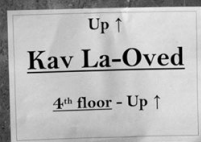


קו לעובד Worker's Hotline عنوان العامل

Worker's Hotline Annual Report 2013





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Introduction

Dear friends,

In 2013 Kav LaOved - Worker's Hotline was contacted by thousands of workers from across the country and the Palestinian Authority. Israeli, Palestinian, refugee and migrant workers came to us as individuals, but they all shared the experience of being denied their basic rights as workers in the Israeli labor market.

During 2013 we initiated new partnerships with many human rights organizations within the framework of protecting the rights of workers from excluded and disadvantaged populations. In March, a collaboration began between Kav LaOved and the organizations Itach-Maaki: Women Lawyers for Social Justice, Kayan-Feminist Organization and the Workers' Rights Clinic of Tel Aviv University - culminating in a project promoting the labor rights of Arab and Ethiopian women. Another new project developed in 2013 includes Kav LaOved, ASSAF - Aid Organization for Refugees and Asylum Seekers and Mesila - Aid and Information Center for the Foreign Community, focusing on advancing social rights related to pension, work accident, and pregnancy and birth.

We are witnessing a trend in which Kav LaOved receives more and more complaints from Israeli workers, evidenced by a significant increase in online requests for advice. Perhaps this reflects an increase in violations of workers' rights, or perhaps it is a sign of increased awareness on the part of workers, who are ready to ask for assistance instead of remaining silent. It is our role to provide each of these workers with support.

This past summer we decided to deepen and broaden the involvement of Kav LaOved in addressing the exploitation of contract employment, and for this purpose a new staff member joined the team. Furthermore, a unique collaboration was developed with Koach LaOvdim - Democratic Workers' Organization, to organize migrant agricultural workers. All these efforts and many others are evidence of Kav LaOved's struggle to protect the rights of the weakest and most exploited workers in the Israeli labor market via innovative and exciting approaches. Kav LaOved continues to provide individual assistance to thousands of workers, and also lead changes on a principled level, via legislation and policy.

Kav LaOved is a non-profit organization based on values of social justice. The staff includes 26 individuals and the crucial involvement of 130 volunteers. Kav LaOved staff work tirelessly to enforce workers' rights and hence workers are returned millions of Shekels entitled to them by law which were previously withheld by employers.

Sincerely,
Ala Khatib
CEO of Kav LaOved - Worker's Hotline



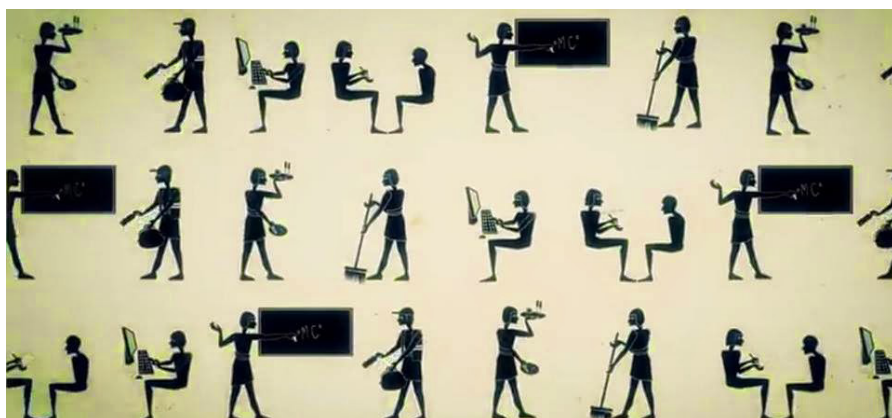
Timeline of events

January 2013

Publication of the report "Arab Citizens of Israel and work: trends of workplace discrimination and violation of labour rights" about exclusion and discrimination experienced by Palestinian citizens of Israel while seeking employment and also when employed in Israel.

March 2013

A campaign over Passover includes an animated video that explains to thousands the 10 plagues of the Israeli labor market and their impact on vulnerable workers.



March 19, 2013

Israeli High Court of Justice rules, in a Kav LaOved case fought over seven years, that migrant caregivers are not entitled to overtime pay.

April 2013

The Ministerial Legislative Committee approves a bill banning African migrants from sending money or assets abroad during their stay in Israel and limiting the amount they can take when leaving Israel.

April 10, 2013

The conference "Black Money, Black Labor" explores the prevalence of illegal brokerage fees forced upon migrant workers and avenues to eradicate it, bringing together NGOs, members of Knesset, police officers, lawyers, and more.



May 2013

Kav LaOved's fieldworkers and organization as a whole are awarded special recognition from the New Palestinian Union for upholding Palestinian workers' rights.

May 22, 2013

Praiwan Seesukha, a Thai migrant worker in his late 20s, dies in Kfar Vitkin in Israel from Brugada Syndrome, whose risk factors include mental and physical stress. Praiwan's friends stated he worked 18 hours a day, 7 days a week. He is one of 12 workers who died of this syndrome in the first half of 2013.



Activestills.org

June 2013

Kav LaOved and the online magazine +972 start collaboration on a photo essay about migrant agricultural workers, aimed at raising awareness about the daily violations they face, tucked away in the backyards of farmland, distant and hidden away from sight.

July 2013

The Ministerial Legislative Committee passes legislation that aims to protect the labor rights of Israeli and Palestinian pregnant women and mothers in Area C of the West Bank.

Publication of the report "Refugees and Asylum Seekers and Employment" which tracks the violations common among refugee and asylum seeker workers and presents recommendations.

The Israeli Parliament extended the mandate for contract workers hired through service agencies who work for a wide list of governmental and semi-governmental bodies that they be hired directly after 9 months of being hired through a contractor.

July 4, 2013

Kav LaOved launches its new English website.

July 31, 2013

The Knesset approves a law that improves the conditions of more than 70,000 contract workers in Israel.

August 2013

The Kav LaOved "Guard the Guards" campaign focuses on ensuring that security guards in schools in Israel have their rights protected, especially during the holidays.



September 2013

The Israeli High Court of Justice strikes down on the anti-infiltration bill, ruling it unconstitutional to hold African asylum seekers in custody, without trial, for three years.

Timeline of events

October 2013

KLO attends the UN High-level Dialogue on International Migration and Development in NYC.

Publication of the report "Non-enforcement of the Law on Israeli Employers in the Occupied Territories" - which includes a selective list of Israeli companies in the West Bank that violate workers' rights.

October 9, 2013

A strike occurs at a moshav near the Gaza Strip in the early morning by a group of primarily Thai agricultural workers and focused on demanding minimum wage, salaries paid on time, and improved living conditions. One worker was deported as a result.

October 20, 2013

Kav LaOved begins an eight week workshop series for migrant caregivers titled "Know Your Rights."

November 2013

Following pressure from Kav LaOved as well as the Ministry of Commerce, the communities of the eastern Arava desert jointly decide to begin paying their workers minimum wage, as according to law.

November 18, 2013

The High Court of Justice appeal hearing takes place regarding one of Kav LaOved's longest-running cases: inclusion of "veteran" caregivers (those who have legally resided in Israel for extensive periods of time) in the National Health Insurance Law and National Insurance Institute (NII) Law. A decision is still pending.

December 2013

A campaign for Fatima, a contract cleaning worker at the dormitories of Hebrew University in Jerusalem, ends successfully with her re-hiring, following media attention and a public petition in support of Fatima.

KLO starts partnership with Eritrean Women's Community Center to raise awareness about Eritrean working women's rights and circumstances.

December 3, 2013

Hearing takes place in the Committee for Public Petitions in the Knesset about lack of enforcement of the minimum wage law beyond the Green Line, despite a Supreme Court decision and a more recent Jerusalem court decision, reiterating that Israeli law applies to Palestinians employed by Israelis in the settlements.

December 10, 2013

A new bill passes, allowing asylum seekers to be imprisoned for one year, followed by indefinite detention in the Holot "open" detention center. Asylum seekers in Holot must be present at three roll calls per day, preventing them from venturing too far and gaining employment or leading normal lives.



December 14, 2013

Asylum seekers and refugees catch international attention when they begin a civil disobedience walk from Holot detention center to the Knesset in Jerusalem. MK Michal Rozin, at the protest in Jerusalem, calls to give asylum seekers in Israel the right to work, to make a living, and to be a part of the workforce.

December 2013

Migrant workers in agriculture in the middle Arava (Arava Tichonit) begin receiving minimum wage, in response to concerted efforts of Kav LaOved over the summer to visit the Arava, collect workers' accounts and statistics, and complain to the head of the agriculture committee in the area, as well as additional complaints sent to the Ministry of Economy.

Four of the organization's lawyers are selected to fill central roles in the Israel Bar Association.



Estimates on number of workers directly served by Kav LaOved in 2013

Group	Reception Hours	Phone Calls	E-mails	Field Visits/ Workshops	Facebook
Israelis	700 (in Tel Aviv and Jerusalem area) (550 +150 contract)	1,500	2,000	1,000	3,800
Palestinians	1,500	1,500	X	2,129	X
Caregivers	4,480	12,000	X	X	13,000
Agriculture	900	2,880	X	720	2,000
Arab Citizens	400 (must call to make appointment)	X	130	450	
Refugees	2075	360	X	600	X
Non-status (restaurant, cleaning, etc.)	960	X	X	X	X
Haifa Branch	4,000 (Israeli and migrant caregivers)	Kav Kham (above)	X		X
TOTAL	15,015	18,240	2,000	4,579	19,250



TOTAL number of workers served by reception, phone, e-mail, and workshops/field visits:
39,834



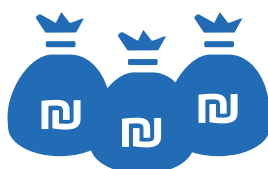
TOTAL number of workers connected to Facebook pages:
19,250



TOTAL number of cases opened in this time:
4,317



TOTAL number of cases closed in this time:
2,235



TOTAL amount in NIS gained for workers in this time: **19,235,055.90**



General Information

Mission:

Kav LaOved – Worker's Hotline is an independent, non-profit, non-governmental organization committed to the defense of workers' rights and the enforcement of Israeli labor law designed to protect every worker in Israel, irrespective of nationality, religion, gender, and legal status. Since its establishment in 1991, Kav LaOved has helped workers from all sectors realize and uphold their rights.

Kav LaOved's services target the most disadvantaged workers in Israel, including those employed by contracts and receiving low wages, Arab citizens of Israel, Palestinians, migrant workers, refugees and asylum seekers, and new immigrants.

Kav LaOved runs offices in Tel Aviv, Haifa, and Nazareth with fieldworkers active throughout Israel and the Occupied Palestinian Territories (OPT).

Modes of Action:

- Individual assistance to workers via public reception hours, internet, and Kav LaOved's telephone hotline in order to find effective and safe solutions for workers experiencing abuse and exploitation.
- Public advocacy through development of position papers, attendance in parliamentary committees, on-going dialogue with various government ministries, and principled petitions to Israeli labor courts.
- Cooperative partnership with state authorities, monitoring current policies, encouraging effective enforcement over employers, and supervising the granting of employment licenses and work permits.
- Legal and procedural support by advising and representing workers and partaking in litigation.
- Education and community outreach by raising awareness of workers' rights to individual workers and society at large via distribution of "Zchutonim" (informational flyers detailing workers' legal rights) in numerous languages, publishing thematic flyers, research and reports, and conducting workshops and lectures for workers as well as students, lawyers, etc.
- Partnerships with a wide range of Israeli and international organizations, unions, and institutions for human and workers' rights.

Labor law in Israel:

The Israeli labor law system has been influenced over time by Israel's unique historical context. While it has common law origins dating back to the British Mandate, it became increasingly based on continental European law. When Israel was founded as a state, protective labor laws were enacted which were considered relatively progressive at the time. Certain laws apply to all workers while others apply to workers in specific sectors. In general, rights that apply to all workers cannot be overridden by sector-specific laws. Currently, the enforcement of labor laws is the responsibility of the Enforcement Department of the Ministry of Economy; however, their activities are severely lacking certain aspects in order to protect the most marginalized and disadvantaged workers in Israel.

List of rights accorded to all workers in Israel:

- Minimum wage
- Pension benefits
- Transportation fare
- Compensation for overtime and night shifts
- Weekly rest days, holidays and annual vacation
- Right to unionization
- Severance payment
- Sick leave
- Recuperation pay
- Workplace health and safety standards

Who makes up Kav LaOved?

9 Board Members
73 Assembly Members
26 Staff
130 Volunteers





Migrant caregivers

There are 60,000 migrant caregivers currently employed in Israel, 80% of whom are female. These caregivers were all originally recruited by the State of Israel and entered the country legally with a work visa. About half of the caregivers brought to Israel are from the Philippines, with another 15% from Nepal, 10% from India, 10% from Sri Lanka, 10% from Moldova, and the rest from other Eastern European countries.

Employing a caregiver around the clock is seen as the only option when it comes to care work. Patients and their families have become more and more dependent on migrant caregivers, who are often not only forced to work 24 hours a day, but in many cases seven days a week, with no rest for months. Furthermore, there are restrictions regarding workers' annual leave, visits to their home countries and sometimes even sick leave, all under the justification that the patient needs the caregiver at all hours of the day and cannot adjust to any kind of change in treatment.

In 2013, approximately 1,084 new cases were opened at Kav LaOved regarding caregivers and 4,480 caregivers received face-to-face consultation. Around 1,018 cases were resolved and caregivers gained, in sum, 9,327,370 NIS entitled to them, including compensation for holidays, vacation days, recuperation, pension, severance, and more.

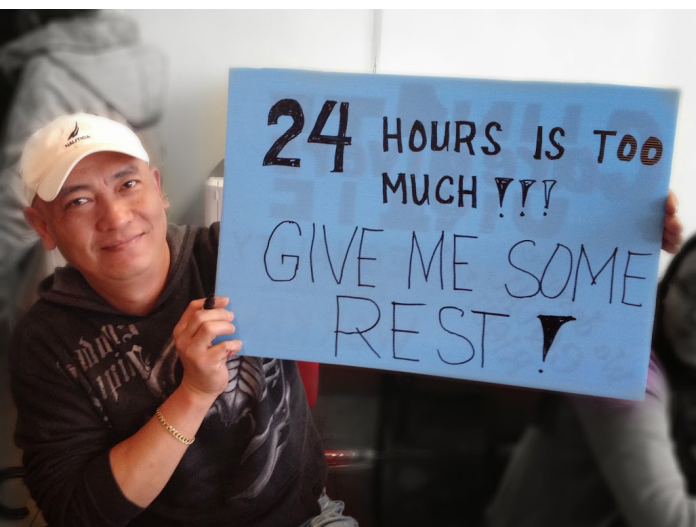
Illegal brokerage fees campaign

In 2013, Kav LaOved implemented a targeted campaign to raise awareness about the prevalence of illegal brokerage fees migrant caregivers are forced to pay in exchange for work visas. Per person, such fees average around \$8,500. Because many caregivers cannot afford to "purchase" visas prior to working in Israel, they resort to loans and borrowing from family and friends. This puts workers into severe debt, making them hesitant to leave an employer or job situation that is exploitative or unsafe and giving them no choice but to endure substandard labor conditions. It was initially thought that these brokerage fees were paid in the worker's country of origin, but after a survey of over 830 caregivers carried out in Kav LaOved's Tel Aviv office and over Facebook, it was revealed that a large portion of these fees are actually paid upon arrival in Israel. On April 10th, a conference on illegal brokerage fees was held in Tel Aviv with over 80 participants attending. Kav LaOved will continue to advocate for the elimination of brokerage fees within the framework of Convention 189, the Domestic Workers Convention.

Yolanda Gluten High Court appeal decision

After six years of litigation by Kav LaOved, the High Court of Justice rejected the appeal of caregiver Yolanda Gluten with a majority rule in late March, stating that the Work and Rest Hours Law did not apply, categorically and comprehensively, to migrant workers in the caregiving sector. The reason given by the court is that this law does not apply to migrant caregivers due to the difficulty of applying the law with regard to this type of work. The Work and Rest Hours Law is one of the foundations of the Israeli labor law system, regulating fundamental issues such as number of work hours per day, breaks during the workday, weekly rest days, and compensation for overtime and holiday work. Excluding tens of thousands of migrant caregivers from the application of this basic law means that minimal standards do not apply to them, making it possible to employ them 24 hours a day, with no breaks or weekly rest, and with no obligation to pay them for working overtime, on Shabbat or on holidays. Kav LaOved is developing new legislation, described next, to protect workers despite this ruling.

Research on “active” versus “stand-by” hours to ensure overtime payment for caregivers



Kav LaOved launched a survey in summer 2013 to better understand work conditions for caregivers. This research was initiated in conjunction with several members of Knesset: Merav Michaeli and Shelly Yachimovich of the Labor Party, and Michal Rozin and Zahava Gal-On of Meretz. The survey, completed by 338 caregivers, aimed to categorize care work by level of intensity by determining the number of “active” hours in which workers must be alert and available. A large proportion of respondents perceive their workday to be 24 hours, as they are constantly on call to respond to any request from employers requiring round-the-clock care. The members of Knesset and Kav LaOved plan to propose new legislation that accords overtime pay for “stand-by” hours according to the intensity of the job. More intense work will be granted a higher rate for overtime payment. A full report will be produced in 2014 to serve as the basis of the new bill.

Migrant caregivers’ workshops and rally



On October 20th, 2013, Kav LaOved held its first “Know Your Rights” workshop, part of an eight-week series, meant to inform migrant caregivers of their rights under Israeli law and to empower them to advocate for equal employment conditions. The workshops provided valuable information for attendees and additionally provided a platform in which the diverse caregiver community could comfortably share stories and identify common needs. In total, 90 participants were involved in the workshops. The first four workshops were aimed at detailing rights and regulations that currently apply to caregivers, such as minimum wage, employment benefits and visa restrictions. The fifth addressed the advocacy element of the project by brainstorming ideas for an event on the upcoming International Migrants Day. Over the final three workshops, a group of 12 caregivers from the Philippines, India, and Nepal started planning a

rally that would unite caregivers for employment equality in Israel. The rally was held on January 4th, 2014 after being delayed due to weather reasons and included a march from Levinsky Park to HaBima Square. Member of Knesset Michal Rozin, caregivers from the community and staff from Kav LaOved spoke before and after the march. The event received media coverage online, in print and on the radio. Approximately 150 people attended the rally.

Case study: F came to Israel from Sri Lanka. She was employed as a caregiver for a paralyzed 30-year-old woman, who lived with her mother, father and two brothers in their twenties. For one week, F worked 15 hours a day with no breaks, cooking for the family of five and cleaning their two-story apartment, in addition to caring for the daughter. When she said she wanted to leave the family, they told her she could not leave, and that if she tried they would deport her immediately. Unaware of prior notice procedures, she was manipulated into staying for another 10 days. Two days after leaving, she found a new family to work for, and the daughter of the employer encouraged her to come to Kav LaOved. Kav LaOved is now educating her about her rights and helping secure her salary from the first employer.

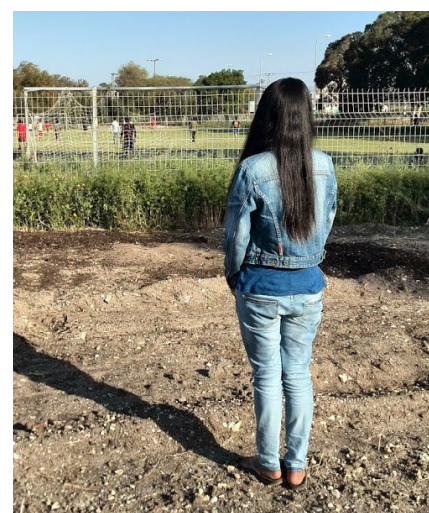


Migrant Agricultural Workers

There are approximately 22,000 migrant workers in agriculture, making up 35% of the agricultural sector. These agricultural workers, recruited primarily from Thailand, have only a vague understanding of the conditions of employment they will encounter upon arrival. Approximately 900 Thai agricultural workers came to Kav LaOved's Tel Aviv and Haifa offices for consultation and legal aid in 2013, about half of whom received calculations of owed benefits. A total of 33 cases of migrant agricultural workers were resolved in 2013, and a total of 579,827 NIS was gained for migrant agricultural workers through lawsuits and mediation with employers. Kav LaOved has also conducted fact-finding and awareness raising visits to agricultural sites across Israel. In addition to gathering firsthand information about agricultural workers' conditions, pamphlets about workers' rights in Thai are distributed to workers at the sites. In 2013, 18 site visits were conducted in moshavim and other agricultural sites across Israel. Approximately 720 migrant agricultural workers received information on their labor rights during these visits. Member of Knesset and head of the Committee on Foreign Workers Michal Rozin accompanied Kav LaOved on the final tour of the year to Tquma.

Female agricultural workers

Women workers, who make up roughly 20% of Thai agricultural workers in Israel, are at increased risk of victimization due to their unique circumstances. As the majority of agricultural workers are men, women workers are often forced to live in entirely male environments, in isolated agricultural sites in the peripheral regions of Israel. They have limited knowledge of their rights, an inability to communicate due to language barriers, and are often indebted due to the high brokerage fees they pay to get to Israel. Female agricultural workers additionally face the threat of sexual harassment from their employers. Kav LaOved has been in communication with the Israeli police to identify extreme cases and has met with relevant civil society actors working against sexual harassment and abuse. A flyer written in Thai was created to raise awareness among Thai women workers about their labor rights with special attention to gender-specific issues. At the Knesset Committee on Foreign Workers, Kav LaOved presented at a discussion about migrant female workers and sexual harassment. A position paper was submitted describing the current conditions migrant women face and additional regulations were proposed, particularly with regard to gender-specific housing. In addition, Kav LaOved is proposing amendments to the Thailand-Israel bilateral agreement that will cater specifically to women's' issues.



Housing conditions



Kav LaOved has discovered a pattern of unacceptable living conditions for workers in various agricultural sites. These include lack of adequate hygiene facilities such as bathrooms and showers, crowded living situations lacking privacy and makeshift living quarters that have no ventilation, cooling, heating or cooking utilities. According to the Regulations of Proper Housing (2000) and the Procedure of Employing Migrant Workers in Agriculture (2012), Israeli employers must provide migrant workers with a proper living space and specified amenities, including functioning bathrooms and showers. Kav LaOved has made numerous complaints to the Immigration Authority and the Ministry of Economy with regard to lack of enforcement of these

regulations. Kav LaOved has also been working to promote discussion in the Knesset and raise awareness in the general public regarding the current conditions of migrant workers' housing. An initiative to document and disperse information and images of workers' housing has been implemented with the cooperation of ActiveStills and +972 Magazine, and work was started on a street exhibition to display the housing and working conditions in the agricultural sector.

Brugada syndrome

The Ministry of Health data states that in the first six months of 2013, a reported 12 migrant agricultural workers from Thailand died due to sudden cardiac arrest. This phenomenon, called Lai-Tai or Brugada Syndrome, is similar to Sudden Infant Death Syndrome (SIDS) and common in Northern Thailand. One of the known risk factors is mental and physical stress. One worker who died from the condition was reported by friends and co-workers to have worked 18 hours per day, seven days a week. The relatively high number of these deaths among Thai workers in Israel as compared to Thailand causes great concern regarding the employment conditions of migrant agricultural workers. In spring 2013, Kav LaOved requested that the Ministry of Health conduct an investigation into this matter. Due to restructuring at the partner organization spearheading this issue, further government and media initiatives have been temporarily suspended.

Bank accounts

Kav LaOved has been raising awareness among Thai agricultural workers about the importance of opening their own bank accounts in Israel. Although employers are required to assist workers with this process, most are reluctant to do so. In response, Kav LaOved has contacted the Post Office Bank to improve their services, distributing flyers in Thai about the process and importance of opening a bank account and ensuring that a Thai speaker is always available at the Post Office Bank. A position paper on the banking issue was submitted to the Ministry of Interior.

Non-Thai agricultural workers: refugees and "work-study" programs

Since July 2013, KLO has begun tracking asylum seekers and refugees working in the agricultural sector. Refugees do not fall within the framework of the migrant labor visa holders and are not bound to their employers to the extent that Thai workers are. Information on the number of these workers and their living/work conditions is being collected through site visits and conversations during reception hours. Refugees have been found to be earning slightly more than Thai workers, although they are still receiving below the minimum wage.

In 2013, Kav LaOved identified young Burmese men being brought to Israel for 11-month "work-study" programs in agricultural studies at three different colleges in Israel. In practice, "students" report that they work full time doing manual agricultural labor, receiving well below minimum wage. It was revealed that an agricultural manpower agency was one of the initiators of this program, further supporting the idea that this project is a way to employ cheap foreign labor. This avenue allows farmers to evade the increasingly strict visa regulations for Thai workers. These workers are also ineligible for severance pay as they work for less than a year. Going forward, Kav LaOved intends to raise awareness among these individuals of their rights and options, prepare relevant lawsuits and involve Israeli student unions and the Higher Education Administration to challenge the legitimacy of these programs.



Case Study: X arrived four years ago from Thailand. For the right to work in Israel, he paid a brokerage fee of \$13,000, in cash, to a manpower company. Upon arrival at his employer's moshav, he was shown to his accommodations: a shipping container with no ventilation, cooking utilities or bathroom/shower facilities. X to share this "living space" with three other workers. X worked every day from 6 am until whenever his employer decided, with just a short break. He was paid 100 shekels per day, and 15 shekels per hour overtime. With these limited wages, X had to buy food, pay rent to his employer and pay back his debt. The debt that X needed to pay off meant he could not risk losing his job by complaining about the working conditions. X came to Kav LaOved to calculate compensation money and benefits. Through Kav LaOved's efforts in securing money owed to him, X no longer lives in these conditions.





Asylum seeker and refugee workers

Starting from 2006, large numbers of refugees and asylum seekers began arriving in Israel. In the beginning, only a dozen to a few hundred people crossed the Sinai border each month. However, between mid-2011 to mid-2012, there was a huge influx and thousands began coming into Israel each month. Currently, there are 54,000 refugees residing in Israel, 56.5% of which are Eritrean citizens, approximately 26% which are Sudanese citizens and the rest from other countries, mainly in the African continent. Asylum seekers in Israel suffer from social exclusion and economic hardship, as they are officially neither allowed to work nor entitled to social benefits, and are faced with a generally hostile attitude towards them reflected in the official term applied to refugees and asylum-seekers: "infiltrator." While in theory Israeli Law states that every worker should receive the same rights and protections as Israeli workers, in practice refugees and asylum seekers are continually exploited as a source of cheap and/or free labour and non-payment of salaries has become a consistent practice for some employers.

In 2013, Kav LaOved provided services to over 2,075 workers with face-to-face services; additionally, over 360 consultations were given over the phone, over 7,000 flyers disseminated in Tigrinya, Arabic, and English in community centers, restaurants, cafes, NGOs, and Levinsky Park. Eight field visits took place in Eilat, Arad, and Be'er Sheva to meet with workers unable to reach the Kav LaOved office, as well as three workshops in the Eritrean Women's Community Center.

The Anti-infiltration Law and Holot Detention Center

During the first week of June, Kav LaOved and other Israeli NGOs petitioned the High Court of Justice to repeal the 2012 Anti-infiltration Law, and to demand the granting of work visas to significantly improve refugee and asylum seekers' ability to work and make a stable living. In September 2013, in a landmark ruling, a special nine-justice panel of the High Court of Justice struck down the Anti-infiltration Law, claiming it unconstitutional and a violation of basic laws of human dignity and liberty to detain African asylum seekers and hold them in custody, without trial, for three years (and in some cases – indefinitely). This was a much celebrated victory for the community and supporting organizations, such as Kav LaOved. However, on December 10th, 2013, a new bill was passed that mandates asylum seekers be imprisoned for one year, followed by additional indefinite detention in the Holot detention center. Asylum seekers must be present at three roll calls per day in order to prevent them from venturing too far and gaining employment. An appeal of the revised Anti-Infiltration Law passed on December 10th law was submitted by Kav LaOved, ASSAF, Physicians for Human Rights, ACRI, Hotline for Migrant Workers and the Legal Clinics of Tel Aviv University and Ramat Gan University.

The December 10th mandate began a series of changes that lead to the deterioration of everyday living and working conditions for asylum seekers in the latter half of December. Government offices changed their hours, limiting their hours of operation from normal business hours in all cities to only opening in 5 cities throughout Israel 3 times a week for 2 hours a day. This change made it exceedingly difficult for asylum seekers to go to these offices in order to renew their visas, and many people were left with expired visas, and thus unable to legally work. Those that did manage to renew their visas were granted one-month renewals instead of the usual three-month renewal. At the same time, police began conducting random arrests on the street, targeting people with expired visas. The junction of these two phenomena created an environment of uncertainty and fear among asylum seekers going about their everyday lives. Also in late December, following the new bill regarding detention in Holot, asylum seekers began receiving summons notices to either move to Holot or opt for voluntary deportation.

Case Study: Abdullah came to Kav LaOved after being hospitalized for 10 days due to a work accident. Since Abdullah did not know that the law permits him to work, he worked at odd jobs for sustenance, waiting to be picked up by employers in Ashdod, where he lived. One day he was picked up by an employer for an asphalt job. The worker, who only spoke Arabic, could not communicate with the employer. Due to negligence, boiling tar was poured on his hands, causing severe burns that required plastic surgery. As well as the language barrier, his visa status contributed to this distressing situation. Since Abdullah did not have any information about his employer, Kav LaOved was not able to help him submit a claim to the National Insurance Institute and he had to pay for his medical treatment at a time when he was incapable of working or earning a living.

Upon receiving a summons notice to Holot or for voluntary deportation, asylum seekers are left with limited options in regards to securing their work benefits. Many employers wrongly withhold severance pay from workers that are summoned to Holot, and many asylum seekers have trouble accessing their bank accounts as the banks don't recognize the summons letters and therefore block access. Workers who are sent to Holot instead of choosing deportation have more time to secure their rights, as they know they have one month to arrange their affairs. Workers who opt for "voluntary deportation" can be called at any time, making it very difficult to secure their rights in a short period of time (i.e. early testimony for a lawsuit). Furthermore, severance pay is not granted to voluntary deportees as, on paper, these workers are "choosing" to leave Israel and thus leave their employment.

Focus on refugee and asylum seeker women

In August, Kav LaOved received project funding from UNHCR to focus on building knowledge about and among asylum seeker and refugee women workers in Israel. The goals of this 12 month project are 1) to gain as much substantial information as possible about refugee and asylum seeker women workers, so as to better provide support and aid to this specific demographic and 2) to execute targeted outreach and awareness raising among refugee and asylum seeker women workers and 3) develop capacity among women from this population, as well as civil society organizations, to raise awareness about workers' rights and encourage multiplier effects.

At the beginning of the project, 5,200 informational flyers were printed which pertain specifically to women workers' rights, with a focus on maternity and birth rights, targeted at female RAS (refugee and asylum seekers). The flyers, titled "Rights for Working Women in Israel," were printed in English, Hebrew, Tigrinya, Arabic and French. The flyers were distributed at the Kav LaOved office during reception hours, at the workshops, at Mesila and the Eritrean Women's Community Center, and online. Three workshops with a total of 26 RAS women were held to raise awareness about their labor rights. In order to most effectively reach the target group, Kav LaOved began a partnership with the Eritrean Women's Community Center located in South Tel Aviv. To better understand the conditions facing asylum seeker and refugee women workers in Israel, Kav LaOved conducted a survey of 41 RAS women, of which the analysis of the results and their compilation into a report is currently underway. The women surveyed were mostly those who came to seek assistance at the office of Kav LaOved, and a small number of women were from the Eritrea Community Women's Center.





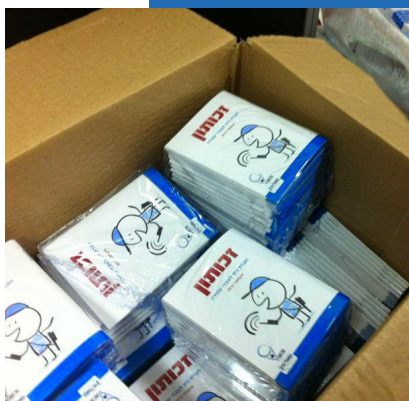
Israeli workers

The Israeli labor force has about 3.5 million workers. The main reason for the phenomenon of working people being below the poverty line is that 25% of the workers are employed via outsourcing and are exposed to exploitation and abuse of their social rights. Israeli workers who contact Kav LaOved are diverse in their age group, religion, gender, and sector of employment. The workers seek help calculating their entitled annual social benefits, including vacation, recuperation and pension. Most of the time, employers pay the amounts described in the calculations. In addition to providing information and consultation, the Legal Department also escorts workers individually or in groups when confronting employers about violations of their rights. Roughly one case receives accompaniment per month. In 2013, around 5,000 Israeli workers received direct services in person, over e-mail and by phone.

In December, Kav LaOved experienced a major achievement when the Minister of Justice granted Kav LaOved status in accordance with Article 4(3) of the Class Action Law of 2006, enabling Kav LaOved to seek permission to file class action lawsuits regarding labor law. The court accepts class action lawsuits when there is clear evidence that it would be difficult to file the case otherwise, such as on behalf of a single individual. Kav LaOved is the first organization to receive this status. This recognition enables Kav LaOved to formally express its opinion regarding settlement agreements of class action suits without receiving permission from the labor courts. This is a means of protecting workers from settlements that are made in the interest of the lawyer as opposed to the interests of the workers themselves.

Legislative proposals

1. Improving the conditions of hourly workers: Kav LaOved has submitted four legislative proposals that are currently supported by a group of members of Knesset as well as an ACRI lobbyist. The four subjects include: raising the minimum wage for hourly employment; ensuring that hourly workers receive appropriate holiday benefits; the right to receive advance notice in case of firing; and the right to time off for pregnancy complications (either medical or work-related) as stipulated by the National Insurance Institute.
2. Symmetrical Prior Notice: Often, employers will require notice of a worker's resignation to be given farther in advance than the minimum determined by Israeli law. The proposal is to allow these extensions of prior notice, but to hold the employer to the same period of notice if they wish to fire a worker. Kav LaOved was contacted by a member of Knesset who wished to promote this issue in 2014.
3. Determinate Wage in Pension: Currently, only the base wage of a worker's salary determines the amount allocated to pension each month. Because of this standard, many companies count large portions of their employees' monthly salary as supplemental to the base wage, thereby lowering the amount they must pay to the pension fund. The base wage is also the determinate wage for severance pay, and as such this phenomenon also affects severance compensation. Kav LaOved wrote a legislative proposal which sets a 20% limit to the amount of monthly salary that can be written off as supplemental to the base wage. Such a change would have a huge impact in making sure pensions are actually enough to live on for retired citizens who held low wage jobs before retirement.
4. Amendment to the Public Bodies Law: This proposal includes a requirement to publish employees' salary conditions as a prerequisite for participation in tenders. After some unsuccessful efforts in past years, Kav LaOved is again trying to secure Knesset sponsorship.
5. Prevention of Fines for Resignation: In some cases, in which workers have agreed to work for a certain period of time in their contract, fines are imposed on workers for resigning. Kav LaOved has clearly stated how this can be exploitative when workers are locked into employment with poor conditions. In February 2014, there will be a Knesset committee meeting on this issue and the proposal.



Case Study: For several years, a group of contract cleaning workers at the Hebrew University did not receive a large part of their social rights, such as severance pay, seniority bonuses and family allowance for employees with unemployed spouses. After this was uncovered, Kav LaOved was able to make the contractor pay 70 workers severance pay, despite his attempts to avoid payment. Kav LaOved applied massive pressure, sending dozens of faxes to the university management, posting various publications on Facebook, and meeting with the institution's management, all in protest of the university's abandonment of contract workers. Eventually the company paid thousands of shekels in compensation to the employees, and the university now has heightened awareness of their role in ensuring companies pay contract workers. At the same time Kav LaOved was able to prevent the dismissal of a cleaning worker who led unionization efforts, who was fired after she complained about sexual harassment by workers associated with her manager. Using media coverage and student involvement, guided by Kav LaOved, the worker was re-assigned to her job.

Lawsuits filed

In the past two years, Kav LaOved submitted two claims against the Payroll Department of the Israeli Population, Immigration and Border Authority (PIBA). One was filed to labor court, due to the Department's refusal to pay survivor and dependent benefits to a worker whose husband had died, even though the husband worked and paid social security fees during his employment period (which entitles his wife and children to benefits). The second suit was filed to the Israeli Administrative Court, challenging the department's practice of making it difficult for employees to receive pension savings they had accrued.

Contract labor in Israel

In the Israeli labor market, contract labor refers to workers who are hired from an outside agency to work for a certain period of time at a public or private body. Unlike hourly and monthly workers, who receive their wages and payslips from the companies for which they work, contract workers receive their wages from the contract agency. According to Israeli labor law, contract workers hired through manpower agencies can only work as contract workers at a particular workplace for a maximum of 9 months, at which point they must be either fired or hired directly by the body for which they were working.



In the last 6 months of 2013, the period in which a new coordinator for contract workers was hired, Kav LaOved responded to approximately 150 requests for consultation (for individual or groups of workers); led 12 workshops, mostly to train students and activists on how to check workers' pay slips to ensure adherence to the law; trained and led 4 groups of student volunteers to promote contract workers' rights; made 9 field visits to areas with high concentrations of contract workers; and held meetings with the numerous parties including the Ministry of Economy Enforcement Branch and the Knesset Center for Research and Information.





West Bank Palestinians

employed by Israelis in Israel and the settlements

Approximately 40,000 Palestinian workers from the Occupied Palestinian Territories (OPT) are currently employed in Israel, most in the field of construction, as well as many in agriculture, industry, and service jobs. An additional 30,000 are employed in the Israeli settlements. Kav LaOved assists more than 3,000 Palestinian workers per year regarding issues such as discrimination in salary and social rights, the "binding system" (workers' inability to switch employers), poor safety conditions, withheld wages, and arbitrary cancellation of work permits by the Civil Administration.

In 2013, Kav LaOved provided individual consultations and group workshops to reinforce Palestinian workers' awareness of their basic labor rights. During this time period, 93 workshops were conducted in several areas and cities of the West Bank for 2,129 participants. Kav LaOved continued additional efficient and effective dissemination of information through 3,000 face-to-face consultations, e-mail, and phone calls, as well as media outreach to tens of thousands of Palestinians. In 2013 162 cases were opened, out of which 126 were submitted to labor court. 58 cases have been closed so far, with a total of 1,036,723 NIS in sums gained for workers.

Publication of the report "Non-Enforcement of the Law on Israeli Employers in the Occupied Territories"



Shortly after Kav LaOved published this report, it was turned into a Channel 2 evening news segment. Kav LaOved selectively distributed the report and links to the Channel 2 segment to over 90 Israeli Parliament members. Kav LaOved received many personal responses from parliament members, including one from Adi Kol of Yesh Atid, head of the Public Petitions Committee in the Knesset, who then held a hearing on the subject on December 3rd, 2013, which Kav LaOved was credited with instigating.



M. has worked in a food processing company in Ma'ale Adumim for the last 18 years. He was paid below minimum wage until 2007, and did not receive his pension. In addition, he suffers from a weight related disease. After having surgery for his weight problem, M. asked his employer for one month off. His employer denied his request because his surgery was not considered life-threatening. The workers at the company are both Arab and Jewish, but the company's manager turns a blind eye only when Jewish workers take breaks when they should be working, and discriminately reprimands Arab workers when they do the same. Jewish holidays count as holidays for Christian and Muslim Arab workers, and they cannot take off work for their own religious holidays. Kav LaOved wrote the employer about these complaints, and met with workers to inform them of their labor rights under Israeli law. M. has acted as a representative of the group, helping other workers learn about their right to minimum wage, holidays, and other benefits.

During the Knesset hearing it was acknowledged that the Ministry of Economy has not enforced the minimum wage law and will not be able to do so until January 1st, 2014 at the earliest. In response, Kol promised that the committee will turn to various Justice and Security ministers to demand speeding up checks on the extent of the application of labor law. As a result, Kav LaOved was informed that by August 2014 the military order which applies Israeli labor law to Palestinians working for Israeli companies in the West Bank must be expanded beyond the minimum wage law and include all social benefits.

Advocating against segregated "Palestinian" bus lines

In October 2012, Hanna Zohar, founder of Kav LaOved, filmed an Israeli public bus driver at the Tel Aviv Central Station blatantly refusing to allow Palestinian passengers on her bus, even though they held Israeli work permits and have access in and out of Israel. In spring 2013, after the Ministry of Transportation proposed two new "Palestinian" bus lines, Kav LaOved filed a principled complaint to the Ministry along with several other Israeli NGOs, including Yesh Din Volunteers for Human Rights and the Israel Religious Action Center. At this point, national and international media once again alighted on the issue. Over the following few months, complaints diminished, and Kav LaOved did not receive further citations of Palestinian workers being forced off buses. This is a great achievement for Kav LaOved and the other NGOs involved with the issue, illustrating the significant influence of international media on governmental actions

National Insurance Institute (NII) and non-Israeli workers

Following the publication of the Kav LaOved report, "National Insurance Institute and Non-Israeli Workers: Failures in treatment of claims presented by migrant, asylum seeker and Palestinian workers," a hearing was held in the Knesset Committee on Foreign Workers and the head of the NII was in attendance. The meeting ended with the head of the NII claiming he will work to resolve the issue of work accident insurance for non-Israeli workers. In the interim, the hearing also led to a) planning a report about the extent of this problem, as well as b) a specific contact at the National Insurance Institute.

While this issue impacts refugees, asylum seekers, and migrant workers, work on the subject was initially motivated by cases of injured Palestinian workers.



Palestinian Citizens of Israel

The number of Palestinians who are citizens of Israel constitutes 20% of the total population and amounts to approximately one and a half million citizens. This population is disadvantaged socio-economically and gaps between the Arab and Jewish workers in the labor market exist in almost every aspect. In June 2011, Kav LaOved opened its third branch in the city of Nazareth, the largest Arab city in the country. The Nazareth branch serves this population by making the organization's services more accessible to Palestinian citizens of Israel workers via an exclusively Arabic-speaking staff who provide assistance, counseling and legal representation. During January to December 2013, Kav LaOved received about 400 inquiries from Palestinian workers who are citizens of Israel. In 2013 overall, 19 lawsuits were filed and 4 closed for the sum of 88,298 NIS. Also, Kav LaOved presented 9 workshops for Palestinian workers and/or NGOs, reaching around 130 individuals.

Local authority elections

In November 2013, local authority elections were held. Afterwards, Kav LaOved sent a letter to all 57 newly elected Palestinian mayors in Israel congratulating them on their new post and also reiterating the importance of enforcing labor law, both within their own workplaces and the municipalities at large. This is in part due to a known practice in Arab localities in that, post municipal elections, municipal workers whose party membership does not align with newly elected officials are fired or pressured to quit. The letter caught the attention of several officials, as well as the media and the Histadrut, which also reported on this phenomenon. The political party Hadash also brought light to the issue via Facebook and social media. A similar approach was taken with Arab non-profit organizations, after uncovering a pattern of violations of workers' rights in the public sector. A formal letter by Kav LaOved, outlining labor law and workers' rights, was sent to 62 organizations in September.

Her Right to Decent Work

In March 2013, Kav LaOved welcomed two new staff members, an Arabic spokesperson and an Arabic-speaking attorney as part of the project, "Her Right to Decent Work: Arab and Ethiopian women in secondary schemes of employment in Israel," which promotes gender equality in Israel, specifically women's social and economic empowerment. The three-year European Union-funded project is being implemented with partners Kayan Feminist Organization, Itach-Maaki – Women Lawyers for Social Justice, and the Law Rights Clinic of Tel Aviv University. The project's objective is to improve the socio-economic situation of Arab and Ethiopian women

Granting Sundays off for Christian workers

Israeli labor law grants holidays off to workers of all religious denominations. Despite this, Christian workers are often prevented from having Sunday off as a religious holiday. Sunday is considered a holy day in cities like Nazareth, and children do not attend school. In 2013, Kav LaOved consulted a worker who is a civil servant of the Enforcement and

Case study: A, a visually impaired worker, came to Kav LaOved after 18 years of service in a local council. Since 1994, she has worked in the council gardens despite her medical disability. A's visual condition has not been an issue in the workplace, as she carries a certification in gardening. Shortly before the new school year began in August of 2012, the council mayor informed A that her disability prevents her from working in the gardens and that she was not to show up on the first day, although she was promised her monthly salary and a replacement job. Shortly after she got pregnant, she informed the local council who immediately sent her to a medical committee. Under Israeli labor law, a woman cannot be fired because of her pregnancy, but A was not given a replacement job. Kav LaOved wrote to the council saying to send her back to work, but there have been no responses. Additional letters to the medical committee, Council for Equality for Disabled People, Equal Opportunity Council, and Education Ministry have gone unanswered.



Nazareth Branch
Coordinator Gadeer Nicola
being interviewed by an
Arabic TV station



Youth volunteering during a
campaign for the "Her Right
to Decent Work" project

Collection Authority in the Ministry of Justice in Nazareth, and was prevented from taking Sundays off. After submitting a complaint, he was told he must work on Sundays as it is a workday in Israel. The next steps include taking the case to court (if the worker agrees) and researching the situation at large to identify the extent of the issue and religious holidays in general for non-Jewish workers. Kav LaOved has applied to take part in a research program at Tel Aviv University on this issue.

Lack of minimum wage on the basis of discrimination

A lawsuit on behalf of a 20 year-old woman regarding women and minimum wage was filed in December, becoming the first time in which a violation of an Arab woman's right to minimum wage is also claimed as an act of discrimination on the basis of gender. The lawsuit included information from state reports, academic research and Kav LaOved cases. Recognition of this phenomenon as gender discrimination is crucial to addressing the roots of the problem.



Media and Public Relations

Media strategies

Kav LaOved sees the media as a powerful platform for the organization to spread its messages across various communities, as well as a good way to reach out to workers who need assistance. Kav LaOved staff includes two spokespeople, one whose work is aimed at the Israeli Hebrew media and international media, and the other, whose work focuses on Arab media in Israel.

In 2013, Kav LaOved and issues central to organization, including outstanding case studies and labor market phenomena, were featured in 126 media items. The majority of these items were newspaper articles; however, some of them included TV stories, radio piece, and blog Op-Eds.

Sector of employment	Number of media items published in 2013
Israeli and contract workers - Hebrew Media	10
Migrant workers - Hebrew and international media	27
Refugee and asylum seekers - Hebrew and international media	9
Palestinian citizens of Israel - Arab Media	33
West Bank Palestinians – Hebrew and Arab media	30
West Bank Palestinians – International media	6
General labor topics - Hebrew media	11
Total	126

Social networks

One of Kav LaOved's best ways of reaching out to workers and the public at large is through six targeted Facebook pages in different languages: a page in Hebrew, a page in Arabic, a "Friends of Kav LaOved" page in English, one in Thai for Thai agricultural workers, one for migrant caregivers in English, and the final for migrant housecleaners (in English and Spanish). In total, these pages reach over 28,000 Facebook users. Through the pages, Kav LaOved can reach workers and reply to questions, post relevant materials and updates, and publicize campaigns. Facebook has become an important way for workers to consult with Kav LaOved, even if they can't reach the offices in person. The Facebook posts also build a sense of community and solidarity amongst workers, as some posts generate tens of thousands of views.

In 2013, Kav LaOved and the online magazine +972 started a unique collaboration on a multi-series photo essay about migrant agricultural workers, aimed at raising awareness about the daily violations they face, tucked away in the distant and hidden backyards of farmland.



Newsletters

In order to update past beneficiaries, supporters, volunteers and donors of Kav LaOved, as well as keep journalists informed, Kav LaOved issues a newsletter periodically every six weeks, often drawing on themes from recent holidays (such as International Worker's Day on May 1 or International Refugee Day on June 20) or highlighting themed campaigns.

Themed campaigns

A few times a year Kav LaOved launches themed campaigns in order to promote specific issues. These campaigns include a targeted effort to spread information via social media, the newsletter, and increased media coverage of the topic at hand.

In March 2013, in light of Passover, Kav LaOved published an animated video titled, "The 10 Plagues of the Israeli Labor Market," which quickly spread the message that Passover is a good opportunity to remember that slavery exists not only in the Haggadah, but in modern day Israeli society, in Israel and abroad.

In April 2013, a campaign on illegal mediation fees collected from migrant caregivers included publication of a report called "Black Money, Black Labor," a conference with a panel of specialists, and increased media attention via TV and radio talk show interviews. The campaign also instigated the collection of caregiver testimonials, which were later published.

In September 2013, a crowdfunding campaign was launched, dealing with the issue of contracted security guards in public schools in Israel, in light of violations of their labor rights during the High Holidays (amongst other things, their salaries suffer a 30% cut due to days off). In addition to spreading across social networks, this campaign was highlighted in print and TV media.

Following the fall "Know Your Rights" workshops for migrant caregivers, Kav LaOved and a group of caregivers from the workshop planned a march for late December 2013 to promote Convention 189, the Domestic Workers Convention, and also to honor International Human Rights Day and International Migrants Day. Due to a storm, it was postponed for January 4, 2014. The rally and march were held in Tel Aviv and received significant media attention. Event speakers included member of Knesset Michal Rozin and representatives from caregivers' communities.





International Advocacy

Kav LaOved partakes in international cooperation via information sharing, project partnership, joint meetings and hosting site visits with various international organizations and bodies, including the International Labour Organization (ILO), the International Organization for Migration (IOM), Migrant Forum in Asia (MFA), Human Rights Watch, the UK Public Service Trade Union (UNISON), the Netherlands Federation of Workers (FNV), and more.

On October 3-4, 2013, Kav LaOved was one of 30 representatives of migrant rights organizations from Asia who participated in the civil society discussions as part of the United Nations high-level dialogue on international migration and development titled, "Making Migration Work." In the four days preceding the discussions in the UN, Kav LaOved took part in meetings and workshops as well as a demonstration with all the participating representatives of human and migrant rights organizations.

Local partnerships

Kav LaOved works closely with the following Israeli NGOs on a regular basis to protect workers' rights:

ASSAF: Aid Organization for Refugees and Asylum Seekers in Israel

Association for Civil Rights in Israel (ACRI)

Amnesty International

Clinics at Bar Ilan University and Tel Aviv University Law Schools

Hotline for Migrant Workers

Itach-Maaki: Women Lawyers for Social Justice

Kayan-Feminist Organization

Machsom Watch

Mesila - Aid and Information Center for the Foreign Community

Physicians for Human Rights-Israel

Eritrean Women's Community Center

The National Coalition for Direct Employment

The Forum of Labor Rights and Labor Law

Koach La Ovdim – Democratic Workers' Organization





Financial review

Statement of Activities (in NIS)

Operating Turnover	4,287,921
Operating Costs	3,830,995
Net income (expense) from activities	456,926
Administrative and general expenses	473,991
Net expense before financing costs	17,065
Net financing income	1,942
Net expense after financing income	15,123
Net expense for the year	15,123

Operating Turnover (in NIS)

Donations from institutions	2,626,899
Donations from private donors	310,623
Total donations	2,937,522
Income from handling claims	452,927
Donations in kind*	545,509
Membership fees	7,100
Allocations**	344,863
Total turnover	4,287,921

*Volunteers' activities take into account the hours donated, the number of volunteers and an estimate of value of a volunteer's hour at 23 NIS; donations in kind includes 530,509 NIS from volunteers' activities plus 15,000 volunteers' insurance

** Allocations include Tel Aviv Municipality 35,713 NIS and Ministry of Trade and Labor 309,150

Contributions from Funds and Private Contributors (in NIS)

The Ford Foundation Social Justice Fund	165,292
The New Israel Fund	31,740
The European Union	548,697
The Gimprich Family Foundation	44,309
Christian Aid	1,143,480
The Samuel Sebba Charitable Trust	270,000
The Fritz Naftali Foundation	50,000
NGO Development Center	85,819
UNISON International Development Fund	68,921
United Nations High Commissioner for Refugees (UNHCR)	125,717
Signing Anew	92,924
Total group donations	2,626,899
Private donation through the American Jewish Distribution Committee	107,477
Income from internet and private donations	113,869
Private donation through PEF	34,285
Donations from businesses and companies	35,000
Private donation through CIMI	19,992
Total private donations	310,623
TOTAL DONATIONS	2,937,522



Cost of Activities (in NIS)

Salaries and related expenses	2,148,626
Volunteers' activities	533,910
Assistance and legal guidance	294,620
Rent and maintenance of the association's branches	310,938
Communications	112,564
Travel	97,028
Information activities	121,955
Computers maintenance	20,752
Insurance	15,000
Conferences and workshops	54,597
Depreciation	21,093
National service	95,688
Other	4,224
Total	3,830,995

Administrative and General Expenses

Salaries and related expenses	341,018
Rental and building maintenance	42,361
Communications	15,229
Office expenses and computer maintenance	23,638
Professional services	29,260
Refreshments and gifts to volunteers	5,950
Fees	1,291
Depreciation	12,244
Total	473,991



Goodbye to Jacob Lev, Dedicated and Beloved Kav LaOved Volunteer

In 2002, Jacob Lev began to volunteer at Kav LaOved, helping establish the Haifa office. Jacob mainly helped caregiving and construction workers with translation in Romanian and Russian. Jacob volunteered three days a week for about six hours each day, both during the day and at night. In addition to fighting like a lion for the rights of workers, he created amazing relationships with employers, and many of them even came to consult with him. After being diagnosed with cancer in 2006, Jacob kept volunteering, even guiding workers over the phone from home. On the morning of June 19, 2013, Jacob passed away. His wife informed us that half an hour before he died, he had been on the phone with a worker, offering his help and advice.



Supporters and Partners in 2013

Dr. Alfred Bader
Christian Aid
Center for International Migration and Integration (CIMI)
European Commission
Gimprich Family Foundation
Ministry of Industry, Trade and Labor of Israel (MOITAL)
Municipality of Tel Aviv-Yafo
New Israel Fund (NIF)
NGO Development Center
Signing Anew
Social Justice Fund
UNHCR – The UN Refugee Agency
UNISON – the public service trade union (UK)

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