

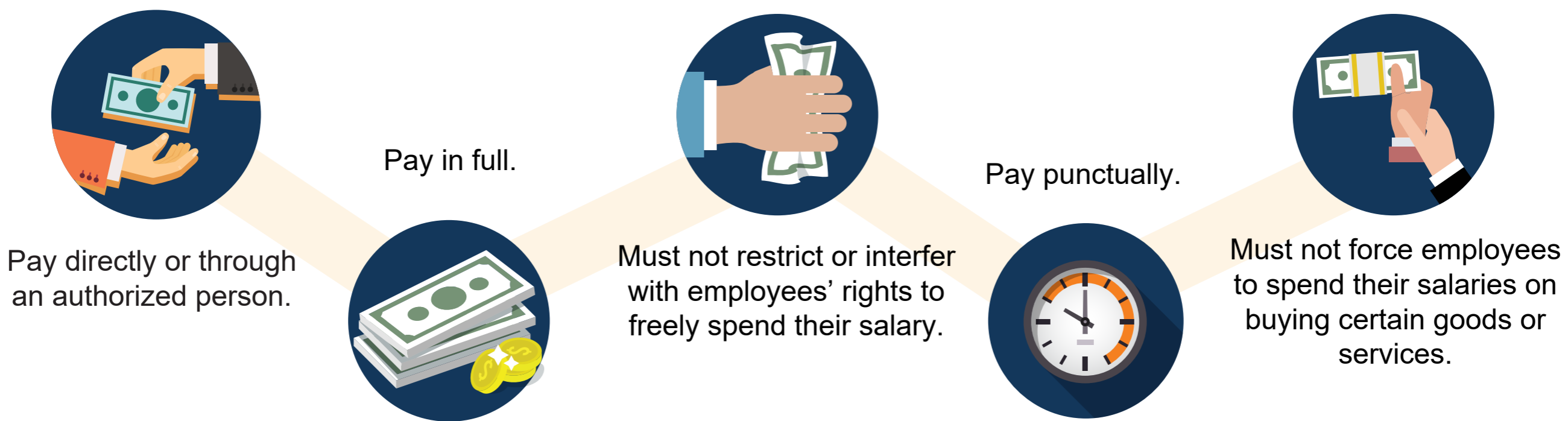
LEGAL REGULATIONS ON EMPLOYEES' SALARIES

SALARY

Salary = job- or position-based salary + allowances + other additional amounts

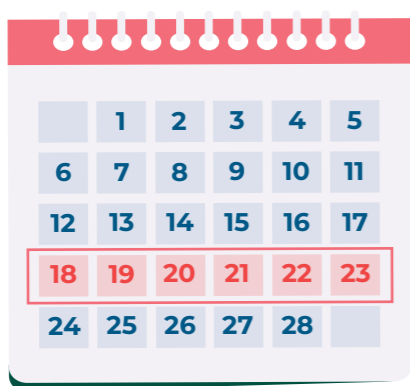
In which, the job- or position-based salary shall not fall below the statutory minimum wage

SALARY PAYMENT RULES



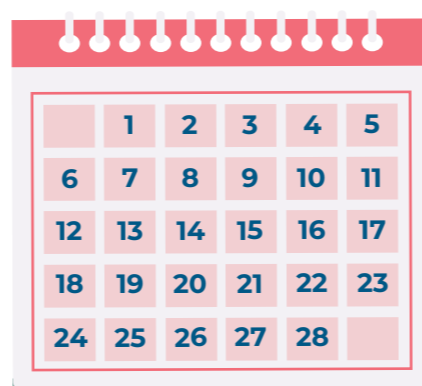
TIMING OF SALARY PAYMENT

Receiving salary on an hourly, daily or weekly basis



Shall be paid after every hour, day or week of work, or paid in a lump sum payment within 15 days.

Receiving salary on a monthly or bi-weekly basis



shall be paid once every month or once every two weeks.

Receiving salary by piece rate or piece work

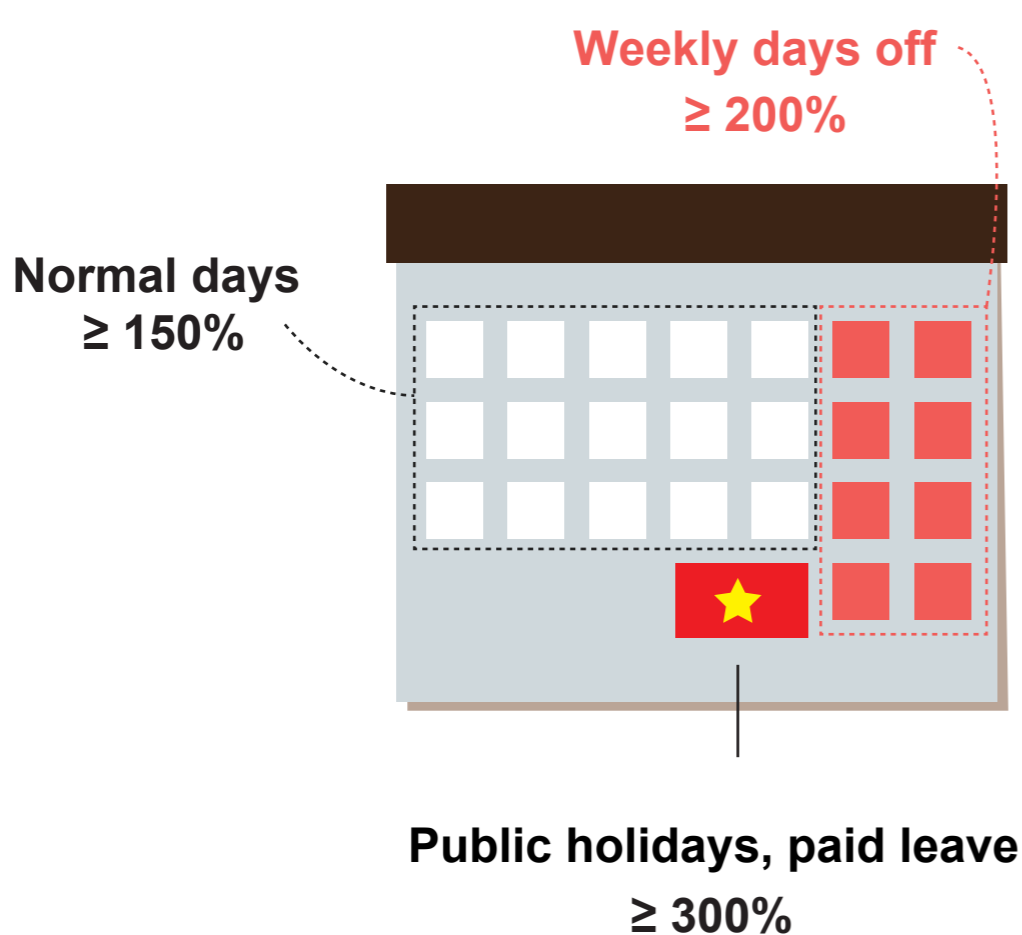


shall be paid as agreed by both parties.

30 THE SALARY SHALL BE PAID WITHIN 30 DAYS

15 IF THE PAYMENT IS LATE MORE THAN 15 DAYS, EMPLOYER SHALL PAY THE EMPLOYEE COMPENSATION ≥ THE INTEREST ON THE OVERDUE AMOUNT.

SALARY OF OVERTIME WORK AND NIGHT WORK



NIGHT WORK

Be paid an additional amount ≥ 30% of the salary for performing the work during regular days.

OVERTIME WORK AT NIGHT

Be paid another additional amount ≥ 20% of the salary for performing the work during the daytime.

