



## Rights for Women Working in Israel

### Health Insurance and Pregnancy

- All medical follow-up should be covered by a private health insurance, as long as the worker worked in Israel for at least 9 months. In case of a medical emergency, everyone is entitled to hospital treatment, even without health insurance or a visa (the costs of the admission will be charged later).
- The employer must acquire health insurance for the employee, and must not deduct more than 125 NIS monthly from her salary. **You may contact Physicians for Human Rights by phone – 03-5133104 – if your insurance refuses to cover certain treatments, or if you want to consult about acquiring insurance for yourself.**

### National Insurance and Childbirth

- The employer must insure the worker through the National Insurance Institute ("Bituach Leumi"). It's important the worker receives a copy of the payment to the National Insurance (which includes the employer's file number), which will be of use in case of hospital treatment for childbirth or work accidents.
- An employee who gave birth is entitled to have the hospital expenses covered by the National Insurance, to a one-time birth grant, and to 3 months' paid parental leave. If the mother doesn't work but her husband does, his National Insurance should cover the hospital expenses, but not the birth grant or the parental leave. It's important to arrive at the hospital with a passport and papers relating to the pregnancy follow-up.

**You can get help filling forms for National Insurance (Bituach Leumi) at Kav LaOved, Tuesday at 12:00-17:00.**

### Pregnant Women at the Workplace

- **A worker who is pregnant must inform the employer about her pregnancy no later than the 5<sup>th</sup> month of the pregnancy.**
- After she has informed the employer, the employer must not make her work overtime (more than 8.5 hours a day, for a 5 day work week), or during the weekly day of rest. If the worker wishes to work overtime, she must inform the employer about it in writing, with doctor's approval.
- If the work is hurting the worker's health during her pregnancy, **she must provide a doctor's letter about it.** Absence from work as a result of this shall count as use of paid sick days (all workers in Israel are entitled to paid sick days - a day and a half for each month of work).
- A worker who had an abortion may get paid leave of at least a week, **only with a doctor's written approval.**



### **Parental Leave**

- Any woman who has given birth is entitled to 26 weeks leave, Out of them 14 weeks are paid by the National Insurance Institute. She may shorten the non-paid part of the leave but she must inform the employer about it in writing. It is also possible to take 7 weeks before the birth, out of the total leave.
- The worker must not return to work before completing at least the 14-weeks leave, and the employer is not allowed to ask her to do so – even not for additional payment.
- If a worker gives birth to more than one child, she may extend the leave by three additional weeks for each extra child.

### **Dismissal**

- Firing a pregnant worker is forbidden in the case that she has worked in the same place for over 6 months, unless there is a special approval from the Minister of Labor.
- Dismissing a worker during the 60 days that follow her parental leave is forbidden.

### **Sexual Harassment in the Workplace**

- Israeli law forbids sexual assault or harassment. The law forbids, among other things, threatening to fire a worker if she refuses sexual intercourse, sexual assault, and proposals of a sexual nature. A worker who has been harassed at work may contact Kav LaOved.

**You may contact the Hotline for Victims of Sexual Assault by phone – 1202 – in any case of sexual harassment, whether at work or elsewhere.**

General reception for refugees and asylum seekers takes place every Tuesday between 12:00-18:00, at 75 Nachlat Binyamin st., 4<sup>th</sup> floor. Making an appointment ahead of time is required, by phone - 073-2153517 or 073-2153514 or by mail - noa@kavlaoved.org.il