



PHILIPPINE OVERSEAS LABOR OFFICE
TEL-AVIV, ISRAEL

INDICATIVE LIST OF HOLIDAYS & VACATION / ANNUAL LEAVE
FOR FILIPINO WORKERS IN ISRAEL FOR 2012

1. Religious Holidays

Pursuant to Israel labor laws, foreign workers in Israel are entitled to paid religious holidays, totalling to nine (9) 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 (14 days) – as per Proclamation No. 295

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| January 1 (Sunday) | - | New Year's Day |
| January 23 (Monday) | - | Chinese New Year |
| April 5 (Thursday) | - | Maundy Thursday |
| April 6 (Friday) | - | Good Friday |
| April 9 (Monday) | - | Araw ng Kagitingan (Bataan Day) |
| May 1 (Tuesday) | - | Labor Day |
| June 12 (Tuesday) | - | Philippine Independence Day |
| August 21 (Tuesday) | - | Ninoy Aquino Day |
| August 27 (Last Monday of August) | - | National Heroes Day |
| November 1 (Thursday) | - | All Saints Day |
| November 30 (Friday) | - | Bonifacio Day |
| December 25 (Tuesday) | - | Christmas Day |
| December 30 (Sunday) | - | Rizal Day |
| December 31 (Monday) | - | 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. **Pay for work on holiday.** Israel's labor laws also provide that caregivers who are made to work during their holidays are entitled to receive payment at 150% of basic pay. Caregivers are entitled to at least 24 straight hours during holidays. (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:

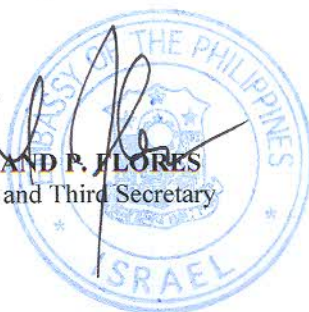
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| For 1 st to 4 th year of employment – 14 days a year | For 6 th year – 18 days a year |
| For 5 th fifth year – 16 days a year | For 7 th year – 21 days a year |

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.

19 December 2011, Tel Aviv, Israel

Approved:

(Sgd) FERDINAND P. FLORES
Vice Consul and Third Secretary



(Sgd) MERRIAM C. CUASAY
Labour Attache