

FOREIGN WORKERS' RIGHTS HANDBOOK

Introduction

A foreign worker in Israel is entitled to the same working conditions as an Israeli employee. In addition to these basic rights, employers must give foreign workers a written employment contract, private health insurance and proper housing.

Following is a summary of some of the basic employment and visa rights and obligations of a foreign worker in Israel. **This summary is provided for general informational purposes only, and is not a substitute for the wording of the relevant laws, regulations, procedures and extension orders, which are binding.**

The employment conditions described in this handbook are **minimum** conditions. If the employer and the employee agree to better employment conditions on a particular matter, or if better conditions are given in a collective agreement or extension order which applies to the employee's workplace, the better conditions will apply to that worker instead of those set out below.

The visa conditions and obligations set out in this handbook are the general conditions applicable to most foreign workers. Additional rules or conditions not mentioned herein may apply to foreign workers in specific sectors or in special circumstances.

The sums in this handbook are updated from time to time. This handbook reflects the state of the law as of 1/9/11.

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For the reader's convenience, this handbook has been written in the masculine form, but all the information applies to both men and women equally. The words "worker" and "employee" are used interchangeably.

1. Legal Employment

Only employers who hold valid employment permits from the Population and Immigration Authority in the Ministry of the Interior (hereinafter: PIBA) may employ foreign workers, and only foreign workers with valid work visas and permits (hereinafter: B/1 visa) for the relevant sector as issued by PIBA may be employed by these licensed employers.

Licensed employers of foreign workers must register their employment of the foreign worker according to the PIBA procedures for the relevant sector before beginning the employment.

Foreign workers must be employed in a full time position by their legal employer - -- part time employment of a foreign worker is prohibited.

Foreign workers may only work for their current registered and licensed employer. They may not work for another employer, even during breaks from work, on holidays, rest days or after regular working hours. A foreign worker found working for an employer other than his currently registered employer may be deported, and an employer found illegally employing a foreign worker may be fined or have criminal charges filed against him.

Foreign workers wishing to leave or change employers do not need "permission" from the original employer. Nonetheless, the workers must give advance notice to their current employers, and they must notify PIBA and their registered recruitment agency or manpower company of the change.

Unemployed foreign workers have up to 90 days from the date they leave their former employment to find and register for alternate employment with a licensed employer in the sector set out in the worker's B/1 visa. If the worker does not register for legal employment within 90 days, he must leave Israel, and if he does not do so, he may be subject to detention and deportation.

Special rules for construction workers:

Notwithstanding the above, foreign workers employed in the construction industry may only change employers quarterly, on Jan. 1st, April 1st, July 1st and Oct. 1st of each year, after giving legal advance notice to their employers. If the worker wishes to change employers between quarters, in cases in which his current

