



Pasuguan ng Pilipinas

Embassy of the Philippines

PHILIPPINE OVERSEAS LABOR OFFICE
TEL-AVIV, ISRAEL

**INDICATIVE LIST OF HOLIDAYS & VACATION / ANNUAL LEAVE
FOR FILIPINO WORKERS IN ISRAEL FOR 2009**

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 nine (9) of the regular and civic / religious holidays in the Philippines. In addition, foreign workers are also entitled to paid vacation /annual leave, as follows:

**For each of first 4 years of employment – 14 days a year
For the fifth year – 16 days a year**

**For the sixth year – 18 days a year
For the seventh year – 21 days a year**

The number of vacation days set out above are calendar days, which include weekends, and not work days.

1. Philippine Regular and Special Holidays (16 days)

January 1	-	New Year's Day
April 6	-	Araw ng Kagitingan (Bataan Day)
April 9, 10	-	Maundy Thursday, Good Friday
April 11,12	-	Black Saturday, Easter Sunday
May 1	-	Labor Day
June 12	-	Philippine Independence Day
August 21	-	Ninoy Aquino Day
August 31	-	National Heroes Day
September 21	-	Eid – Ul - Fitr
November 1	-	All Saints Day
November 30	-	Bonifacio Day
December 25	-	Christmas Day
December 30	-	Rizal Day
December 31	-	New Year's Eve

2. **Vacation/Annual leave.** The employer and caregiver shall mutually agree on the dates when a caregiver can enjoy his/her paid vacation/annual leave, depending on the number of religious holidays they have previously agreed upon. In other words, if they have agreed to 15 religious/civic holidays, the caregiver will only be entitled to the remaining number of vacation / annual days as indicated above. In choosing the number of religious holidays, caregivers are advised to consult with their employers and to be considerate of the latter's need for uninterrupted attention and care. Where, for example, an employer's health situation would preclude a caregiver from taking four (4) consecutive holidays, he/she would be best advised to schedule his/her religious /civic holidays and vacation/annual leave in such a way as not to prejudice the well-being and health of his/her employer.

3. **Holiday on rest day.** The caregiver shall forfeit a holiday if it falls on a rest day. Where, the rest day or day off is on Sundays, the caregiver shall not be given an extra pay on Easter Sunday.

4. **Extra pay.** 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).

01 January 2009, Tel Aviv, Israel

(Sgd) MERRIAM C. CUASAY
Labour Attache

Approved:

(Sgd) THADDEUS T. HAMOY
Third Secretary and Vice Consul