

## Agriculture workers' Rights

April 2024



Kav LaOved – Worker's Hotline is a non-profit organization (NGO) that provides advice, guidance and legal aid to workers.

The following rights are guaranteed by Israeli law to all workers in Israel whether Israeli or not, with or without a visa.

**If any of the rights where not given/ paid to you, please contact Kav LaOved.**

We cannot help you receive your money from the employer if you contact us a few days before you leave. Please contact us at least a month earlier.

<b>Minimum Wage</b>	<b>5,880.02</b> NIS for a full-time job (182 hours per month) <b>32.30</b> NIS per hour - <b>before tax and deductions.</b>
<b>Payment Time</b>	Wages must be paid no later than the 9th of the month (for the previous month), to an Israeli bank account or cash.
<b>Pay Slip</b>	The employer must provide a pay slip with details of the salary, working hours and deductions, vacation and sick days record. <b>It is very important to save all pay slips.</b>
<b>Overtime (OT)</b>	Overtime payment (OT) must be paid for every hour after 8 hours of work per day. OT is calculated by hour worked on <b>one day</b> and not according to any other days. Payment for the first two OT hours is 125% ( 40.375 NIS per hour); payment for any hour from the third hour is 150% ( 48.45 NIS per hour). <b>Legally, workers are not allowed to be employed over 16 OT hours per week.</b>
<b>Working hours report</b>	we advise each worker to keep a personal record of daily working hours (mark start and end hour of work), making note of sick days and also noting work hours for Saturday and holidays when payment is higher. You can compare this with the hours written in the pay slip.
<b>Daily Breaks</b>	The employer must allow at least 45 minutes break per workday for rest and refreshment, out of which one continuous break of not less than 30 minutes for lunch. The employer may deduct from the worker's salary the daily lunch break time.
<b>Salary permitted Deductions</b>	A. Income Tax and National Insurance: a percentage of the salary depending on the amount earned. B. Health insurance: not more than 138.96 NIS per month. C. Residence: up to 267.74 NIS per month. D. Related expenses (electricity, water, property tax): up to 342.11 NIS per month.
<b>Weekly Rest Day</b>	<b>Workers are entitled to 36 consecutive hours of rest per week</b> , which includes a rest day according to the worker's religion. If you worked on your rest day, you should get 150% pay for the first 8 hours. In addition, you should get a different rest day.
<b>Annual Vacation</b>	Workers are entitled to 14 paid vacation days each year (in addition to the weekly rest days). The worker taking vacation will receive the normal monthly salary. The worker who does not take vacation will receive payment for the days not taken at the end of the employment period. The worker must notify the employer at least one week before taking vacation. The employer has the authority to decide and confirm the vacation days.
<b>Paid Holidays</b>	After 3 months of employment, the worker has the right to 10 paid holiday days per year according to the worker's religion, as long as they do not fall on the workers' weekly day of rest. The worker who took the holiday off has the right to be paid a full month's salary. If you worked on your holidays, payment will be 150% of the normal payment per day.
<b>Sick Pay</b>	Employers must pay the worker's salary when the worker is sick and <b>when the worker gives the employer a note from the doctor.</b> The rate of payment is the following: There is no payment for the first sick day; For the second and third sick day, the pay is 50% of the daily salary; From the fourth sick day and onwards the pay is 100% of the daily salary. A worker accumulates 1.5 days of sick leave each month of work (18 days a year)
<b>Recuperation pay</b>	A worker who has completed 1 year work in Israel is entitled to 7 convalescence days per year at a rate of NIS 418 per day.
<b>Pension and Severance</b>	When a worker terminate his work period he is entitled to receive compensation equal to the pension: the amount of 6% for the first 6 months of working and 12.5 % of the worker's

	monthly salary (6.5% for pension, 6% severance), from the beginning of the seventh month until the end of his working period.
<b>Resignation / Dismissal Notice</b>	A worker can resign <b>and ask his manpower agency to find him a new employer</b> , but must give a prior notice to the employer: <ul style="list-style-type: none"> <li>- during the first six months of employment: one day for each month of employment;</li> <li>- from the seventh month until the end of his first year of employment: 6 days, plus 2.5 days per month for each month from the seventh month onward.</li> <li>- after the first year of work: one month notice.</li> </ul> The employer can dismiss the worker, and the agency should find him a new employer. the same prior notice applies
<b>Subsistence Allowance</b>	In accordance with Article 37 of the Extension Order in the agriculture sector, the worker will receive 100 NIS a month subsistence allowance.
<b>Health Insurance and Medical care</b>	The employer must pay health insurance for the worker during the entire employment. If the worker stops working for one employer and begins working for another, it is best to stay with the same health insurance company in order not to lose accrued benefits. Your employer must give you your HMO card, and you can get medical services in hospitals or Kupat Holim.
<b>Residence</b>	The employer must provide suitable residence. The residence building must be reasonably accessible; each worker must be provided with a separate bed, mattress, pillow, sheets, woolen blankets, and a separate compartment for storing clothes; The residence must include a kitchen with a refrigerator, stove, lunch room or a designated area for eating; toilets and showers with hot water in the building; at least one toilet and shower for every eight people, and a washing machine for every six workers in the same building; there must be sufficient electric lighting. The employer must also provide residence for a week after the end of the contract between worker and employer. The employer is permitted to deduct from the worker's salary a maximum sum as mention on "Permitted deduction" above.
<b>Changing Employers</b>	You can resign and change employers. ask your manpower agency to find you a new employer.
<b>Recruitment Fees</b>	It is <b>illegal</b> to collect recruitment fees from a worker for finding him an employer / settling visa issues.
<b>Passport</b>	It is against Israeli law for an employer or manpower agency to hold a worker's passport. This is a criminal offense. <b>In such a case, please contact Kav LaOved immediately.</b>
<b>Sexual Assault</b>	Sexual assault and sexual harassment is illegal under Israeli law. This includes a threat to fire a worker if she or he refuses to have sex or suffers indecent assault or offers of a sexual nature. Any worker who has been harassed can contact Kav LaOved or Sexual Assault Crisis Center (see below).
<b>Work Safety</b>	The employer must train you before you start work, how to protect yourself, and provide you with protective equipment.
<b>Organization Time</b>	Workers who are at the end of their stay in Israel are allowed to remain in the country 60 days after the expiration of the visa.
<b>A Worker Cannot be Forced to Return to Country of Origin</b>	Only the police have the authority to expel anyone by force. If you have been taken to the airport, you have a right to object to check-in to the flight and you have a right to ask for help from the police. It is advised to contact Kav LaOved as listed here below. You can leave the airport and contact Kav LaOved later to request assistance. It is important to note that the airport is a public place and if you refuse to check-in to the flight the employer is not able to make you do it by force or violence.

### **Important Phone Numbers:**

**Kav LaOved:** 8 Hanegev St. Tel Aviv (Floor 3), [www.kavlaoved.org.il](http://www.kavlaoved.org.il). Contact: Email [orit.r@kavlaoved.org.il](mailto:orit.r@kavlaoved.org.il) or on WhatsApp: 052-5349873, or Facebook messenger: [Kavlaoved Agriculture - องค์กร คัพลาโอเวด](#)

**The Commissioner for Foreign Workers' Labor Rights** [ForeignR@labor.gov.il](mailto:ForeignR@labor.gov.il), 050-629-0758

**Health Center for Migrant Workers and Non-Status (Physicians for Human Rights):** Monday and Wednesday 8:00-16:00, Thursday 11:00-17:00, 9 Dror St., Jaffa-Tel Aviv, 03-6873027

**Hotline for Refugees and Migrants (HRM):** 18 HaTzifira street, Tel Aviv, 03-5602530, WhatsApp 054-6270898

**Sexual Assault Crisis Center:** For Women: 1202, For Men: 1203