



NEW WORK PERMIT REGULATIONS AND OTHER NEW REGULATIONS FOR FOREIGN WORKERS IN ISRAEL

The Philippine Overseas Labor Office (POLO) in Israel has reported on Government Decision No. 4099 issued on 09 August 2005, a new regulation on work permit for foreign workers in Israel that will be implemented on May 2007.

The following are the summary of the general policies in Caregiving under this new regulation:

- **Work Permit.** - The work permit shall be given only to workers who are registered in a manpower agency. Hence, the employment of a foreign caregiver shall only be through a private manpower agency which has a Permit to Hire Foreign Workers. Direct hiring of foreign worker-caregiver shall be not allowed.
- **Portability Of Visa/Work Permit.** - The visa of foreign caregivers will no longer be under the name of the employer, but denominated as *Nursing Services* in their respective passports. As a consequence, foreign workers who are permit holders for nursing services can move among employers and among licensed manpower agencies.
- **Skills Requirement.** - The foreign workers' skills shall be compatible with the needs of the employer. Manpower agencies are responsible to train the foreign worker in the house of the employer and shall supervise, with the assistance of a social worker, the services of the caregiver given to the employer.
- **Restrictions On Hiring Of Foreign Workers To Enter Israel.** - Foreign workers who are already in Israel and are registered with licensed manpower agencies shall be the first to be provided employment before additional workers are allowed to enter Israel. For those who cannot register with any of the licensed

agencies, they will have to register with the Foreign Workers Bureau of the Ministry of Industry, Trade and Labor for placement assistance. The Foreign Worker's Bureau has issued 44,000 permits to hire caregivers. However, this number keeps increasing as there is no quota on the hiring of foreign workers for caregiving.

- **Creation Of A Foreign Workers Fund, Pursuant To Section 1k Of The Foreign Workers Law.** - Pursuant to this provision, the Ministry of Industry, Trade and Labor was directed to establish a Fund for the foreign workers based on compulsory contributions made by the employer for every worker employed by the former. Hence, every employer that will employ a foreign caregiver will pay an amount of 300NIS per month. The proceeds of this fund will be given to the caregiver at the end of his/her legal stay in Israel or upon his/her leaving the country.
- **New Licensing Regulations.** - Licenses and permits for caregivers shall be given only to private companies exclusively for the placement and services of foreign workers in caregiving. These companies are required to have a bank deposit or a performance bond in the amount of 500.000NIS (Php5M) to assume all the contractual liabilities of the agency.

Source: POLO Israel
12 February 2007