

Minimum Wage updated __/__/__

Notification Format according to item 6b. of Minimum Wage Law

For your information, Failure to pay minimum wage is a criminal offence punishable by imprisonment or fine.

Complaints may be filed with the Regulation and Enforcement Administration at the Ministry of Industry, Trade and Labor. In addition, civil suits can be filed at the Regional Labor Court for failure to pay minimum wage. Discriminating against an employee for filing a complaint or a suit against an employer who has failed to pay minimum wage or for assisting another employee to do so, is a criminal offence.

Minimum wage for employees aged 18 years or over who are employed full time (defined by the norm at the employee's work place, but shall not exceed 43 hours per week):

Per Month	Per Hour	Per Day (5-day work week)	Per Day (6-day work week)
	1/186 of the monthly minimum wage	1/21 ² / ₃ of the monthly minimum wage and no less than the calculated hourly minimum wage, multiplied by the number of work hours	1/25 of the monthly minimum wage and no less than the calculated hourly minimum wage, multiplied by the number of work hours.
* ____ NIS	* ____ NIS	* ____ NIS	* ____ NIS

The employer shall update the monthly, hourly and daily minimum wages in accordance* (with the most current, published minimum wage (which binds the employer

The following shall be included when calculating the minimum wage:

- (1) Basic or combined wages
- (2) Cost of living allowance (unless it is included in the combined wages)
- (3) Fixed premium paid to employees as compensation for work.

The following shall not be included when calculating the minimum wage:

- 1) Family allowance
- 2) Seniority increment
- 3) Shift premium
- 4) Premium pay
- 5) 13th month salary
- 6) Annual bonus
- 7) Reimbursement (subsistence, per diem, travel expenses)

Minimum wage for part time employees shall be calculated based on the percentage of employment in relation to full time employment (max. 43 hours per week).

For more information about - minimum wages, minimum wage for youth and the number of hours constituting a full time position for youth employees, minimum wage for handicapped employees, minimum wage for employees who are absent from their jobs, the terms of eligibility for minimum wage from the actual employer, the right to file suit and the factual presumptions in the employees favor and more information on the consequences of failing to pay minimum wages, as well as filing complaints for failure to pay minimum wages **go to website of Regulation and Enforcement Administration at the Ministry of Industry, Trade and Labor: www.economy.gov.il.workrights**

To file a complaint for failure to pay minimum wages: **e-mail: report.achifa@economy.gov.il**
or phone *2570