

## Workers' Rights - for Hourly Workers

October 2023

**Kav LaOved** is a non-profit organization that provides consultation, guidance and legal aid to workers.

The following rights are guaranteed by Israeli law to all workers in Israel whether Israeli or foreign (**with or without a visa**):

<b>Minimum Wage</b>	5,572 NIS for a full-time job (182 hours per month); <b>30.61</b> NIS per hour.( since April 2023)
<b>Payment Time</b>	Wages must be paid no later than the 9th of the month (for the previous month).
<b>Overtime</b>	Every hour after 8 hours of work per day. Overtime is calculated for hours worked on <u>that same day</u> (and not deducted from the work hours for other days). <b>Payment:</b> first two hours - 125% ( <b>38.26</b> NIS per hour in case of minimum wage); any hour after the first two hours - 150% ( <b>45.91</b> NIS per hour in case of minimum wage). ). The length of the working day, including overtime, must not exceed 12 hours and in a working week an employee cannot be employed for more than 16 additional hours.
<b>Keeping Track of Work Hours</b>	It is important to write track down the hours you work each day (the start and end times) in case of disagreement with your employer.
<b>Travel Expenses</b>	The employer must pay the worker's travel expenses up to a maximum of 22.60 NIS per day. This law is not enforceable on sick days, working from home, or on an employee who has been offered transportation paid for by his employer.
<b>Weekly Rest Day</b>	36 consecutive hours including the worker's day off according to their religion. If the worker works on their day off, they are entitled to receive 150% of the wage for the working day, and in addition to that, they receive an alternate day off. An employee may refuse to work on a rest day, and employers are prohibited from discriminating against an employee who refuses to do so and in turn disrupts their work because of it.
<b>Annual Vacation</b>	Two weeks each year (including the weekly holiday), for the first four years. The number of vacation days increases from the fifth year onwards.
<b>Holidays</b>	After 3 months of work, the employee is entitled to 9 vacation days per year according to their religion, if they do not fall on their weekly rest day. An employee whose usual day of work falls on vacation is entitled to a leave equivalent to their usual wage for that day. An employee who is on vacation is entitled to 150% of the daily wage plus vacation pay (250% total).
<b>Recuperation Fees</b>	An employee who has completed a year of work is entitled to 5 days of convalescence at a rate of <b>418</b> NIS per day (updated on July 2023, until June 2023 was 378 NIS per day) . Second and third year - 6 days, fourth to tenth - 7 days. An employee who received hourly pay is entitled to convalescence allowance according to the scope of their job.
<b>Calculation of job extent</b>	The number of weekly work hours is multiplied by 4.3 (number of weeks per month) and divided by 182 (monthly hours for a full-time job).
<b>Breaks</b>	An employee employed in manual labor is entitled to a break of 3/4 hour after 6 hours of work, including at least 1/2 hour of continuous work (in non-manual work - 3/4 hour after 8 hours of work). Deduction from pay for a break: An employer can deduct the break time from the employee's pay, provided that the employee is allowed to leave the workplace.
<b>Sick Pay</b>	Employee who fell ill and was absent from work - the employer must pay wages with presentation of a medical certificate received by the employee. The first day would be unpaid. the second and third, 50% of the daily wage would be paid. From the fourth day onwards, 100% of the daily wage shall be paid. An employee gains entitlement to 1.5 sick days for each month in which they worked 5-6 days a week, for a total of 18 a year, up to 90 sick days in total.

<b>Severance/ Separation Pay</b>	Upon completion of a year of employment the employee is entitled to compensation if dismissed or whose employment has been terminated due to exceptional cases such as: deterioration in working conditions; health status of the employee; giving birth, or in case of non-payment of wages and absence of social rights. Date of payment: Upon termination of employment. Compensation is calculated according to last month's salary × number of years of work (including work in part of the year).
<b>Giving Prior Notice to Firing/ Quitting</b>	The employee and the employer must give prior written notice before resignation/ dismissal, depending on the time the employee was employed: first year - one day per month, during the second year - 14 days + half a day per month. In the third year -21 days + half a day per month. After 3 years of work or more - a month. Payment - A party who did not give prior notice must pay compensation to the other party in the amount of the salary for this period.
<b>Pension</b>	According to an extension order from 2008, every employee in Israel is entitled to provisions for a pension from the employer. In 2017, the rate from the wage that the employer must set aside is 6.5% for the provident component and another 6% for the compensation component. According to the guidelines of the Ministry of Economy, the employer of a foreign worker must keep the funds set aside monthly in an interest-bearing bank account in the name of the employee, and transfer the amounts accumulated in the account to the employee upon termination of employment. An employer who does not pay the pension money is exposed to claims.
<b>Deposit (Pikadon)</b>	An employer of an employee who entered Israel through Sinai must deposit an amount equal to 16% of the employee's salary, for each month of employment from May 2017, regardless of the circumstances of his employment termination or throughout his employment period starting from the first day of his employment. It must be deposited in the government fund through the website of the Population and Immigration Authority.
<b>Work for a Part of the Year</b>	The right to paid annual leave and holidays is also for those who worked only part of the year (will receive the proportional share). However, the right to convalescence pay and severance pay is granted on condition that the employee has completed at least one year of employment with the employer.
<b>Pregnancy and Maternity</b>	It is illegal to fire a pregnant worker. When you give birth you should get coverage for your hospital stay as well as a one-time birth payment and three months of paid maternity leave from the National Insurance. It is important to come to the hospital with your passport and all the pregnancy follow-up documents.
<b>Health Insurance</b>	Your employer must organize health insurance for you and is entitled to deduct from your salary not more than 134.46 NIS a month. A worker who wants to organize health insurance for him/herself is allowed to do so. Only a foreign worker policy must be purchased for the employee, and not a tourist.
<b>National Insurance</b>	The employer must insure you with National Insurance. It is important that you get a copy of the payment receipt (which your employer has purchased for you) with the National Insurance file number of your employer, which you will need if you stay in hospital (a work accident or giving birth).
<b>Medical Care</b>	All the medical treatments you have are covered by your private health insurance, except for work accidents and hospitalization due to giving birth, which are covered by the National Insurance. <b>In case of emergency</b> even if you don't have health insurance or a valid visa you can get medical care at any hospital (but will be charged later).
<b>Sexual Assault</b>	Sexual assault and sexual harassment are illegal under Israeli law. This includes a threat to fire a worker if she refuses to have sex, indecent assault or offers of a sexual nature. <u>Any worker who was harassed can contact Kav LaOved.</u>

<b>Kav LaOved</b> (Worker's Rights)	8 Hanegev St, <b>Tel Aviv</b> , 052-313166 <b>Receptions:</b> Tuesdays between 12:00-18:00
<b>Hotline for refugees and migrants Physicians for Human Rights</b> (medical insurance, health problems)	18, Hazfira St, Tel Aviv, 03-5602530 Hador 9 st. Jaffa, 03-6873027

