



MINISTRY OF LABOR, SOCIAL AFFAIRS
AND SOCIAL SERVICES
SOCIAL RESILIENCE FOR ISRAEL



**RIGHTS LEAFLET FOR FOREIGN TRAINEES IN THE
AGRICULTURAL SECTOR WITHIN THE FRAMEWORK OF
THE FOREIGN MINISTRY'S PROGRAM**

Updated to May 2021

Dear Trainee,

In accordance with the Israeli law, in the training in which you are taking part labor relations exist between you and the farm that is mentoring you. Within the framework of this rights leaflet, we would like to detail for you the rights that you are due as part of your work. At the same time, we would note that not all the labor relations' rights are detailed, that there are cases where additional terms shall apply by virtue of a collective agreement and extension order and that this rights leaflet does not constitute a substitute for legal advice. In addition, we would note that the rights detailed herein are minimal rights and that there is no hindrance to the parties agreeing to rights that are more favorable.

1. Wage

Minimum wage	The minimum wage as of 1.1.21 is NIS 5,300 per month and NIS 29.12 per hour.
Payment date	The wage is to be paid no later than the 9 th day of each calendar month.
Workday	<p>In general, the length of the workday in agriculture where there is a 5 day work week: 4 days up to 8.6 regular hours per day and one shortened day up to 7.6 regular hours per day and in any event no more than 42 regular hours per week or 182 regular hours per month.</p> <p>In the summer months (July, August and September), the work week shall be up to 40 regular hours, so that each one of the workdays shall be up to 8 regular hours a day.</p> <p>Accordingly, the mentor must write his work format in the employment contract for you, as well as the start and end times.</p> <p>The workday includes a forty five (45) minute break per workday for rest and refreshment, out of which one continuous break of not less than thirty (30) minutes.</p>



The Commissioner
For Foreign Workers' Rights

The Commissioner for Foreign
Workers' Labor Rights
Tel: 074-7696161 | Noan@labor.gov.il
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Overtime	<p>For the first two hours of overtime in a day, the worker shall be entitled to payment at a rate of 125% of his regular hourly wage. For each additional working hour, the worker shall be entitled to payment at a rate of 150% of his regular hourly wage.</p> <p>It is important to know – according to the Israeli law, a worker may not be employed on overtime in a quantity exceeding sixteen (16) overtime hours a week and four (4) overtime hours a day. Therefore, a workday shall not exceed 12 working hours, including overtime, and a workweek shall not to exceed fifty eight (58) working hours, including overtime.</p>
Deductions from wage	<ul style="list-style-type: none">• Income tax and national insurance according to the worker's wage level.• Health insurance participation – up to NIS 124.72.• Accommodations and related expenses (electricity, water, municipal rate) – up to NIS 547.28.• The employer is not allowed to deduct levies or fees.• A fixed debt agreed upon in advance and in writing between the employer and the worker.• No more than 25% of the worker's gross monthly wage may be deducted.
Weekly rest	<p>The weekly rest is at least 36 hours per week, which must include one of the following days: Friday, Saturday or Sunday, all according to what is acceptable to the worker as his regular weekly day of rest. The worker must notify the employer at the commencement of his employment what is his weekly day of rest.</p>
Holidays	<p>Agriculture workers are entitled to 10 fully paid religious holidays a year, as of the commencement of the employment. You must notify the employer at the commencement of your employment what holidays you have chosen (Jewish holidays or holidays according to your religion).</p>
Employment on holidays / weekly days of rest	<p>It is prohibited to employ the worker on his day of rest or holiday, save in cases where general or specific permits required for such employment have been issued. If the worker works on his day of rest or holiday, the worker shall be entitled to a wage at the rate of 175% of his regular hourly wage for the regular working hours and with regard to overtime compensation, the provisions of any law shall apply.</p>





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Leave	A trainee is entitled to 12 actual leave days, not including the weekly rest. The unutilized leave days shall be redeemed for the trainee at the end of his employment.
Convalescence	A trainee who has completed his training in Israel is entitled to 7 convalescence days per year at a rate of NIS 378 per day, totaling – NIS 2646.
Sickness	There is a right to utilize 30 sick days a year. A worker who is forced to be absent due to a health condition is required to furnish a medical certificate to the employer. The worker is not entitled to a wage for the first sick day. For the second and third consecutive sick days, the worker is entitled to payment of 50% of his wage. For the remaining consecutive sick days, the worker is entitled to his regular wage.
Fringe benefit payments and severance pay	The employer shall set aside the following rates against the gross monthly salary of the trainee: 6% (the employer's part) – as of the commencement of the trainee's employment and until the end of 6 months of employment; 12.5% (composed of the employer's portion in the sum of 6.5% and of a severance pay provision in the sum of 6%) – from the commencement of the seventh month of employment and until the end of the trainee's employment. The employer shall pay the aforementioned rates as a monthly supplement to the trainee's wage or in one payment at the end of the trainee's employment. At the end of the training period and at the end of the employment, the employer shall pay the worker a severance pay supplement in accordance with the Severance Pay Law, 5723-1963.
Advance notice of termination of employment	A trainee or mentor who wishes to terminate the employment prior to the appointed time, must give advance notice to the other party, as detailed below: <ul style="list-style-type: none">- During the first six months of his employment one day for each month of employment-;- During the period as of the seventh month of his employment to the end of this first year of employment – 6 days, plus two and a half days for each month of employment.
Pay slip	The employer shall provide a monthly pay slip to the worker up to and no later than the 9 th of the calendar month following the salary month. The slip shall itemize all the wage





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	components required by law, including details of the worker and the employer, the wage paid, the balance of sick and leave days, mandatory and voluntary deductions and fringe benefit provisions, manner of payment of the wage, etc.
Employment contract	The employer shall draw up a written employment contract in a language that the trainee understands, as required pursuant to the Foreign Workers Law, 5751-1991, which shall include, inter alia, details of the employer and the employee, the job description, the wage level, the list of deductions and fringe benefit payments, the employment commencement date and the employment period, the length of the regular workday and the day of weekly rest, details of the Commissioner for Foreign Workers' Rights, etc. The trainee shall receive a copy of the employment contract.
Accommodations	<p>The employer must provide suitable accommodations for the trainee as required under the Foreign Workers Law and the regulations thereunder, throughout the training period and at least up to 7 days subsequent to the termination of the trainee's employment.</p> <p>Insofar as the worker is injured or become chronically ill or disabled during the training period, either in the course of his work or otherwise, and consequently the worker can no longer continue his work, the employer shall continue to provide the worker with a safe and hygienic residence for a period of at least 30 days subsequent to the cessation of the worker's employment as a result of such injury, illness or disability.</p>
Health insurance	The Employer shall provide health insurance to the worker during the period of the employment agreement, including during holidays and leaves in Israel, as detailed in the Foreign Workers Law, 5751-1991 and the regulations thereunder. The employer shall make available to the trainee a summary of the insurance policy in a language that the trainee understands.
Travel allowance	The employer shall indemnify the worker in respect of all expenses incurred by the worker due to work-related travel (excluding airfares from the trainee's country of origin to Israel and back), which is requested by the employer to be made, or due to transport related to a work task that the employer has imposed on the worker. In a farm where there is no regular public transport, the employer shall drive the trainee back and forth.



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Food	The trainee may agree in writing (in a language that he understands), to receive a portion of his monthly salary in the value of food and non-alcoholic beverages provided at the employer's expense for the worker's consumption in the workplace (hereinafter: "the portion"). In such case, the determining/accepted market value of such food and beverages consumed in the workplace shall be regarded as part of the worker's monthly wage (as payment in kind), and the portion shall not exceed ten percent (10%) of the gross monthly minimum wage in Israel.
Subsistence allowance	A monthly agriculture worker is entitled to a supplement of NIS 100 per month as a subsistence allowance.
Annual bonus	A monthly agriculture worker is entitled to receive an annual bonus at a rate of half the salary that shall be paid to him in two equal parts, over the course of the year.
Night work	A workday two hours of which are between the hours of 22:00 to 06:00 is considered night work. In such case, the workday should be only 7 hours and work beyond this entitles to overtime payment. In accordance with the law, an employee may not be employed in night work more than 7 days during a 14-day period.
Sexual assault	The law in Israel prohibits sexual assault / harassment in the workplace and requires the employer to make arrangements to prevent the same. A worker who has experienced sexual harassment (inter alia, a threat to fire a worker if he/she has refused to have sexual relations, an indecent act, or a proposition of a sexual nature) may seek assistance from the center or from the Commissioner for Foreign Workers' Rights.





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Example of a pay slip –

The image shows a Hebrew pay slip with the following sections and annotations:

- Header:** Salary/Pay Slip, Department, Company Name, classification 10/2020, address, Employee's ID.
- Personal Information:** Start Date, Seniority position, Department, ID Number, Employee's Name, Employee's ID.
- Compensation Table:**

Account NO	Branch	Bank	Hours	Rate	Days	Rate/ Hour	Rate/ Day	Rate
5,153.00			29.12			78.00		
1,224.00		125.00	26.40			78.00		
273.00		150.00	43.68			5.29		
158.00			378.00		0.43			
117.00			4.50			26.00		
117.00			4.50			26.00		
- Deductions Table:**

Sum	Amount	Balance
1,000.00	1	1,000.00
309.00	1	309.00
239.00	1	239.00
34.00	1	34.00
38.00	1	38.00
1,620.00		
- Summary:** Total amount payable: 5,023.00. Net: 6,643.00. Total Deductions: 543.00.
- Days not worked:** 13.67 (Balance), 18 (Days Used), 16.5 (Balance).
- Summary - months worked:** 09/11/2020.

If questions arise or you wish to consult with respect to your labor rights as a trainee, do not hesitate to contact us on WhatsApp – 0506290758 or by e-mail foreignr@labor.gov.il.



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