



इजरायलको बारेमा जानकारीमूलक पुस्तिका



(वैदेशिक रोजगार बोर्डको सचिवालयद्वारा तयार)



नेपाल सरकार

श्रम, रोजगार तथा सामाजिक सुरक्षा मन्त्रालय
वैदेशिक रोजगार बोर्डको सचिवालय

बबरमहल, काठमाडौं

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बबरमहल, काठमाडौं

व्यक्तिगत विवरण

फोटो

नाम :

पासपोर्ट नं. :

स्थायी ठेगाना :

इमेल :

सम्पर्क टेलिफोन नं. :

रक्त समूह :

मोबाइल नं. :

वै.रो. म्यादी/जीवन बिमा पोलिसी नं. :

वै.रो. म्यादी/जीवन बिमा गर्ने

कम्पनीको/व्यक्तिको नाम :

वै.रो. म्यादी/जीवन बिमागरेको मिति :

एकै घरका विदेश गएका

व्यक्तिको नाम :

गएको देश :

सम्पर्क नं. :

विदेशको रोजगारदाता कम्पनीको/

व्यक्तिको नाम :

ठेगाना :

फोन नं. :

विदेश पठाउने मेनपावरको नाम :

ठेगाना :

सम्पर्क नं. :

संचालकको नाम :

मोबाईल नं. :

आपतकालीन अवस्थामा

नेपालमा सम्पर्क गर्ने

व्यक्तिको नाम र सम्पर्क नं. :

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परिचय

इजरायल दक्षिण पश्चिम एसियाको एक स्वतन्त्र यहूदी राज्य हो । यो राज्यको स्थापना १४ मे १९४८ मा भएको हो । यो भुमध्य सागरको पूर्वी तटमा अवस्थित रहेको छ । विश्वको सबैभन्दा होचो स्थानमा रहेको मृत सागर पनि यसै देशमा अवस्थित रहेको छ । इजरायलको उत्तरमा लेबनान, उत्तरपूर्वमा सिरिया, पूर्वमा जोर्डन, दक्षिण पश्चिममा इजिप्ट देश रहेको छ । नेपाल सरकारले वैदेशिक रोजगारीका लागि नेपाली कामदार इजरायल पठाउनका लागि सन् २००३ मा खुला गरेको हो । नेपाली कामदारहरु इजरायलमा खासगरी कृषि तथा पशुपालन र केयरगिभर क्षेत्रमा काम गर्न जाने गर्दछन् ।



शासन व्यवस्था : संसदीय व्यवस्था

राजधानी : जेरुसेलम

जनसंख्या : ९१,३६,०००

क्षेत्रफल : २२,१४५ वर्ग किलोमिटर

प्रमुख शहरहरु : जेरुसेलम, तेलअभिब, हाइफा, नातानिया, आस्किलोलोन, वेरसेवा, इलाद

मुद्रा : सेकल (New Israeli Shekel-NIS)
International Currency Code ILS

धर्म : मुख्य यहूदी, दोस्रो इस्लाम

भाषा : हिब्रु र अरबिक

कृषि : कृषिमा आत्मनिर्भर रहेको, उन्नत कृषि प्रविधिको प्रयोग

दैनिक बोलीचालीका शब्दहरु

English	हिब्रु	English	हिब्रु
Good Morning	बोकेर तोभ	Room	खेदर
Good Afternoon	खेहोराइम तोभीम	Bed	मिता
Good Evening	ऐरेभ तोभ	Cupboard	हारोन/आरोन
Good Night	लाइला तोभ	Blanket	स्मिखा
Bye Bye	लिहित्रावत	Pillow	करित
Thank you	तोदा	Bed Cover	सदिन
Thank you very much	तोदा रब्बा	Curtain	भिलोन
Sorry/ Excuse me	स्लिखा		
Please	बेभाकाशा	Key	माफितयाख
Welcome	बाकसा	Towel	मागेभेत
Yes	केन	Toilet	सेरुतिम

English	हिब्रु	English	हिब्रु
No	लो	Bath	तुस
Hospital	बेतखोलीम	Bathroom	आम्वातिया
Care Center	बेताबोत	Broom	मताते
Office	मिस्राद	Lift	मालित
Water	माइम	Milk	खलाब

नाता सम्बन्ध

English	हिब्रु	English	हिब्रु
Grand Father	सावा	Husband	बाल/बाली/बाला
Grand Mother	साफ्ता	Wife	इशा/ इष्टी
Father	आवा	Children	एलेद
Mother	इमा	Girl child	एल्दा
Brother	आख	Boy child	एइलदेम
Sister	खोत	Boy	बखुर
Son	वेन	Girl	बखुरा
Daughter	बात	Married	नसुई
Uncle	दोद	Unmarried	रबाक
Aunt	दोदा	Guest	ओर्खिम

सावधानी Emergency सम्बन्धि शब्दहरु

English	हिब्रु	English	हिब्रु
Sick	खोले	Thief	गनाभ
Police	मिसतारा	Fire(आगलागी)	एश
Danger	सकना	Rape	भोनेस
Ambulance	आम्बुलेन्स	Embassy	सग्रिरुत
Accident	तुना	Alert	भिरुत

प्रश्न उत्तर

English	Hebrew	English	Hebrew
How much	कामा?	Why	लामा?
Where	एफो?	Who	मि ?
When	मलाई?	Who is this	मिजे ?
How	एख?	How far is it	कामा रखोग जे?
Which one	एजे?	What happened	माकारा ?
What	मा?	How much does it cost	कामा जे ओले ?
What is it	माजे?	Can you help me (Girl)	आत योखोला लाजोर ली
Can you help me (Boy)	आता योखोला लाजोर ली	Yes, why not	केम लामा लो

दैनिक बोलीचालीका शब्द/वाक्यहरु

नमस्कार: सलोम

मेरो नाम हो: कोरिम लि ... / सेम सेली ...

म नेपालबाट आएको हो: आनि मि नेपाल

म ... मा बस्छु: आनि वे ...

शौचालय (ट्वाइलेट) कहाँ छ? एफो सेरुतिम ?

सेन्ट्रल बस स्टेशन कहाँ छ? एफो तखाना मार्काजित ?

{तेलअभिव} वस स्टेशन कहाँ छ? एफो तखाना {तेलअभिव} ?

मलाई सञ्चो छैन। आनि लो मर्गिसा तोभ ।

इजरायल र नेपाल बीचको श्रम सम्झौता

नेपाली कामदारहरूका लागि इजरायल पनि प्रमुख गन्तव्य मध्यको एक हो । नेपाल र इजरायल बीच दौत्य सम्बन्ध १ जुन १९६० स्थापित भएको हो । नेपाल सरकार र इजरायल सरकारबीच वि.सं. २०७७ असोज १४ गते भएको श्रम समझौतामा आधारित रहेर इजरायलका दीर्घकालीन स्याहार केन्द्रहरूमा नेपाली सहायक कामदार

पठाउने प्रयोजनका लागि कार्यान्वयन सम्झौता (Implementation Protocol) मा हस्ताक्षर २०७७ माघ ८ गते सम्पन्न भएको छ ।

इजरायलको श्रम कानून

१. इजरायलमा कुनैपनि विदेशी नागरिकले B/1 भिसा विना काम गर्न पाउँदैन । विदेशी श्रमिकले इजरायलमा प्रायोजक र तोकिएको रोगारदातासँग मात्र काम गर्न पाउँछ । छुट्टीको समय, खाली समय, बिदा/ आराम दिन वा नियमित काम पश्चात फुर्सदको समय आदि कुनै पनि समय तोकिएको रोजगारदाताकोमा बाहेक काम गर्न पूर्ण बर्जित रहेको छ ।
२. विदेशी कामदारलाई पार्टटाइम काम पूर्ण रुपमा निषेध रहेको छ । विदेशी कामदारले पूर्णकालीन (Full time) कामदारको रुपमा मात्र काम गर्न पाउँने व्यवस्था रहेको छ ।
३. विदेशी कामदारले आफूले स्वीकृति प्राप्त गरेको रोजगारीको क्षेत्रमा मात्र काम गर्न पाउँछ । एउटा कामको लागि गएको कामदारले अर्को क्षेत्रमा काम गर्न पूर्ण निषेध गरिएको छ ।
४. रोजगारदाताले विदेशी कामदारलाई अनिवार्य रुपमा कामदारले बुझ्ने भाषामा करार पत्र दिनुपर्छ । यसरी गरिने करारमा अनिवार्य रुपमा रोजगारदाता र कामदारको स्पष्ट परिचय, कामको विवरण, तलब भत्ता, भुक्तान हुने मिति, कट्टा गरिने रकमहरू, सामाजिक सुरक्षामा गर्नु पर्ने योगदान रकम, सम्झौता सुरु हुने मिति र अवधि, नियमित कार्य घण्टा र साप्ताहिक आराम/छुट्टी, तलबी बिदा, अन्य बिदा, चाडपर्व, विरामी बिदा आदिको विवरण, स्वास्थ्य बिमा र आवास सुविधा आदिको विषय उल्लेख भएको हुनुपर्दछ ।
५. विदेशी कामदारको लागि जारी हुने भिसा (B/1) को अवधि बढीमा एक वर्षको मात्र हुन्छ । एक वर्ष भन्दा बढी समयको लागि करार भएका श्रमिकको भिसा PIBA को नियमानुसार मात्र थप हुन्छ ।
६. इजरायलमा काम गर्ने विदेशी कामदारले इजरायलको कानून र सम्बद्ध प्रकृयाहरूको उल्लङ्घन गरेमा जस्तै भिसा आवेदनमा झूठा दाबी गरेमा, जुन कामको लागि गएको हो सो काम गर्न अयोग्य/असक्षम भएमा वा एकाघरको

परिवार सदस्य इजरायलमा भएमा इजरायलको नियमानुसार देशवाट निष्काशन (Deport) गर्न सक्नेछ ।

७. कामदारको अनिवार्य रुपमा स्वास्थ्य बिमा गरेको हुनुपर्छ ।
८. हरेक महिनाको ९ तारिख सम्ममा कामदारहरुको मासिक पारिश्रमिक रोजगारदाताले सम्बन्धित कामदारको बैंक खातामा जम्मा गरिसक्ने व्यवस्था रहेको छ । विदेशी कामदारको हकमा मासिक तलबबाट निम्न शीर्षकमा निश्चित सीमा भित्र रहेर रकम कट्टा हुने व्यवस्था रहेको छ ।

- कानूनले तोकेको कर र राष्ट्रिय बिमा बापतको रकम
- तोकेको सीमा सम्मको आवास बापतको रकम
- तोके अनुसार निजी स्वास्थ्य बिमा बापतको रकम
- तलबबाट कट्टा गर्ने गरी पूर्व सहमतिमा कारदारले रोजगारदातासंग लिएको ऋण वा कुनै रकम
- करार सम्झौतामा उल्लेख भएका अन्य खर्चहरु

यसरी कट्टा गरिने रकम तलबको २५% भन्दा बढी हुन नहुने कानूनी व्यवस्था रहेको छ ।

केयरगिभरको हकमा हुने विशेष व्यवस्था

१. जेष्ठ नागरिक अथवा अपांगता भएका रोजगारदाताको काममा खटिएका विदेशी केयरगिभरले काम छाड्ने विषयको जानकारी अनिवार्य रुपमा तोकिएको समय अवधि भित्र रोजगारदाता वा तिनको प्रतिनिधिलाई जानकारी गराउनु पर्दछ । तोकिएको समय सीमा भित्र काम छाड्न लागेको विषयको जानकारी नगराउने वा जानकारी नगराई काम छाड्ने कार्यलाई फौजदारी अपराधको रुपमा लिइन्छ र कामदारलाई सुनुवाई पश्चात आफ्नै देश फर्काउने सम्मको कारवाही हुन्छ ।



२. सामान्यत इजरायलमा काम गर्नको लागि एक वर्ष भन्दा बढी अवधिको भिषा प्राप्त हुँदैन । केयरगिभरको हकमा पहिलो पटक कामका लागि प्रवेश गरेको मितिबाट पटक पटक गरी ६३ महिना सम्म भिषा थप हुन सक्छ । आफूले काम गर्न पाउने अधिकतम समय समाप्त भए पश्चात विदेशी केयरगिभरले आफ्नो देश फर्कने व्यवस्था गर्न थप ३० समय पाउँछन् तर यस अवधिमा कुनै प्रकारको रोजगारीमा संलग्न हुन पाइँदैन ।

ट्राफिक नियम

नेपालमा बायाँ लेनबाट गाडी चल्छ भने इजरायलमा दायाँ लेनबाट गाडी चल्दछ । सडक पार गर्दा बत्तीको छेउमा रहेको जेब्राक्रसबाट काटनुपर्छ । यहाँ मदिरा सेवन गरेर गाडी चलाउन सक्त मनाही छ । ट्राफिक नियमको उल्लङ्घन गरेमा कडा कारवाहीको व्यवस्था रहेको छ।



काम गर्ने समय

इजरायलमा शनिबार सार्वजनिक बिदा हुनेगर्दछ । सहाक कामदारहरूको नियमित कार्य हप्तामा ६ कार्य दिनहरू हुनेछन र प्रत्येक हप्ता ४२ घण्टा काम गर्नु पर्नेहुन्छ । प्रत्येक २४ घण्टामा दुई वा तीन वटा शिफ्ट रहने छन् । कामदारहरूलाई ओभर टाइम कार्यको प्रवन्ध गरिनेछ र सो को पारिश्रमिक दिइनेछ ।

जान्नु पर्ने अन्य महत्वपूर्ण कुराहरु

- श्रम गन्तव्य मुलुकमा आफूले गर्ने काम सम्बन्धी विषयको ज्ञान र सीप सिकेर जाँदा व्यवस्थित, सुरक्षित एवम् सहज तरिकाले काम गर्न सकिन्छ । सीप सिकेर काम गर्दा राम्रो आमदानी हुनुको साथै भविष्यमा स्वरोजगार हुने अवसर प्राप्त हुने गर्दछ ।
- वैदेशिक रोजगारीमा जानु पूर्व दिइने पूर्व प्रस्थान अभिमुखीकरण तालिम अनिवार्य रुपमा लिएर मात्र जानुपर्दछ ।

- रोजगारदातासँग गरिएको सम्झौतापत्रमा उल्लेखित करार अवधिको ख्याल गर्नुपर्छ । गर्नुपर्ने काम, समय र सुविधालगायतका विषय सम्झौतापत्रमा स्पष्ट बुझ्ने गरी लेखिएको हुनु पर्दछ ।
- करार अवधि सकिएपछि अनिवार्य रूपमा पुनः श्रम स्वीकृति लिएर मात्र विदेशमा थप अवधि काम गर्नुपर्दछ । कम्पनीको सहयोगमा भिषाको म्याद थप हुँदा श्रम स्वीकृतिको म्याद थप भएको मानिदैन । त्यसैले पुनः श्रम स्वीकृति लिएर मात्र विदेशमा काम गर्नु पर्दछ ।
- सम्बन्धित कागजात (राहदानी, नागरिकता, श्रम स्वीकृति, करारनामा र बिमालेख लगायत) हरुको फोटोकपी परिवारको सदस्य वा साथीभाइ-आफन्तलाई छोडेर जानुपर्दछ ।
- करार विपरीत आफूखुसी अर्को ठाउँमा काम गर्न जानुहुँदैन । यसो गरेमा भगौडामा परी त्यहाँको नियम अनुसार कारवाही हुन सक्छ ।
- श्रम स्वीकृति लिई गएका कामदारलाई वैदेशिक रोजगार बोर्डको सचिवालयबाट नियमानुसारको आर्थिक सहायता प्रदान गर्दै आएको छ ।
- काम गर्न गएको मुलुकको श्रम ऐन, अध्यागमन ऐन, ट्राफिक नियम आदिको बारेमा आवश्यक जानकारी लिनुपर्दछ ।
- विदेशमा कमाएको पैसालाई विलासितामा मात्र खर्च नगरी उत्पादनशील क्षेत्रमा लगानी गरेमा आफू मात्र नभई अरुलाई पनि रोजगारी दिन सकिन्छ ।
- घर परिवारलाई पैसा पठाउँदा सुरक्षित र भरपर्दो रूपमा बैंक मार्फत मात्र पठाउनुपर्छ ।
- घरपरिवारसँग नियमित सम्पर्कमा रहने गर्नुपर्छ ।
- वैदेशिक रोजगार विभागबाट अनिवार्य श्रम स्वीकृति लिएर मात्र वैदेशिक रोजगारीमा जानु पर्दछ ।
- श्रम स्वीकृति लिएको देश, काम गर्ने पद, काम, तलब, लागत खर्च, रोजगारदाताको नाम, श्रम स्वीकृति लिएको मिति लगायत सम्पूर्ण विवरण मोवाइलबाट ३४००१ मा SMS गरी जानकारी पाउन सकिन्छ । SMS गर्न PP टाइप गरी एक स्पेस दिई पासपोर्ट नं. टाइप गरी ३४००१ मा पठाउनु पर्दछ

(उदाहरण PP<space>08976543) । वा विभागको वेबसाइट www.dofe.gov.np मा गई आफ्नो राहदानी नं. वा स्टिकर नं. टाइप गरी हेर्न सकिन्छ ।

- श्रम स्वीकृतिका लागि अनलाइन फारम भर्दा प्राप्त हुने User Name र Password सुरक्षित र गोप्य राख्नुपर्दछ । श्रम स्वीकृतिको अवस्था थाहा पाउन वा अर्को पटक श्रम स्वीकृति लिन वा कुनै ठगीमा परेमा उजुरी गर्न यो आवश्यक पर्छ ।
- वैदेशिक रोजगारको क्रममा ठगीमा परेमा वैदेशिक रोजगार विभाग वा श्रम कल सेन्टरमार्फत उजुरी गर्न सकिनेछ ।
- वैदेशिक रोजगार सम्बन्धी आवश्यक सूचना तथा सहयोग "वैदेशिक रोजगारी" नामको मोबाइल एप्लिकेशन आफ्नो मोबाइलको प्ले स्टोर (Play Store) बाट डाउनलोड गरी प्रयोग गर्न सकिन्छ ।
- वैदेशिक रोजगारीको लागि सम्बन्धित देशको राजदूतावासबाट माग प्रमाणीकरण, अर्को पटक श्रम स्वीकृति, उजुरी/गुनासो व्यवस्थापन Online बाट गर्न/हेर्न सकिन्छ ।
- श्रम स्वीकृतिको क्रममा बुझाउनुपर्ने कल्याणकारी कोषमा रहने रकम (शुल्क) अनलाइन बैकिङ सेवा Digital Wallet (जस्तै कनेक्ट आई.पि.यस., इ सेवा, खल्ती, आइएमई पे, सेल पे, लगायत) बाट भुक्तानी गर्न सकिन्छ ।

महिला कामदारहरुले वैदेशिक रोजगारमा जाँदा ध्यान दिनुपर्ने थप कुराहरु

- कार्यस्थलमा हुने लैंगिक भेदभाव, हिंसा, दुर्व्यवहार भएमा यथाशिघ्र सुपरभाइजर, साथीभाइ र परिवार लगायत सम्बन्धित निकायमा जानकारी गराउनुपर्दछ ।
- काम भन्दा बाहिर जाँदा सकेसम्म एकलै जानुहुँदैन । नचिनेको व्यक्तिले दिएको कुनै कुरा लिन र खान हुँदैन ।
- सम्बन्धित देशको धर्म, संस्कृतिमा प्रतिकूल असर नपर्ने गरी पोशाक लगाउनुपर्दछ ।

- अपरिचित व्यक्तिले देखाएको आर्थिक लगायत अन्य प्रलोभनमा फस्नु हुँदैन ।
- इजरायलमा रोजगारदाता वा अन्य कसैले यौन हिंसा गरेमा फौजदारी अभियोग मानिन्छ । आफूलाई त्यस किसिमको हिंसा भएमा वा महसुस भएमा सम्बन्धित निकायमा खबर गर्नु पर्दछ । मनोसामाजिक परामर्शको लागि Center for Support of Victims of Sexual Aggression को *1202 मा सम्पर्क गर्न सकिन्छ ।

श्रम स्वीकृति लिई वैदेशिक रोजगारमा गएका कामदार वा हकवालाले वैदेशिक रोजगार बोर्डबाट पाउने सेवा तथा सुविधाहरू:

- मृतक कामदारका हकवालालाई सात लाख रुपैयाँ आर्थिक सहायता दिने व्यवस्था छ ।
- अङ्गभङ्ग/ गम्भीर बिरामी भएको खण्डमा नियमानुसार विशेषज्ञ समितिको सिफारिसमा बढीमा सात लाख रुपैयाँसम्म आर्थिक सहयोग दिने व्यवस्था छ ।
- मृतक र अंगभंग भई शतप्रतिशत आर्थिक सहायता पाएका कामदारका छोराछोरीलाई १२ कक्षासम्म विद्यालयस्तरको छात्रवृत्ति प्रदान गर्ने व्यवस्था छ ।
- कामदारको परिवारको सदस्य बिरामी (क्यान्सर, मुटु सम्बन्धी, मृगौला सम्बन्धी, अल्जाइमर्श र पार्किन्सन जस्ता पाँच प्रकारका) भएमा बढीमा पचास हजार रुपैयाँसम्म उपचार खर्च दिने व्यवस्था छ ।
- मृतकको शव अन्तराष्ट्रिय विमानस्थलबाट घर ठेगानासम्म निःशुल्क रुपमा पुऱ्याइने व्यवस्था छ ।
- समस्या वा अलपत्र पर्दा उद्धार, सुरक्षित गृह सेवा, कानूनी प्रतिरक्षा लगायतका सेवा सुविधा प्रदान हुदै आएको छ ।
- सम्बन्धित बिमा कम्पनीबाट नियम अनुसार बिमा सुविधा पाइन्छ ।

वैदेशिक रोजगारको क्रममा गर्न नहुने कुराहरू

- लागूपदार्थ/मादकपदार्थ प्रयोग नगर्ने तथा साथमा नराख्ने र ओसारपसार नगर्ने,
- अश्लील व्यवहार/यौन दुर्व्यवहार नगर्ने
- राजनीतिक गतिविधि नगर्ने,
- धार्मिक क्षेत्रमा हस्तक्षेप गर्नु हुँदैन,
- भाङ्ग, मर्चा, धारिलो हातहतियारको प्रयोग लगायत सम्बन्धित देशमा प्रतिबन्ध लगाएका सामानहरू ओसारपसार गर्नु हुँदैन ।
- अरुले पठाएको सामानको बारेमा नबुझी लान/ल्याउन हुँदैन ।
- हिटलरले प्रयोग गर्ने स्वस्तिक चिन्हको प्रयोग कतै पनि नगर्ने यसलाइ लिएर यहुदीहरू अती सम्बेददनशिल हुन्छन् ।

घरभित्र हुनसक्ने जोखिम र त्यसबाट सुरक्षित हुने उपाय

- घरभित्र सिसि टिभी क्यामरा जडान भएको हुनसक्छ, त्यसैले सावधानी अपनाउनु पर्छ ।
- घरभित्र बस्दा झ्याल ढोका राम्ररी बन्द गर्नुपर्दछ ।
- आफ्नो कामप्रति जिम्मेवारी र बफादार हुनुपर्दछ ।
- चलाउन नजानेको मेशिनरी सामान सिकेर मात्र चलाउनु पर्दछ ।
- जुनसुकै समयमा आवश्यक सावधानी अपनाउनु पर्दछ ।

सहयोगी निकायहरू

नेपाली राजदूतावास, इजरायल

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इजरायलमा रहेको आप्रवासी कामदार हटलाइन

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PIBA Call Center 1-700-707-889 Toll Free वा 972(0)35605175

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General Information of the State of Israel

(For Nepali Auxiliary Workers in Long Term Care Facilities)



Government of Nepal
Ministry of Labour, Employment and Social Security
Foreign Employment Board

Disclaimer: All data and information are provided for informational purposes only. In case of discrepancy in the data, the employment contract is the determining factor.

Chapter-I

General Background of the State of Israel

Short History	After the Holocaust, a time when over 6 million European Jews were murdered and many thousands had to flee for their lives, United Nations votes for the partition of Palestine and the creation of an independent Jewish state. The independent state of Israel was announced on May, 14 th 1948
Population	The general population of Israel - 9 136 000* : <ul style="list-style-type: none">➤ 6 millions 772 thousands (74,1 %) — Jews;➤ 1 million 916 thousands (21 %) —Arabs (Christians, Muslims and Druze);➤ 448 thousands (4.9 %) — national minorities: Armenians, Circassians, non-Arab Christians, representatives of other religions.
Ethnic groups	Ethnic groups of Jews: Among Israeli Jews: <ul style="list-style-type: none">➤ 75% are Sabras (Israeli-born), mostly second—or third-generation Israelis➤ The rest are Olim (Jewish immigrants to Israel)-19% from Europe, Americas and Oceania, and 9% from Asia and Africa. Ethnic groups of Arabs (Religions adhered to by Arab citizens of Israel): <ul style="list-style-type: none">• Muslim 82%• Christian 9% and;• Druze 9%
General information on the elderly in Israel	<ul style="list-style-type: none">➤ In Israel, there are just over a million senior citizens who are aged 65+, and they constitute about 12% of the total population. Most of the population was born in Israel but among the older population, aged 65+, only 30% were born in Israel;➤ Welfare services are provided in each locality within the social department by social workers. Some of them are specified to the elderly population. The life expectancy in Israel is for men - 81 and women - 85 years old;

<p>General information on the elderly in Israel</p>	<ul style="list-style-type: none"> ➤ For the nursing patient who becomes completely dependent on the help of others, there are many concessions and many difficulties. Among other things, the lack of independence, privacy and the hidden desire of the dependent that the children and the family will take care of him and not a stranger.
<p>Geography</p>	<ul style="list-style-type: none"> ➤ The country is bordered by Lebanon to the north, Syria to the northeast, Jordan to the east, Egypt to the southwest and the Mediterranean Sea to the west. ➤ The total area of the State of Israel is 8,630 sq. miles (22,145 sq.km.), of which 8,367 sq. miles (21,671 sq. km.) is land area. Israel is some 470 km. (290 miles) in length and about 85 miles (135 km.) across at the widest point. ➤ The width of the country, from the Mediterranean Sea in the west to the Dead Sea in the east, can be crossed by car in about 90 minutes; and the trip from Metulla, in the far North, to Eilat at the country's southern tip takes about nine hours. ➤ Israel has four seas – the Mediterranean Sea and the Red Sea, the Dead Sea, and the Sea of Galilee.
<p>Climate</p>	<ul style="list-style-type: none"> ➤ Israel's climate ranges from temperate to tropical, with plenty of sunshine. ➤ Two distinct seasons predominate: a rainy winter period from November to May; and a dry summer season which extends through the next six months. ➤ Weather extremes range from occasional winter snowfall at higher elevations to periodic oppressively hot dry winds, which send temperatures soaring, particularly in spring and autumn ➤ Regional conditions vary considerably with; <ul style="list-style-type: none"> ➤ Humid summers and mild winters on the coast; ➤ Dry summers and moderately cold winters in the hill regions (including Jerusalem); ➤ Hot dry summers and pleasant winters in the Jordan Valley; ➤ A year-round semidesert conditions in the Negev.

Climate	<p>In winter:</p> <ul style="list-style-type: none"> ➤ In Jerusalem and inland hills, bring warm clothes, a jacket, a hat, a raincoat or umbrella, a scarf for the wind. ➤ In the Jordan Valley and Eilat: spring/autumn clothes, a shirt for the day, a jacket and a sweater when it gets cooler, and an umbrella for the area north of the Dead Sea. ➤ In Tel Aviv and the Mediterranean coast: spring/autumn clothes, a sweater and a jacket, and a raincoat or umbrella. <p>In summer:</p> <ul style="list-style-type: none"> ➤ In Jerusalem and inland hills, bring light clothes, a sun hat, a sweatshirt for the evening, a scarf for the wind-borne sand and dust. ➤ In the Jordan valley and Eilat, bring lightweight clothing. ➤ In Tel Aviv and the Mediterranean coast, bring light clothing, and a light sweatshirt for the evening. <p>Be smart in the sun; Stay hydrate</p> <ul style="list-style-type: none"> ➤ Slip on a long-sleeved shirt or sun protective clothing ➤ Slop on broad-spectrum sunscreen of SPF 30 or greater, and re-apply every two hours ➤ Slap on a hat, the wider the brim the better ➤ Seek shade or shelter during peak sun exposure times, generally from 10 a.m. to 4 p.m. ➤ Slide on UV-protective sunglasses to protect the eyes
Culture	<p>In Israel, citizens use the Lunisolar calendar alongside the Gregorian calendar. Following the Lunisolar calendar, we are now in the year 5781 in Israel.</p> <ul style="list-style-type: none"> ➤ The main languages in Israel are Hebrew, Arabic, English and Russian ➤ The working week begins on Sunday and ends on Friday. Saturday is a day of rest, and it is called Shabbat ➤ Never use "Swastik" in any of your belongings. Since "Hilter" used "Swastik" as his symbol, Israelis hates it.

<p>Capital</p>	<p>Jerusalem is the capital city of Israel. It is the most holy city in the world for the main religions: Judaism, Islam, Christianity.</p> <p>The old city is divided into four uneven quarters:</p> <ul style="list-style-type: none"> ➤ Christian quarter with the Church of the Holy Sepulcher ➤ Jewish quarter with Western Wall ➤ Muslim quarter with Dome of the Rock ➤ Armenian quarter with St. James Cathedral
<p>Israeli Communication Style</p>	<ul style="list-style-type: none"> ➤ When coming to Israel you need to know that the mentality of Israelis is different. The communication is very different from western and Asian countries. ➤ Communication is very straight forward, casual, warm and sometimes even feels loud and aggressive. ➤ Since you understand that it's only a different mentality, a different culture of communication, you can achieve positive results in communication with locals. ➤ Israel - a hot country, in which the summer heat does not subside even in the short autumn and winter months. Therefore, residents dress freely, both for recreation and for business meetings. ➤ Things get done quickly in Israel.
<p>Israeli cuisine</p>	<ul style="list-style-type: none"> ➤ Mix both local dishes and dishes brought to Israel by Jews from the Diaspora. The Israeli culinary famous for its fusion cuisine ➤ Most of the food in Israel has to be Kosher. The laws of kosher define the foods that are fit for consumption for a Jew. ➤ The Muslim population eats Halal food, it means food that is permissible according to Islamic law. ➤ Many of locals follow their religion and cook food only by kosher or halal laws.
<p>Exchange rate:</p>	<p>1 NIS = 37.8292 NPR, 1 USD = 120.612 NPR</p>

COVID-19 situation in Israel	<ul style="list-style-type: none">➤ From December 2020 Israel started to vaccinate its citizens and migrants who reside in the country.➤ Vaccine and Testing for COVID-19 are free of charge with medical insurance in Israel.➤ In case of positive result for COVID-19, the person is obligated to follow isolation guidance from Ministry of Health.➤ Hospitalization or home treatment from COVID-19 are covered by medical insurance.➤ Main guidance for healthy routine:<ul style="list-style-type: none">➤ Wear mask in public area➤ Keep 2 meters distance➤ Frequently wash hands with soap➤ Link for updated information from Ministry of Health
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Chapter-II

Rights and Obligations - Part A

PIBA	<ul style="list-style-type: none"> ➤ Population and Immigration authority (PIBA) is responsible for implementing government policy regarding the stay and registration of citizens and foreigners. ➤ In addition, is responsible for the implementation of the bilateral agreement between Israel and Nepal. ➤ PIBA is the Israeli government authority responsible for enforcing legal stay and employment of foreigners in Israel, including the deportation of foreigners who breach their visa conditions. And responsible for the supervision of entry to and exit from Israel.
A foreign Auxiliary Worker;	<ul style="list-style-type: none"> ➤ Receives permission to work in Israel in the Long-Term Care Facilities sector only, and this sector is stipulated in the worker's B/1 visa. ➤ After arriving in Israel to work in this sector, the foreign AW may not change to a different sector in which foreign workers are employed in Israel. ➤ Thus, the AW will not be allowed to work in the Homebased Caregiving Sector and will not work as a Nurse in Israel. ➤ The AW may work only for an LTCF holding a permit to employ a foreign AW and after the LTCF has legally registered the employment with PIBA.

<p>Visas and Visas Extensions</p>	<ul style="list-style-type: none"> ➤ Work visas are issued for periods of up to one year at a time. ➤ The visa may be extended for additional periods if an authorized employer requests from PIBA and is subject to PIBA procedures. ➤ Nonetheless, the maximum stay of a foreign AW in Israel is 63 months from the date of arrival. Therefore, the AW visa will not be extended for additional periods once 63 months have passed from the date of the worker's first entry to Israel, and the AW must leave Israel permanently. ➤ The Employer shall not withhold the Worker's passport illegally. <p>A foreign AW in Israel is entitled to the same working conditions as an Israeli employee carrying out similar work in the long-term care facilities sector. In addition to the regular labor rights, employers must provide foreign workers with a written employment contract, private health insurance, and proper housing.</p>
<p>The Employer</p>	<ul style="list-style-type: none"> ➤ The Employer: is the Long-Term Care Facility (LTCF) owner and holds a valid permit issued by the Population and Immigration Authority (PIBA) to employ a foreign auxiliary worker in the LTCF. ➤ The Assigned Employer's signature on the SEC and the visa fee paid by the Assigned employer for the entry to Israel is the invitation to Israel for work as an AW for that Employer. ➤ Standard Employment Contract - This employment contract is a uniform contract drafted following the labor laws in Israel. Signing the contract is a necessary condition for obtaining a work visa. Only after signing a standard employment contract (SEC) with an Israeli Employer holding a foreign AW employment permit issued by the Population and Immigration Authority in Israel you will receive the visa and work permit allowing you to work as an AW in an LTCF in Israel.

<p>Auxiliary Worker (AW) Duties</p>	<ul style="list-style-type: none"> ➤ The duties of the AW shall be to provide diligent and skilled caregiving assistance to Persons with Physical or Cognitive Disabilities (PWD) residing in the LTCF, under the supervision and/or instruction of the Supervising Nurse. And to assist the PWDs in performing daily activities. ➤ The AW is not authorized to make any medical-related treatment decisions on his own regarding the PWDs, and when in doubt, he must consult the Supervising Nurse and act according to the Supervising Nurse's instructions.
<p>Transfer to Alternate Employer</p>	<ul style="list-style-type: none"> ➤ The AW must make a serious, true and faithful attempt to work for the Assigned Employer. ➤ The Authority takes seriously any case in which an employee seeks to move to a new employer before making an honest and genuine attempt to remain in the workplace. ➤ Only after doing the above the employee will be eligible to transfer to an Alternate Employer who has an available permit and quota to employ an AW in an LTCF. ➤ Begin working for the Alternate Employer will be only after receiving from that Alternate Employer proof that he has notified PIBA of his wish to begin the employee employment and after PIBA has registered the change of employment, and after signing a Standard Employment Contact with the new Employer. ➤ In case the employee have a complaint against the Assigned Employer or any Alternate Employer, at any time, including during the first days after arriving in Israel you should contact the PIBA Foreign Worker Help Center for aid and assistance.

Termination

- Either party has the right to terminate the employment after **making a genuine and sincere attempt** to carry out the provisions of the SEC.
- **Termination notice** will be given in writing by either party, subject to the provisions of the Advance Notice for Termination and Resignation Law,
- In case of termination, either Party may waive the above prior notice period (hereinafter: "the Period"), provided the Party that waives the Period shall pay the other Party for the Period based on the Worker's monthly salary during the Period.
- **important !** In case the Worker does not give the required prior notice before termination, the Employer may deduct the relevant salary amount from the Worker's last salary.
- **The minimum prior notice that a foreign AW must give his employer is as follows:**

Working time with the employer	Minimum prior notice time required:
for the first six months of employment by the Employer	One day for each month
for the period starting from the seventh month of employment	six days plus two and a half days for each month worked
One year and above	one month

**Ending of
employment period**

A. The date of the ending of the employment period under this SEC shall be:

- If this contract is signed before the arrival of the worker to Israel - one year from the date of entry of the worker to Israel.
- If this contract is signed after the Worker has arrived in Israel (in case of changing employers after arrival or extension of an existing SEC)

B. The date of the ending of the employment period under this SEC shall be:

- The period from the beginning date of the employment to the ending date of the employment shall be referred to hereinafter as "the Contract Duration."
- The Contract Duration is subject to the continued validity of the Employment Permit issued to the Employer and of the B/1 Visa and Work License held by the AW, all issued by PIBA as per PIBA procedures (hereinafter: "the Permits") and both parties agree to take all required steps to extend the duration of the Permits, as necessary.
- At the end of the Contract Duration, and subject to the extension of the Permits as set out, the SEC may be extended for additional periods of one (1) year each, pursuant to the Parties' mutual and explicit consent in writing and provided that neither party to this SEC has delivered one month's prior notice in writing to the other party concerning his desire to bring this contract to an end.
- The above shall not derogate from the Parties' right to terminate this SEC according to the conditions stipulated in the Advance Notice for Termination and Resignation Law, pursuant to "Termination" section

PIBA procedures allow foreign workers, who have completed their maximum legal periods of work in Israel, to remain in the country for an **additional 30 days from the end of their last legal employment, without working, to prepare to leave Israel.**

Chapter-III

Rights and Obligations - Part B

Salary	<ul style="list-style-type: none">➤ As of Dec. 2021, the minimum wage is 5,300 NIS for a full-time job (182 hours per month).➤ 29.12 NIS per hour➤ The salary shall be paid by the end of the month for which it is paid, and no later than the 9th day of the following month.➤ The salary shall be deposited by the employer in a bank account in Israel which the AW has opened in his name and in which no third party has rights or power of attorney.➤ The employer shall provide the Worker with a printed pay slip detailing the wage components as set out in the Wage Protection Law <p>Salary slip and record of daily work hours</p> <ul style="list-style-type: none">➤ The employer must provide the worker with a salary slip with details of the salary and deductions. It is vital to save all salary slips.➤ We strongly advise each worker to keep a personal record of daily work hours, make notes of sick days, and note work hours if carried out on his weekly rest day when payment is higher.
Workplace, work week, overtime and breaks	<ul style="list-style-type: none">➤ The regular workplace will be at the LTCF's address as set out above or any updated address of the LTCF.➤ The AW will work a full-time position consisting of forty-two (42) regular working hours per week.➤ The regular work week of the AW will consist of up to six (6) working days, during which the Worker shall work up to six (6) shifts.➤ The work in the Workplace is conducted around the clock in two (2) or three (3) Shifts per every twenty-four (24) hours, as follows:

<p>Workplace, work week, overtime and breaks</p>	<ul style="list-style-type: none"> ➤ Two (2) shifts per every twenty-four (24) hours which will include Morning shift and Night shift ➤ Three (3) shifts per twenty-four (24) hours which will include Morning Shift, Evening Shift and Night Shift, ➤ The hours of each shift shall be determined, from time to time, by the Employer. ➤ The Worker shall receive special remuneration for overtime hours <p>Breaks</p> <ul style="list-style-type: none"> ➤ The AW will receive a forty-five (45) minute break per Shift from active work for rest and refreshment, including one continuous break of not less than thirty (30) minutes. A break under this subsection shall not be remunerated (unless stipulated otherwise in an applicable collective agreement). However, if the Worker's presence at the Workplace is essential and he has been required to remain at the Workplace during the break by the Supervising Nurse, such break shall be remunerated. ➤ In case the Worker is requested to split his shift due to the Employer's need, the break between the portions of the split shift shall not last more than (three) 3 hours, in accordance with the Work and Rest Hours Law. ➤ There shall be a break of not less than eight (8) hours between one Shift and the next.
<p>Overtime hours and Overtime limitations</p>	<ul style="list-style-type: none"> ➤ The Worker shall receive special remuneration for overtime hours (per subsection 10(c) in the contract) ➤ overtime hours will be calculated in accordance with the Work and Rest Hours Law, and Extension Order regarding Shortening the Work Week in the Market, as well as any relevant law or regulation in force during the duration of the employment. <p>Overtime payment If the Worker is required by the Employer to work overtime, due to the Employer's needs, the Worker is entitled to overtime payment as set out in the Israeli Work and Rest Hours Law, and as set out hereinafter:</p>

<p>Overtime hours and Overtime limitations</p>	<ul style="list-style-type: none"> ➤ the AW shall receive not less than one and a quarter (125%) the ordinary wage for the first two overtime hours during one Shift, and not less than one and a half (150%) the ordinary wage for all subsequent overtime hours during one Shift. ➤ The Employer is entitled, instead of paying an increased wage under subsection (1) to give the AW hours of rest during the regular working hours of another shift, provided that the hours of rest are not less than an hour and a quarter for each of the first two overtime hours worked during a shift and of not less than an hour and a half for every subsequent overtime hour worked during a shift. <p>For removal of doubt, such hours of rest shall be calculated as part of the Worker's regular working hours, and the Worker will receive remuneration for the hours of rest.</p> <p>A. Overtime limitations</p> <p>The AW may not work overtime hours in an amount exceeding either of the two (2) following options:</p> <ul style="list-style-type: none"> ➤ Sixteen (16) overtime hours per week, and four (4) overtime hours per day. Thus, a daily Shift may not exceed 12 hours of work, including overtime, and a work week may not exceed fifty-eight (58) hours of work, including overtime; ➤ Thirty (30) overtime hours per week, according to the following breakdown: <ul style="list-style-type: none"> ➤ three (3) overtime hours during each workday which does not precede the Worker's Weekly Rest Day which amount to fifteen (15); ➤ four (4) overtime hours during the workday which precedes the Worker's Weekly Rest Day, and eleven (11) hours during the Worker's Weekly Rest Day. This option is limited to a total cap of 75 overtime hours per every twelve (12) consecutive weeks.
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<p>Overtime hours and Overtime limitations</p>	<p>B. Overtime limitations</p> <ul style="list-style-type: none"> ➤ The employer must provide the Worker with an alternative period of rest within a period of four (4) weeks following the Worker's work during his Weekly Rest Day. ➤ The Compensatory Rest shall be equivalent to the amount of hours worked during the Worker's Weekly Rest Day and should be given, preferably, during the Worker's Weekly Rest Day. ➤ If the Compensatory Rest due to the Worker amounts to 25 hours or more, the employer must allow for a minimum period of rest amounting to 25 consecutive hours, followed by separate and additional periods of rest until the total Compensatory Rest due to the Worker is exhausted in full.
<p>Weekly rest day</p>	<ul style="list-style-type: none"> ➤ If the Worker is employed on his Weekly Rest Day or holiday as set out in sections 7(a) and 7(c) above, he shall be entitled to a payment of one hundred and fifty percent (150%) of his daily salary for working on his Weekly Rest Day ➤ And to a payment of two hundred and fifty percent (250%) of his daily salary for working on his holiday. ➤ Without derogating from the above, if the Worker is employed on his Weekly Rest Day, the Employer must provide him with an alternative day of rest in addition to the Worker's Weekly Rest Day, as stipulated in section 6(e)(2) above. <p>Weekly Rest Day</p> <ul style="list-style-type: none"> ➤ The AW shall be entitled to a fixed weekly rest of at least twenty-five (25) consecutive hours during one of the following days, according to the Worker's choice: Saturday, Sunday or Friday. If applicable, the Worker shall be entitled to a longer Weekly Rest Day or a supplemental rest day period compatible with the customary weekly rest day and/or supplemental rest day period given to other workers fulfilling similar duties to the Worker in the Workplace

<p>Weekly rest day</p>	<ul style="list-style-type: none"> ➤ Notwithstanding the above, when the Employer's needs so require, the Employer is entitled to change the weekly working schedule or to decide that the Worker should work on his weekly rest day, and the Worker shall be compensated as detailed above (subsection 6(e)) and below (subsection 10(d) in the contract)
<p>Holidays</p>	<ul style="list-style-type: none"> ➤ The AW shall be entitled to no more than (nine) 9 paid days of leave for his religious/national holidays or for Israeli religious/national holidays (according to the Worker's choice, to be specified in writing), when the Holidays do not coincide with the Weekly Rest Day. ➤ For the avoidance of doubt, the Holidays will not be counted as part of the Worker's annual paid Leave, as specified below (subsection d). ➤ In addition, should the Holidays (or part of them) coincide with the Worker's Weekly Rest Day, the Worker shall not be eligible to alternate days of leave or increased remuneration.
<p>Annual Paid Leave, Days of Choice, Accrued Vacation Days</p>	<p>The AW will be entitled to a yearly paid vacation per each calendar year.</p> <ul style="list-style-type: none"> ➤ The number of vacation days for which the AW is eligible will be as set out in the Annual Leave Law and will be calculated according to the length of time the AW has been employed during each calendar year. ➤ For the first five years of employment the AW will be eligible for sixteen (16) paid vacation days yearly (equivalent to fourteen (14) days not including the Weekly Rest Day). ➤ Leave may be taken by the AW after coordinating the dates of such with the Employer at least fourteen (14) days in advance. ➤ The Employer may fix Leave dates according to the needs of the Employer, and Leave will be given at one time, unless agreed otherwise by the Parties and the workers' committee (if such exists in the Workplace), provided that not less than seven (7) days of leave will be given at one time.

<p>Annual Paid Leave, Days of Choice, Accrued Vacation Days</p>	<p>Days of Choice</p> <ul style="list-style-type: none"> ➤ Notwithstanding the provisions of subsection (d) above concerning coordination of Leave dates with the employer, in each calendar year the AW may take two (2) of his above Leave days (one of which must be one of the festive/special days listed in the Annual Leave Law, according to the AW's choice and without need for such coordination. ➤ The AW may take Days of Choice subject to notifying the Employer of such at least thirty (30) days prior to the Days of Choice. <p>Accrued Vacation Days</p> <ul style="list-style-type: none"> ➤ The Parties may agree that the AW may take only seven (7) vacation days per calendar year and accumulate the unused paid annual vacation days to be used within two (2) consecutive years. ➤ If the AW has not used his Accrued Vacation Days, he will be eligible to receive monetary compensation from the Employer for those unused Accrued Vacation Days at the end of the Worker's employment, as set out in the Annual Leave Law.
<p>Medical insurance</p>	<ul style="list-style-type: none"> ➤ The Employer shall provide the Worker with private Medical Insurance which includes all the services set out in the Foreign Worker Ordinance for the duration of the employment. ➤ The Worker agrees to truthfully complete and sign any declaration or forms necessary for the entry into effect or for extending the validity of the Medical Insurance policy. ➤ A copy of the Medical Insurance policy in a language the Worker understands will be given by the Employer to the Worker and will be attached by the Employer as Annex A to this SEC, after the arrival of the Worker to Israel. ➤ The Employer may deduct from the Worker's monthly salary, up to a third of the cost of the insurance that the Employer paid, or the maximum sum set out in the relevant Israeli regulations, whichever is lower.

<p>Medical insurance</p>	<p>MEDICAL INSURANCE AND SICK PAY</p> <ul style="list-style-type: none"> ➤ The Employer shall provide the Worker with private Medical Insurance which includes all the services set out in the Foreign Worker Ordinance for the duration of the employment. ➤ The Worker agrees to truthfully complete and sign any declaration or forms necessary for the entry into effect or for extending the validity of the Medical Insurance policy. ➤ A copy of the Medical Insurance policy in a language the Worker understands will be given by the Employer to the Worker and will be attached by the Employer as Annex A to this SEC, after the arrival of the Worker to Israel. ➤ The Employer may deduct from the Worker's monthly salary, up to a third of the cost of the insurance that the Employer paid, or the maximum sum set out in the relevant Israeli regulations, whichever is lower.
<p>Sick pay</p>	<ul style="list-style-type: none"> ➤ If the Worker cannot work due to illness, he shall not receive salary for the first day of such absence from work. ➤ The Worker shall be paid: <ul style="list-style-type: none"> ➤ Fifty percent (50%) of his daily salary by the Employer for the second and third consecutive days of absence upon presentation of a medical certificate certifying that he could not work due to illness ➤ The Worker shall be paid one hundred percent (100%) of his daily salary from the fourth consecutive day of absence, upon presentation of a medical certificate certifying that he could not work due to illness. ➤ The entitlement to sick pay shall not exceed a cumulative period of one and a half (1.5) days for every month in which the Worker was employed by the Employer, up to a maximum of ninety (90) days. ➤ If a collective agreement stipulates improved conditions such as eligibility for remuneration for separate/ additional days of absence and increased remuneration rates, such improved conditions will apply.

**Isolation/
Quarantine
due to
COVID-19**

All information is relevant only to new AW employees who have just arrived in the country for the first time. During the COVID-19 pandemic period, in case of circumstances in which the AW must be in quarantine or isolation as set out in the Israeli Ministry of Health procedures and/or regulations;

- New AW employees who have just arrived in the country must remain for the entire isolation/quarantine period in accommodations which the Employer will provide for the AW, which must fulfill all MOH instructions for isolation accommodations as well as the conditions of the regulations concerning proper accommodations as per subsection in the previous slide..
- In case of such isolation, the Employer will provide the new AW with three (3) meals daily and other services necessary during the isolation period
- The Employer's representative will be in daily telephone contact with the AW during the isolation/quarantine period, including notifying MOH and assisting the AW to follow MOH instructions if the AW reports any relevant symptoms, without derogating from the authority of competent Israeli authorities to regulate and enforce isolation/quarantine.

Isolation/Quarantine due to COVID-19 All information is relevant only to new AW employees who have just arrived in the country for the first time

- Expenses concerning provision of the accommodations and other necessary services during the above period will be borne by the Employer. For removal of doubt,
- The Worker shall not participate in the aforementioned expenses during the isolation period by means of salary deductions as set out in this SEC, and the Employer will cover these expenses in full.

<p>Accommodation</p>	<ul style="list-style-type: none"> ➤ The Employer shall provide the AW with safe and hygienic accommodations pursuant to the Foreign Worker Regulations for the entire duration of the employment, and for at least seven days after the termination of the employment according to the SEC. ➤ The Employer must provide separate accommodations for male and female workers, including separate bathroom and shower facilities, which can be locked from the inside. ➤ The Employer may deduct monthly sums from the salary of the AW for the accommodations supplied to the AW and for related expenses. The sums deducted shall not exceed the maximum sums set out in Israeli regulations, in accordance with the area of the country in which the accommodations are located.
<p>Transportation</p>	<ul style="list-style-type: none"> ➤ The Employer will reimburse the Worker for his transportation expenses from his accommodations to the Workplace and back. ➤ The transportation expenses will be determined according to the discounted fare on a public bus or a reduced monthly subscription ticket from the place of residence of the employee to his place of work, based on a travel discount card, if such a discount card exists, as detailed in the relevant extension order. ➤ The above reimbursement of expenses shall not be paid to the Worker if the Employer provides such transportation at the Employer's expense. ➤ If the Worker's accommodations are not located in the LTCF, and whenever bus services are not available, the Employer shall make appropriate arrangements for the transportation of the Worker to and from the Workplace, at the Employer's expense.

<p>Obligatory and Permitted Deductions</p>	<ul style="list-style-type: none"> ➤ The Employer shall deduct from the gross salary to be paid obligatory deductions as per Israeli law: Income Tax and Social Security deductions, which are transferred by the Employer to the relevant authority for the Worker ➤ The Employer may deduct advance payments of salary as well as permitted deductions as set out in Israeli law and regulations as detailed in Annex B to this SEC for: <ul style="list-style-type: none"> ➤ Accommodations, related expenses, ➤ Medical insurance ➤ Professional-organizational handling fees (if applicable). ➤ The Employer may also deduct from the monthly salary sums on account of specific debts owed by the Worker to the Employer, on condition that the Worker agreed in advance in writing to such deductions in a language the Worker understands. ➤ Permitted deductions from salary for accommodations and related expenses, medical insurance and specific debts as set out in subsection (h) above, shall not exceed 25% of the gross salary on any given month. In the final month of employment ➤ The Employer may deduct from the final salary all outstanding debts of the Worker, and the 25% limitation will not apply.
<p>Severance pay and Social benefits</p>	<ul style="list-style-type: none"> ➤ the Employer must deposit for the Worker payments for which the Employer is responsible, on account of severance pay and social benefits, as stipulated in Israeli law ➤ according to the Mandatory Pension Extension Order and/or any relevant collective agreement, as may apply as follows:

<p>Severance pay and Social benefits</p>	<ul style="list-style-type: none"> ➤ The employer will deposit in a bank account supervised by PIBA in the name of the Worker a monthly sum as set out in the Pension Extension Order, currently twelve and a half percent (12.5% - figured at six and a half percent (6.5%) for Pension and six percent (6%) for Severance Pay) of the gross monthly salary of the Worker as defined in the Severance Pay Regulations (Calculation of Severance Pay and Resignation which is Considered as Dismissal) for each month of the duration of this SEC. ➤ In addition to the above deposits to the Foreign Workers Deposit Account, in case of the worker's dismissal or in other relevant, the Employer who has deposited only six (6%) of the Worker's monthly salary for Severance Pay as set out in subsection above, will pay the Worker at the end of the employment, an additional two-point thirty three percent (2.33%) of the Worker's monthly salary for supplementary severance pay.
<p>Foreign Workers Deposit Account</p>	<ul style="list-style-type: none"> ➤ The Worker will receive from PIBA the sum accrued in his name in the Foreign Workers Deposit Account, less legal deductions, after leaving Israel permanently before the end of his permitted stay or extended permitted stay in Israel, or at the airport at the time of his permanent departure from Israel, as per an application filed by the worker to PIBA in a timely manner. ➤ If the Worker overstays in Israel illegally, a portion of the Payment will be deducted by PIBA for each month of illegal unjustified overstay, and after six (6) months of such overstay the Worker will forfeit the entire sum. <p>To remove any doubt - The Foreign Workers Deposit Account is a bank account supervised by PIBA according to Israeli regulations. It is not a pension fund as defined according to Israeli law and regulations.</p>

<p>Workaccidents</p>	<p>A. Work accidents</p> <p>Foreign workers are covered by the Israeli Social Security system (Bituach Leumi) in case of work accidents.</p> <ul style="list-style-type: none"> ➤ It is very important to document a work accident with the full details if possible: ➤ Write down the date ➤ Write down the time ➤ Take photos of the accident, pictures of the wound and the situation by using your phone ➤ If there are witnesses to testify about the case, ask for their phone numbers.
<p>Vaccinations</p>	<p>After arriving in Israel, you will receive vaccinations necessary for working in LTCF in Israel, following Israeli Ministry of Health regulations in force. If you refuse such vaccinations after arriving in Israel, such refusal will breach your obligations, and you will be required to leave Israel.</p>

Chapter-IV

Basic Vocabulary in Hebrew

Greetings Hello - Shalom Good morning - Boker Tov Good evening - Erev Tov Good night - Layla Tov Please / You're welcome - Bevakasha Thank you – Toda Nice to meet you- Naim le'akir Goodbye - Lehitraot	TIME Clock - Shaon Hour - Shaa What's the time? - Ma hashaa? MEALS Breakfast - Haruchat boker Lunch - Haruchat tzohoraim Dinner - Haruchat erev
MEDICAL Doctor - Rofe Nurse - Achat Hospital - Beit Holim Clinic - Kupat Holim Caregiver (male) - Metapel Caregiver (female) - Metapelet Medication - Trufa Pill - Kadur	CLOTHES Blouse - Hultza Dress - Simla Trousers - Michnasaim Shoes - Na'alaim INSTITUTIONS Nursing Home - Beit Avot Manager - Menahel Postal office - Do'ar Bank - Bank National Insurance Institute -Bituach Leumi
BODY Head - Rosh Hand - Yad Leg - Regel Stomach - Beten Face -Panim Tongue - Lashon Teeth - Shinaim Eyes - Einaim Mouth - Pe Ear - Ozen Nose- Af Nails - Tzipornaim	FAMILY Family - Mishpacha Mother - Ima Father - Aba Son - Ben Daughter - Bat Grandson - Neched Granddaughter - Nechda Grandfather - Saba Grandmother - Savta Brother - Ach Sister - Achat Friend - Haver

QUESTIONS	OTHERS
<p>How are you? – Ma shlomcha? What do you want? – Ma ata rotze? How do you feel? – Eich ata margish? Does it hurts? - Ze Koev? Where does it hurt? - Eyfo Koev? Do you want to get up? - Ata rotze lakum? Do you want to take a shower? - Ata rotzelehitkaleach? Do you want to go to the bathroom? - Atarotze lalechet la sherutim?</p>	<p>Itching – Megared (Li) Pain - Koev Cold - Kar Hot - Ham I'm cold – Kar li I'm hot – Ham li Yes - Ken No - Lo Maybe - U'lay Okay - Okay / Beseder I am not sure - Ani Lo batuac</p>

FOOD	
<p>What would you like to eat? - Ma ata rotze le'echol? (male) Ma at rotza le'echol? (female)</p> <p>Would you like to drink? - Ata rotze lishtot? (male) At rotza lishtot? (female)</p> <p>Water - Maim Bread - Lechem Soup – Marak Meat - Basar Vegetables - Yerakot Potatoes - Tapuchey adama Rice - Orez Tomato - Agvania Cucumber - Melafefon Cheese - Gvina Egg – Beytza</p>	<p>Bed - Mita Blanket - Smicha Pillow - Karit Chair - Kise Bathroom - Sherutim To walk - Lalechet Wheelchair - Kise Galgalim Walker - Halijon Itching – Megared (Li) I'm cold – Kar li I'm hot – Ham li</p>

Chapter-V

Helpful Contact Information

Please don't hesitate to contact to following address if you need any information or would like to report any violation of your rights:

Emergency phone numbers that can be dialed from any phone

- Police - Mishtara - 100
- Medical first aid - Magen David Adom (MADA) - 101
- Fire department - Mecabey esh - 102

Call Center for Foreign Workers:

Tel: 1-700-707-889

The Call-Center number for Foreign Workers : **1-700-707-889**

Website address: <https://cimihotline.formtitan.com/homepage#/>

Foreign Worker's Labor Rights in the Ministry of Labor

Tel: 074-7696161

Email: ForeignR@labor.gov.il

Embassy of Nepal, Tel Aviv

2 Kaufman St., 14th floor

Tel: +972(0)3 510 0111

Email: nepal.embassy@012.net.il

Health maintenance organization, HMO

Meuhedet - *3833

Clalit - *2700

Leumit - *507

Macabi - *3555

SUMMERY OF USEFUL PHONE NUMBERS

- Call Center for Foreign Workers – 1-700-707-889
- Ombudsman for Foreign Worker Rights – 074-7696161
- Embassy of the Nepal – +972(0)3 510 0111
- Police – 100
- Medical first aid – 101
- Fire department – 102

वैदेशिक रोजगारी सम्बन्धी कुनै गुनासो तथा
समस्या भएमा कल सेन्टरमा सम्पर्क गरौं ।

टोल फ्रि नं.
१६६००१५०००५



 callcenter@feb.gov.np

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 +977-9801300033



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बबरमहल, काठमाडौं

“सुरक्षित, व्यवस्थित र मर्यादित वैदेशिक रोजगार, हामी सबैको सरोकार”