



**Pasuguan ng Republika ng Pilipinas**

**Embassy of the Republic of the Philippines**

TEL AVIV, ISRAEL

**PHILIPPINE OVERSEAS LABOR OFFICE**

**INDICATIVE LIST OF HOLIDAYS & VACATION / ANNUAL LEAVE FOR FILIPINO WORKERS IN ISRAEL FOR 2011**

**1. Religious Holidays**

Pursuant to Israel labor laws, foreign workers in Israel are entitled to payment for up to nine (9) religious holidays days a year. The holidays can be those of the worker's religion, or the Jewish holidays, as the employee chooses. In view of the predominantly Christian religious orientation of Filipinos, they may choose, in concurrence with their employers, any of nine (9) of the regular and civic / religious holidays in the Philippines listed hereunder.

**Philippine Regular and Special Holidays (13 days) – as per Proclamation No. 84**

January 1 (Saturday)	-	New Year's Day
April 9 (Saturday)	-	Araw ng Kagitingan (Bataan Day)
April 21	-	Maundy Thursday
April 22	-	Good Friday
May 1 (Sunday)	-	Labor Day
June 12 (Sunday)	-	Philippine Independence Day
August 21 (Tuesday)	-	Ninoy Aquino Day
August 29 (Last Monday of August)	-	National Heroes Day
November 1 (Tuesday)	-	All Saints Day
November 30 (Wednesday)	-	Bonifacio Day
December 25 (Sunday)	-	Christmas Day
December 30 (Friday)	-	Rizal Day
December 31 (Saturday)	-	New Year's Eve

In choosing the religious holidays, caregivers are advised to consult with their employers and to be considerate of the latter's need for uninterrupted attention and care. In case the employer's health situation would preclude a caregiver from taking four (4) consecutive holidays, it is advisable to schedule the worker's religious holidays in such a way as not to prejudice the well-being and health of his/her employer.

- 2. **Holiday on rest day.** Israel law states that a holiday is forfeited if it falls on a rest day.
- 3. **Extra pay for work on holiday/rest day.** Israel's labor laws also provide that caregivers who are made to work during their holidays and days-off are entitled to receive extra pay. Caregivers are entitled to at least 24 straight hours during holidays and annual leaves (Example: if the caregiver leaves the residence of the employer at 6 p.m., he/she does not have to return before 6 p.m. the following day).
- 4. **Vacation/Annual leave**

Under Israel law, foreign workers are also entitled to paid vacation /annual leave, as follows:

<b>For 1<sup>st</sup> to 4<sup>th</sup> year of employment – 14 days a year</b>	<b>For 6<sup>th</sup> year – 18 days a year</b>
<b>For 5<sup>th</sup> fifth year – 16 days a year</b>	<b>For 7<sup>th</sup> year – 21 days a year</b>

The number of vacation days set out above are calendar days, which include weekends, and not work days. The employer and caregiver shall mutually agree on the dates when a caregiver can enjoy his/her paid vacation/annual leave.

02 January 2011, Tel Aviv, Israel

Approved:

(Sgd) **GREG MARIE CUNCHA MARINO**  
Third Secretary and Vice Consul



(Sgd) **MERRIAM C. CUASAY**  
Labor Attaché

Rehov Ghei Dan, 18, 56260 Tel Aviv  
☎ 03-6010500 ☎ 03-6041038 E-mail: [filembjis@ne/vision.net.il](mailto:filembjis@ne/vision.net.il)