

Kav LaOved's Annual Report 2005

Part IV

Israeli Workers: When Growth is Indifferent to Poverty

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General Overview

In the year 2005, as the political arena was heating up towards the elections in March 2006, the social agenda had entered the public discourse, emphasizing the growing difference between the 'economical' and the 'social'.

The Economical

In January 2006 the National Insurance Institute published a report on poverty and income inequality in Israel 2004/5 [July, 2004 – June, 2005]¹. According to the report, positive trends in the Israeli economy that characterized the first half of 2004 continued in the second half of that year as well. The number of people employed had increased by 1.7% and the number of positions had increased by 3%. The unemployment rate declined from 10.5% in 2004, to 9.7% in the period of time surveyed in the report (2004/5). The salary of salaried employees had increased by 0.3% in real terms, especially in the electricity and water branches. But in commercial and service related branches, from which the raise in the employment rate had been derived, an erosion of pay was noted.

In the beginning of February, 2006, the bank of Israel's research department published a survey of the ongoing development during the second half of 2005². This report stated with satisfaction the rapid growth rate that had characterized the economy in the last two years (4.3% in 2004). The growth, determined the bank, was also reflected in the improvement in the employment market: the unemployment rate declined in the year's third quarter to 8.9%, accompanied by a substantial reduction in long-term unemployment rate (the rate of workers who had been out of work for more than six months).

The Social

About half a year earlier, in a press conference for the Bank's annual report on the Israeli economy for 2004, the Deputy Governor of the Bank of Israel, Dr. Meir Sokoler, criticized the government's social policy and said that "the fruits of growth do not reach the employees in the disadvantaged sectors, a vast part of those accepted to work are employed part-time, in low wages and in a temporary status"³. According to Sokoler, success in hi-tech, that brought with it a flow of dollars to Israel and a lower dollar exchange rate, damaged traditional industries, such as textile, which were extremely sensitive to any Shekel revaluation. The methods for solving the social gap problem, according to him, included among other ideas reinforcing the professional

¹ http://www.btl.gov.il/btl_indx.asp?name=../code_heb/heb_rashim&type=m (English summary: http://www.btl.gov.il/English/pirsumim/annual_survey/skira_2004.pdf)

² Bank of Israel, Recent Economic Developments, 112 (July-December 2005), <http://www.bankisrael.gov.il/develeng/develeng112/develeng.pdf>

³ "Bank of Israel: High-tech growth, globalization widen social gaps", Moti Bassok, Haaretz, April 5, 2005

training arrangement and establishing a negative income-tax policy to encourage employment. According to Sokoler, for appropriate salaries, Israelis were willing to work in various jobs that had so far been held by migrant workers. He emphasized that "an existing growth in the market is a necessary, but not sufficient as a condition to successfully deal with social problems".

Employment does not rescue from poverty

The economic growth, however, is pulled by a small engine containing only a few of the market branches, chiefly those of hi-tech and financial services. The majority of investments are centralized in these branches, where both production and salaries are the highest in the labour market⁴. According to a report by the Adva Centre, the top two deciles enjoy 44% of the total income, while the lowest two deciles' portion is only 6% of the total income. The trend in the last 15 years indicates that this gap is growing.

Through the state's budget, the government is responsible for enlarging the gap between the top and bottom deciles. This is indicated in research conducted by Lea Achdut, VP Research and Development in the National Insurance Institute, Prof. Zvi Zussman, former Bank of Israel Deputy Governor, and the economists Miri Endbeld and Raphaella Cohen from the National Insurance Institute⁵. According to the research, "as of the budget of 2002 to the budget of 2005, the government's economic policy acted to decrease the income of the bottom decile of the population in an accumulated rate of 5%, which is 383 Shekels per month. On the other hand, the government's budget policy contributed to the increase in real income of the top decile in an equivalent rate, which is 1,615 Shekels."

In the years 2004 and 2005, while the trend of expansion of poverty continued, the employment market did not succeed in rescuing workers from poverty. In January 2006, the National Insurance Institute published the Poverty Report¹, according to which there were 1.58 million poor people living in Israel, about half a million more than in the year 2000 – the year when Ariel Sharon entered the prime minister's position. The report, which was updated for the first half of 2005, counted 403 thousand poor families – 9,000 more than in the previous year. The percentage of poor families out all the families in Israel was 20.5%.

A dramatic increase was noted in the rate of poor families with one family member employed. According to the National Insurance Institute's Poverty and Income Gap 2004/5 report, the rate of poor families with employed members in 2004/5 was 41.5% out of all poor families: an increase of 1.2% in comparison with 2004, and an increase of 3.5% in comparison with 2000. According to a Central Bureau of Statistics press release dated February 6, 2006⁶ approximately 26% (656.6 thousand) of all salaried employees' positions were of employees earning up to half the average income. In November 2005, the average income of that group was less than 2000 Shekels (while

⁴ "Israel: a social report", Adva Centre, http://www.adva.org/adva_israel_2005_english.pdf

⁵ "Research: the government increases inequality", Haim Bior, Haaretz, May 24, 2005 (Hebrew)

⁶ http://www1.cbs.gov.il/reader/newhodaot/tables_template_eng.html?hodaa=200626025

the average income in November 2005 for Israeli salaried employees was 7,179 Shekels).

Understanding the unemployment data

From the National Employment Service's publications it is shown that in December 2005 the number of people demanding work was 226.5 thousand, in comparison with 230 thousand in December 2004. An increase of 0.2% was noted in the number of unemployed workers, rising to a total of 212.3 thousand. In general in 2005 the unemployment rate stood around 10%⁷.

As for the "unemployment depth", the employment bureau's data indicate an expansion in the number of long-term unemployed (those who accumulated in December over 270 days of unemployment). In December 2005 they numbered 87,000, in comparison to 79,200 in December 2004.

Still, the unemployment data as it appears in the official state publications should be read with a critical eye, as was done by NGO "Commitment to Peace and Social Justice" in its annual report. According to the organization, the real unemployment and under-employment rate in Israel is 18.1% of the work force, approximately 480,000 people. The organization claims that about 2% of the work force lost hope of finding a job, and therefore this percentage does not appear in the official statistics. Also, the fact that the rate of Arabs demanding work for over a year is double the Jews' rate is not shown in the official data. Furthermore, claims the organization, out of 70,000 new positions that had been created during the last year, 60,000 of them were part-time low-wage positions, employed mostly by women.

Does massive migrant workers deportation reduce unemployment?

According to the Population Administration's report published in December 2005, the number of migrant workers arrested and deported had dramatically decreased in comparison with 2004. While 18,669 immigrants were deported in 2004, only 6,526 were deported in 2005⁸.

The official number of migrant workers with valid work permits (whose salary is reported to the National Insurance Institute) was 61,600 in November 2005 (including specialists, academic researchers, and foreign athletes). The number of valid Palestinian salaried employees was 9,700⁹. The Internal Labour Relations Research Association claimed in a document published in April 2005 that the decrease in the employment rate to 9.9% did not mark a change in trend, but was a result of the increase in the number of those employed in part-time jobs, and not an increase in the number of those employed in full-time jobs. The document claimed that a substantial

⁷ Israeli National Employment Service Data, December 2005, <http://www.taasuka.gov.il/doc/repDEC.doc> (Hebrew)

⁸ Fewer foreigners deported in '05", Relly Sa'ar, Haaretz, December 29, 2005

⁹ http://www1.cbs.gov.il/reader/newhodaot/tables_template_eng.html?hodaa=200626025

amount of the decrease in the unemployment rate was a result of superficial means, such as a stricter unemployment allowance policy, and due to the fact that many of those seeking employment gave up and were therefore not counted among jobseekers. According to the document unemployment reaches 15% and more in peripheral areas and in Druse and Arab settlements. The deportation of migrant workers, they claim, did not bring a substantial increase in the demand for Israeli workers¹⁰. New research by the Industry, Trade and Labour Ministry's research department¹¹ shows that in the years 1994-2000 (during which the total number of migrant and Palestinian workers in Israel reached 300,000 people) the entry of migrants caused the exit of 18,500 Israelis out of the work force, and the exit of 13,500 additional Israelis as a result of the potential wage decrease related to the entry of the migrants. These numbers are significantly lower than the government and enforcement authorities wish to portray.

The situation of working women

The Women's Lobby 2005 report on the situation of women in Israel¹² shows that approximately 16.3% of all women are below the poverty line (in comparison with 15.3% of men). Women are the head of 90% of single parent families, which are, with Arab-Israeli women, most vulnerable to poverty. The poverty rate among the Arab population was 48.4% in 2003.

At work, women continue to suffer from discrimination and inequality in almost every aspect. Women earn on average 61.5% of men's wages. Women's hourly wage rate is 81% of men's. The biggest gap is in professions requiring higher education. Apparently, higher education, which is regarded as essential for promotion in the modern employment market, does not reduce gender inequality.

The Women's Lobby report demonstrates the spreading phenomenon of firing pregnant women with the approval of the Supervisor on Women's Employment in the Ministry of Industry, Trade and Labour. The law prohibits firing a pregnant woman who is employed for at least six month in her place of work without receiving a permit from the Supervisor assigned by the Ministry. It seems that the number of pregnant worker dismissal permissions that employers receive is on the rise. According to the report, 56% of employers' requests were approved by the Ministry.

Another phenomenon mentioned in the report is the rising rate of women employed by placement agencies in the system referred to as the "permanent-temporary". Their rate is 1.5 times higher than the rate of men employed in this manner in all employment sectors. This employment system is common in the public sector since it reduces the cost of labour.

¹⁰ "Labour relations research: the deportation of foreign workers did not increase the demand for workers", Haim Bior, Haaretz, April 4, 2005 (Hebrew)

¹¹ "Migrants' entry and locals' pullout from employment in Israel", Shmuel Amir and Daniel Gotlieb Research, Planning and Economy Administration in the Ministry of Trade, Labour and Industry, October 2005 (Hebrew), <http://www.moital.gov.il/NR/rdonlyres/046863F8-7A02-4F1A-8172-E496672C9257/0/knisatzarim.pdf>

¹² "We keep running, but are we getting somewhere else? – Israeli Women in 2005", March 2005, <http://www.iwn.org.il/Beijing10.pdf>

Recent developments and ongoing concerns

Kav LaOved dealt this year with subjects relevant to low wage workers, such as the enforcement of minimum wage and labour laws; employment through manpower agencies; binding workers through illegal fines, and civilian enforcement. But this year another subject was added to Kav LaOved's work routine regarding Israeli workers, which had great importance to the organization's activity: privatization of the employment service in the "Mehalev – from welfare to work" programme (also called the Wisconsin programme).

Privatization of Employment Services: Mehalev Programme

The "Mehalev – from welfare to work" programme was launched in August 2005, at this stage as a two-year pilot. As part of the programme employment centres servicing the regions of Jerusalem, Hadera, Nazareth and Nazareth Illit, Ashkelon and Sderot were opened. The program includes some 16,000 men and women. 75% of the participants are below the age of 54. Before arriving at the centres they were unemployed for three years or more on average. All participants in the programme received income support. The percentage of jobseekers among Arab villages and development towns (which cover many of the programme's participants) sums up to 40% of all jobseekers, which is higher than their proportional rate in the general population.

In December 2005, the Ministry of Industry, Trade and Labour published a report summing up the first three months of the programme's operation¹³. The report's findings are that 11% of participants (1,982 people) were placed at full-time or part-time jobs (782 in full-time and 1,200 in part-time jobs), and that some 920 participants, constituting 5% of the sum total of participants, were incorporated into community work. The findings, according to the ministry, prove that "individual treatment of income support recipients is proving itself beyond expectations."

Critique of the Programme

As opposed to the self-satisfaction that comes out of the Ministry's report, social organisations do not spare their criticism from the plan. A report published by the Association for Civil Rights in Israel¹⁴ claims that the plan does not create new workplaces, and therefore the participants are pushed into jobs at the lowest level of the job market at substandard conditions. The organisations "Commitment to Peace and Social Justice", "Singur Kehilati" (Community Advocacy) and "Yedid" (The Association for Community Empowerment) report harsh violations of the rights of participants, which include: making participants sign unauthorised documents, self-representation of participants facing the programme operators' lawyers in the process

¹³ The Industry, Trade and Labour Ministry's online news no. 50, December 2005 (Hebrew), <http://www.moital.gov.il/NR/exeres/3288AA2F-96F0-4906-837D-99F1D70AB188.htm>

¹⁴ "The state of human rights in Israel 2005", Association for Civil Rights in Israel (to be translated and posted at <http://www.acri.org.il>)

of revoking benefits, failure to pay travel expenses, lack of consideration for participants' medical problems, shortage of information in relevant languages, cultural incompatibility of Arab or new immigrant participants, and more. According to the Association of Civil Rights, the government is waiving its responsibility, under the pretence of efficient privatisation, for welfare services and for the social security net which it is required to provide its citizens.

Enforcement of Minimum Wage

According to a survey conducted by the Economic Department of the Federation of Israeli Chambers of Commerce¹⁵, nearly 41% of salaried workers in Israel earn less than the minimum wage (3,335 Shekels per month). On concluding his term in office as Chairman of the Manufacturers Association, Oded Tyrah claimed that 40% of employers pay less than minimum wage, and suggested to set up "a police force, similar to the immigration police, which will patrol factories and businesses and check whether the minimum wage law is implemented, and whether the workers receive less than the minimum wage as defined by law."¹⁶

The privatisation policy, the threat of unemployment and global competition weakened the strength of workers' committees and created a convenient climate for employers' violations of protective laws. The Ministry of Industry, Trade and Labour's complacent attitude is reflected in the low number of inspectors in the Enforcement Unit and in low administrative fines which do not intimidate employers. So far the ministry has refrained from publishing the names of the employers fined for violations of minimum wages.

In August 2005, following a petition by Kav LaOved to the Jerusalem Administrative Court, the Ministry of Industry, Trade and Labour agreed to reveal the names of corporations which violated the minimum wage law, and which incurred administrative fines. The Ministry of Industry, Trade and Labour further consented to publish the number of criminal proceedings currently held against corporations that broke the minimum wage law. Some 500 corporations were fined administrative fines in the years 2001-2004 for failing to pay minimum wage, and some 50 charges have been filed and are yet to be concluded¹⁷. Nevertheless, the Ministry of Industry, Trade and Labour is delaying the exposure, and it seems additional legal procedures will be required in order to lead to the publication.

Kav LaOved sees this agreement as a landmark case in the move for corporate responsibility. The publication of the list will allow jobseekers to know for the first time whether the employer for whom they are being interviewed violates workers' rights. Moreover, official and business entities linking themselves with companies

¹⁵ "Survey: 41% of workers earn less than minimum wage", Eynav Ben Yehuda, Haaretz, September 22, 2005, http://www.kavlaoved.org.il/katava_main_heb.asp?news_id=1540&sivug_id=4

¹⁶ "Tyrah: Some 40% of employers pay staff less than minimum wage", Haim Bior, Haaretz, December 12, 2004, http://www.kavlaoved.org.il/katava_main_heb.asp?news_id=1171&sivug_id=4

¹⁷ "Following Kav LaOved's court plea, government will publish names of minimum wage violators", Eynav Ben Yehuda, Haaretz, August 5, 2005, http://www.kavlaoved.org.il/katava_main.asp?news_id=1489&sivug_id=4

that violate the minimum wage law will no longer be able to evade their moral and legal responsibility for the rights of workers employed by their subcontractors and suppliers. Kav LaOved also demands that the Ministry of Industry, Trade and Labour publish regularly the names of corporations which were fined as part of its responsibility for enforcing the State of Israel's labour laws.

National Insurance Payments – No Less than Minimum Wage

At the initiative of Kav LaOved, the National Insurance Law was amended a few years ago so that the National Insurance Institute pay workers benefits based on no less than minimum wage, even if employers paid the Institute less than minimum wage for the worker. Despite this amendment, the National Insurance Institute continued making payments, such as birth allowance, based on the actual salary that was paid to the employee, even when this salary was lower than the minimum wage. When correspondence between representatives of Kav LaOved did not change the Institute's behaviour, Kav LaOved appealed to the State's Ombudsman. The Ombudsman's intervention led the National Insurance Institute to inform Kav LaOved that it has accepted its legal standpoint, and that it has supplemented payments to the workers who received reduced birth allowance in order to adjust them to the level of minimum wage. The National Insurance Institute undertook publishing clear instructions on the matter to its workers¹⁸.

Enforcement of Protective Laws

Pay slips are important documents for workers, since they constitute evidence at labour courts in cases of lawsuits against employers. They are also required in order to receive unemployment benefits, maternity leave and military reserve duty stipends, and compensation for work accidents from the National Insurance Institute. The Ministry of Industry, Trade and Labour estimates that 10% to 20% of salaried employees do not receive pay slips. The law may require employers to issue pay slips, but does not include either a ban on forged slips or punishment for disobeying the law. It further lacks a stipulation for the date of issuing the pay slip.

In May 2005 the Knesset unanimously approved a preliminary reading of a bill requiring sanctioning employers by a prison sentence of up to one year if they do not provide slips, or provide fictitious information regarding their workers' salaries. The amendment stipulates that the pay slip is issued every month on the date of payment of salary and no later than a week after this date. The bill was transferred to the Knesset Labour and Welfare Committee to be prepared for its first reading. The amendment for the wage protection law was prepared by the Forum for the Enforcement of Workers' Rights following complaints registered by workers with Kav LaOved¹⁹.

¹⁸ Kav LaOved's activity report, June 2005,

http://www.kavlaoved.org.il/katava_main.asp?news_id=1517&sivug_id=21

¹⁹ "Preliminarily approved: employers who do not provide pay slips – to prison", Ruth Sinai, Haaretz, May 26, 2005

Ongoing exploitation of manpower agency workers

A prevalent method of employment in Israel is through manpower contractors. Employment obtained in this manner frequently results in lesser conditions without job security. A review by the Planning, Research and Economy Division at the Ministry of Industry, Trade and Labour²⁰ found that 4.5% of salaried employees in 2004 were manpower agency workers (some 85,000 people). 25% of them earned minimum wage or even less, as compared with 10% among regular salaried employees. The gaps in salaries between the types of employees also exist when comparing workers in the same positions or with similar professions. Only 4% of manpower agency workers have pension insurance, as compared with 60% of salaried employees in Israel. A lot of power is centralised by a relatively small number of manpower agencies. While in 2002 the number of manpower agencies was estimated at 280, 10% of these agencies employed 70% of the sum total of those working in the sector.

The collective agreement signed in February 2004 between the General and National Histadrut (Trade Union federations) and the large manpower contracting companies (later extended to all manpower agencies) essentially perpetuates the status of manpower workers as second rate workers. The Planning Division report states: "The agreement may set basic working conditions for the benefit of the workers, yet it paves a cheap employment route in comparison with the amended contract workers law from 2000. The high centralisation created in the sector, and the fact that the large companies in the sector are united amongst themselves, make the chances for the workers' salary to exceed the minimum wage unlikely." This method of employment worsens the situation of already disadvantaged populations, which make up the largest pool of manpower agencies' workers. On January 2005 a nine-month count was meant to commence, at the end of which every worker employed through a manpower agency was to become a regular worker for the employer with whom he/she was stationed. However, additional legislation deferred the nine-month period to commence at January 2008²¹.

Illegal fines as a form of binding workers to employers

The phenomenon of fining workers continues despite protests by Kav LaOved and other members of the Forum for the Enforcement of Worker Rights. For example, a worker who received nine days of training at his new workplace was made to sign a two year contract with the company, with a clause stating that premature quitting will cost the worker 3,000 Shekels. In other cases bank workers were fined for missing

²⁰ "Licensed manpower contractors in Israel", Ronit Nadiv, Planning, Research and Economics Division in the Ministry of Industry, Trade and Labour, March 2005 (Hebrew), <http://www.moital.gov.il/NR/rdonlyres/ECD3C640-97E0-45F3-9BD4-1FFC1C488C52/0/kablanrshui.pdf>

²¹ "Temp agencies provide more jobs, but pay workers less", Haim Bior and Einav Ben Yehuda, Haaretz, April 28, 2005, http://www.kavlaoved.org.il/katava_main.asp?news_id=1370&sivug_id=4

cash in the tills and security guards were required to sign a guarantee to repay 1,500 Shekels for training which is not recognized by the State²².

Security Guards employed by Hashmira at Rafael Security Industries brought us a new agreement which new employees are required to sign. According to the agreement employees who receive two weeks training agree to pay 8,000 Shekels if they leave their job in less than a year. Hashmira, on its part, can during that period transfer them, not schedule them to work or fire them. In any case they must pay the sum in the agreement.

We encountered a similar paragraph in the agreement between Hotse Israel (road construction company) and their workers. A worker complained that he was fired and was charged 2,000 Shekels, which he had agreed to pay if he did not complete 12 months of work. This fee supposedly covers his three-week training. The worker said that during a casual conversation he told his direct supervisor that when his contract expired he did not intend to continue working for Hotse Israel. The director then issued him a letter of dismissal with no indication of reason for work termination three months before the end of the contract, despite the fact that he had received a positive evaluation for his work in writing beforehand.

Kav LaOved's June 2005 activity report

A review conducted by Kav LaOved shows that the extension order, which is supposed to encompass all workers in the security industry, is not implemented in 60% of the cases. The relative improvement in security registered in 2004 reduced the number of workers in security positions. According to estimates, 80,000-90,000 workers are currently employed in security, as compared with 105,000 at the height of the Intifada. The average wage in the sector is the minimum wage (17.95 Shekels per hour, or 3,335 Shekels per month).

A. was employed for 10 years as a security guard. He came desperate to our offices to complain of ongoing rights violations. A. told us that he is employed daily as a guard in a school. According to Israeli Police guidelines for education institution security guards, a guard must be paid not less than 20.20 Shekels per hour. A. told us that he was paid only 19.70 Shekels per hour, and that he was aware of other guards who get only the minimum wage of 17.93 Shekels per hour. In the weekends and afternoons he is employed as a guard at other locations. In recent months he is not being paid travel expenses (he hitch-hikes to the educational institute where he works daily) even on weekends when there is no public transportation except for taxis.

A. claims that sometimes he is employed more than 24 hours continuously. He is afraid to refuse shifts as he might not get other shifts and upset his employers. Of course, he is not being paid extra for overtime (on average he works about 280-300 hours per month). For years A. was not paid vacation and recuperation benefits. He claims that employees do not provide new clothes (300 Shekels are being charged for a coat worth no more than 50 Shekels). When he complained, he was told that the company has no money to pay him. A. doubts this statement, seeing the company owner's cottage, new jeep and Mercedes daily.

Kav LaOved's January 2005 activity report

The security sector is one of three fields in which salaries are the lowest in Israel, alongside the hotels and cleaning. According to the law the employer must allocate

²² "Press release – Setting fines on workers", The Forum For the Enforcement of Worker Rights, http://www.kavlaoved.org.il/katava_main.asp?news_id=1197&sivug_id=3

money for pension for worker employed six months or more. However, a review of the claims submitted to the labour court by security workers against their employers found that the most common clause which is not enforced is the allocation of pension funds by employers. Other claims refer to lack of payment for overtime, lack of payment for all work hours, failing to pay severance pay and imposition of illegal fines on the worker for breaking equipment or for coming to work in sloppy attire. Nearly all plaintiffs submitted their claims to the labour courts only after the end of their employment for fear of dismissal. Kav LaOved's investigation shows that in most cases, the claims submitted by security guards were accepted by the labour court, and the employers were required to compensate these employees²³.

Liability of commissioning employer for the rights of subcontracted workers

With the goal of extending the liability of employers for the rights of subcontracted workers, the Forum for the Enforcement of Labour Laws, of which Kav LaOved is a member, sought advance the "Commissioner of subcontractor services liability law"²⁴. The bill was proposed by MK Yigal Yassinov of Shinui Party at the Knesset on July 27, 2005. According to the bill, liability for the rights of workers employed through contractor companies rests not only on the contractor, but also on those commissioning services or work from the contractor. The Ministry of Finance opposed the bill since the State, through its ministries, is the largest employer of subcontracted workers. The State published tenders which include cheap employment rates, which do not allow for fair payment to those employed or for social benefits. In November the Knesset rejected the bill. In light of the expected changes in the upcoming Knesset, there is no way of knowing what will become of this important bill.

Trend in development: corporate responsibility

Recently Israel has begun to see a rising interest in investing in companies which show social and environmental responsibility. The investment company Kayema approached Kav LaOved requesting information on violations of worker rights in companies that are traded on the stock exchange. Kayema rates companies according to an index of respect for worker rights both within the company and in the chain of supply. It turns out this trend is growing since it has been proven that investment in companies that uphold social responsibility is a safer investment.

²³ "Kav LaOved: 60% of security guards do not receive legally binding benefits", Haim Bior, Haaretz, March 2, 2005, http://www.kavlaoved.org.il/katava_main_heb.asp?news_id=1277&sivug_id=4

²⁴ The bill draft is available at <http://www.knesset.gov.il/privatelaw/data/16/3900.rtf> (Hebrew)