payment of the minimum wage submitted by the employee or an employee who assisted another employee in filing such a complaint.

**For additional and detailed information** about the youth minimum wage and the calculation of the full-time position regarding it, an adjusted minimum wage for an employee with a disability, a minimum wage for an employee who is absent from work, the conditions for eligibility for a minimum wage by an actual employer, the right of claim and factual presumptions in favor of the employee, and other details on the consequences of non-payment of the minimum wage; **and for filing complaints of non-payment of the minimum wage** – please contact the Regulation and Labor Law Enforcement Administration at the Ministry of Labor – through one of the following channels:

- Telephone number available 24/7 for messages: 1-800-354-354
- One of the following telephone numbers: 03-7347850, 03-7347849, 03-7347840 or \*2570
- E-mail: You can send an e-mail to the following address: [report.achifa@labor.gov.il](mailto:report.achifa@labor.gov.il)
- Fax: filing a complaint by fax to: 03-6828690

For a translation of the detailed information into Arabic, English and Russian, you can contact the Regulation and Labor Law Enforcement Administration the Ministry of Labor, Generic Building, 5 Bank of Israel Street, Government Compound, Jerusalem; E-mail: [Efrat.Hayumi@labor.gov.il](mailto:Efrat.Hayumi@labor.gov.il); Telephone: 074-7696249; Fax: 074-7696344.