

法规新知

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劳工 - 2022年纺织，制衣，制鞋，旅行品和箱包产业工人/雇员最低工资部长令

劳动和职业培训部（“MLVT”） - 2021年9月28日颁布的第264/21号的部长令确定2022年纺织，制衣，制鞋，旅行品和箱包产业工人/雇员最低工资部长令

劳动和职业培训部颁布的部长令确定了2022年纺织，制衣，制鞋，旅行品和箱包产业工人/雇员的最低工资为每月194美元。

该部长令也列明给试用期工人/雇员的最低工资为每月192美元，而通过试用期后为每月194美元。

该部长令也列明计件工人/雇员的最低工资。计件工人/雇员是根据生产数量收取工资。倘若根据生产的数量计算的工资高于最低工资，该工人/雇员应按超出数量收取工资。反之，当根据生产的数量计算的工资低于最低工资，雇主必须调整工人的薪水以达到最低工资的标准（正式工人/雇员为194美元，试用期工人/雇员为192美元）。工人/雇员应获得的其他福利应保持不变。

新的最低工资自2022年1月1日起生效。

评注：

关于最低工资的讨论每年至少进行一次，除非全国最低工资理事会（“NCMW”）另有决议。最低工资的讨论结果将由劳动和职业培训部发布的部长令予以确定。

根据2018年7月6日颁布的《最低工资法》，确定最低工资所考量的因素为：

- 社会标准：包括家庭状况，通货膨胀和生活成本。
- 经济标准：包括生产效率，国家竞争力，劳动力市场状况和行业的盈利状况。

如有必要，全国最低工资理事会将会根据国家的经济和社会状况，包含经济，专业，职业或地理等因素，调整及制定最低工资的标准。

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