



RIGHTS LEAFLET FOR FOREIGN INTERNS IN THE INTERNSHIP IN AGRICULTURE PROGRAM IN ISRAEL

Updated to April 2025

Dear Student,

In accordance with the Israeli law, in the agricultural training in which you are participate, an employment relationship exists between you and the farm that is sponsoring you. As part of this entitlement, we would like to detail to you the rights you are entitled to as part of your work. In addition, we would like to note that not all rights in employment relationships are detailed, that there are cases in which additional conditions will apply by virtue of a collective agreement and an extension order, and that this entitlement is not a substitute for legal advice. We would like to note that the rights detailed here are minimal rights and that there is no impediment to the parties agreeing on favorable conditions.

Minimum Wage	As of 1.4.25 the minimum wage is 6,247.67 NIS per month and 34.32 NIS per hour.
Payment Date	The salary will be paid no later than the 9 th day of each calendar month.
The Work Day	<p>As a general rule, the length of the working day in agriculture where the work week is 5 days: 4 days up to 8.6 normal hours per day and one day shortened to 7.6 normal hours per day, and in any case no more than 42 normal hours per week or 182 normal hours per month.</p> <p>In the summer months (July, August and September), the work week will be up to 40 regular hours, so that each one of the working days will be up to 8 regular hours a day.</p> <p>The mentor must include in the employment contract what the work format is and what the start and end times are.</p> <p>The working day includes a forty-five (45) minute break per working day for rest and refreshment, including one continuous break of no less than thirty (30) minutes.</p>
Overtime	For the first two additional hours per day, the employee will be entitled to payment at a rate of 125% of his regular hourly wage. For each additional hour of work beyond that, the employee will be entitled to payment at a rate of 150% of his regular hourly wage.



	<p>Important to know – According to Israeli law, an employee may not be employed for overtime in excess of sixteen (16) hours per week, and four (4) hours per day. Therefore, a workday may not exceed 12 hours, including overtime, and a workweek may not exceed fifty-eight (58) hours, including overtime.</p>
<p>Deductions from Salary (Amount are updated every January 1)</p>	<ul style="list-style-type: none"> • Income tax and national insurance according to height of the worker salary. • Participation in Health insurance – no more then 138.96 NIS per month. • Rent and expenses (electricity, water, property tax) – no more then 631.24 NIS per month. • It is prohibited for the employer to deduct levies or fees. • A fixed debt that the employer and employee agreed upon in advance, in writing. • No more than 25% of the employee's gross monthly salary may be deducted.
<p>Weekly Rest</p>	<p>The weekly rest period is at least 36 hours per week, continuously, falling on one of the following days: Friday, Saturday or Sunday, all according to what the employee accepts as his regular weekly rest day. The employee must inform the employer at the beginning of his employment of his weekly rest day.</p>
<p>Holidays</p>	<p>Agriculture workers are entitled to 10 religious holidays per year with full pay, starting at the beginning of the employment. You must inform your employer at the beginning of your employment of the holiday you have chosen (Israeli holidays or holidays according to your religion).</p>
<p>Employment on Holidays / Weekly Rest Days</p>	<p>Employing an employee on his day of rest or holiday is prohibited, except in cases where general or specific permits have been granted for the purpose of such employment.</p> <p>If the employee works on his day of rest or holiday, the employee will be entitled to wages at a rate of 175% of his regular hourly wage for regular working hours, and with regard to compensation for overtime, the provisions of any law will apply.</p>
<p>Vacation Days</p>	<p>A employee is entitled to 12 actual vacation days per year, not including weekly rest, provided that he has completed 240 days of work. An employee who has worked less than 240 days in that year will accrue the proportional portion of the 12 days of annual vacation. The employer must allow the employee to use at least 7 consecutive vacation days during the year, and vacation days beyond that, to the extent not used, will be redeemed for the employee at the end of his employment.</p>



Sick Days	<p>An employee who is sick and absent from work - the employer is required to pay wages upon presentation of a medical certificate.</p> <p>The employee is entitled to use up to 27.5 sick days (for employees employed for 11 months) or up to 25 sick days (for employees employed for 10 months).</p> <p>The employee is not entitled to a wages for the first day of illness. For the second and third consecutive days of illness, the employee is entitled to payment of 50% of his wages. For the remaining consecutive days of illness, the employee is entitled to his regular wages.</p>
Social Payments and Severance Pay	<p>The employer will allocate the following rates according to the gross monthly salary of the employee:</p> <p>6% (employer's share) – from the beginning of the employee's employment until the end of 6 months of employment;</p> <p>12.5% (composed of the employer's share of 6.5% and a provision for severance pay of 6%) – from the beginning of the seventh month of employment until the end of the employee's employment.</p> <p>The employer will pay the above rates as a monthly addition to the employee's salary or in a single payment upon the end of the employee's employment.</p>
Advance notice of Employment Termination	<p>Employer/employee who wishes to terminate the employment before the specified date is required to give prior notice to the other party, as detailed below:</p> <ul style="list-style-type: none"> • During the first six months of employment, one day for each month of employment; • During the period from the seventh month of employment until the end of the first year of employment - 6 days, plus two and a half days for each month of employment.
Pay Slip	<p>The employer will provide the employee with a monthly pay slip by no later than the 9th of the calendar month following the month of salary. The slip will detail all salary components required by law, including employee and employer details, salary paid, remaining sick and vacation days, mandatory and authorized deductions and social contributions, method of salary payment, and more.</p>
Employment Contract	<p>The employer will draw up a written employment contract in a language that the employee understands, as required by the Foreign Workers Law 1991, which will include, among other things, the details of the employer and the employee, the job description, the salary, the list of deductions and social payments, the date of commencement of work and the period of work, the length of the regular work day and weekly rest day, the details of the person in charge of foreign workers' rights, and more. The employee will receive a copy of the employment contract.</p>



Housing	<p>The employer must provide the trainee with appropriate housing as required by the Foreign Workers Law and its regulations, for the entire training period and at least up to 7 days after the trainee's employment end.</p> <p>To the extent that the employee is injured or becomes chronically ill or disabled during the training period, whether during his work or otherwise, and as a result the employee can no longer continue his work, the employer will continue to provide the employee with a safe and hygienic place to live for a period of at least 30 days after the employee's work ceases as a result of the injury, illness or disability as aforesaid.</p>
Medical Insurance	<p>The employer will provide the employee with medical insurance during the period of the employment agreement, including during holidays and vacations within 1991 Israel, as specified in the Foreign Workers Law, and its regulations. The employer will make available to the employee a summary of the insurance policy in a language that the employee understands.</p>
Travel Expenses	<p>The employer will reimburse the employee for all expenses incurred by the employee due to work-related travel (excluding airfare from the employee's country of origin to Israel and back), which is requested by the employer, or due to transportation related to a work assignment assigned to the employee by the employer. In a farm, where there is no regular public transportation, the employer will transport the employee back and forth.</p>
Food	<p>The employee may agree in writing (in a language that he understands) to receive a portion of his monthly salary in the value of food and non-alcoholic beverages provided at the employer's expense for the employee's consumption at the workplace (hereinafter: the "Share"). In such a case, the prevailing/acceptable market value of such food and beverages consumed at the workplace will be considered a portion of the employee's monthly salary (as payment in kind), and the portion will not exceed ten percent (10%) of the gross monthly minimum wage in Israel.</p>
Support Payments	<p>An intern is entitled to an additional 100 NIS per month in support payments.</p>
Annual Grant	<p>An intern is entitled to receive an annual grant equal to half of his salary, which will be paid in two equal parts, during the year.</p>
Night Work	<p>A workday in which two hours fall between 10:00 PM and 6:00 AM is considered night work. In such a case, the workday should be only 7 hours long and work beyond that is eligible for overtime pay.</p> <p>According to the law, an employee may not be</p>



	employed on night work for more than 7 days in a 14-day period.
Sexual Assault	Israeli law prohibits sexual assault/harassment in the workplace and requires employers to take steps to prevent it. An employee who experiences sexual harassment (including threats to fire an employee if they refuse to have sex, indecent acts, or sexual advances) can contact the police and request assistance from the Center or Commissioner for Foreign Workers' Rights.

Example of a pay slip :

The image shows a detailed Israeli salary slip (Pay Slip) with various fields and calculations. Red arrows point to specific sections:

- Deductions:** Points to the top left section.
- Salary/Pay Slip:** Points to the top center section.
- Department:** Points to the top right section.
- Company Name:** Points to the top right section.
- Start Date:** Points to the top left section.
- Seniority position:** Points to the top left section.
- Classification:** Points to the top left section.
- Account NO:** Points to the top left section.
- Branch:** Points to the top left section.
- Bank:** Points to the top left section.
- Hours:** Points to the top left section.
- Rate:** Points to the top left section.
- Days:** Points to the top left section.
- Rate/Day:** Points to the top left section.
- Base Salary:** Points to the top right section.
- Overtime:** Points to the top right section.
- Recuperation:** Points to the top right section.
- Subsistence allowance:** Points to the top right section.
- Bonus:** Points to the top right section.
- Amount Payable:** Points to the middle section.
- Net:** Points to the middle section.
- Tax Credit:** Points to the middle section.
- Exemption:** Points to the middle section.
- Tax:** Points to the middle section.
- % Position:** Points to the middle section.
- Personal Information:** Points to the middle section.
- % Tax:** Points to the middle section.
- % Tax:** Points to the middle section.
- Tax Credit:** Points to the middle section.
- Exemption:** Points to the middle section.
- Sum:** Points to the bottom section.
- Amount:** Points to the bottom section.
- Balance:** Points to the bottom section.
- advance payment:** Points to the bottom section.
- Residence:** Points to the bottom section.
- Related Expenses:** Points to the bottom section.
- health insurance:** Points to the bottom section.
- Gas:** Points to the bottom section.
- Voluntary Deductions:** Points to the bottom section.
- Mandatory Deductions:** Points to the bottom section.
- The minimum wage (monthly and hourly rates):** Points to the bottom right section.
- Income tax:** Points to the bottom right section.
- National Insurance:** Points to the bottom right section.
- Days not worked:** Points to the bottom right section.
- Days Used:** Points to the bottom right section.
- Balance:** Points to the bottom right section.
- Summary-months worked:** Points to the bottom right section.

If you have any questions or would like to consult about your labor rights as a foreigner, do not hesitate to contact us on WhatsApp - 0506290758 or by email foreignr@labor.gov.il.

שדרות יצחק רבין, 9 ת.ד. 3013, ירושלים 91035 טל' 02-5303111
9 Shderot Yitzhak Rabin, P.O.Box 3013, Jerusalem, 91035 Tel: 972-2-5303111



April 2025

**Important Information for Foreign Students Considering Coming to Israel for the Internship in
Agriculture Program**

The aim of the program is to provide a unique practical and theoretical training in the fields of modern agriculture, for the development and cultivation of entrepreneurial spirit and assimilation of Israeli know-how among foreign students in the various fields of agriculture

The following document is intended to provide important information concerning the Internship in Agriculture Program in Israel. **Please read this information carefully in order to decide if this type of program is suitable for you. You will be asked to sign at the bottom of the page to confirm that you have received and understood this information.**

The 11-month program, which is under the auspices of Mashav - Israel's Agency for International Development Cooperation, Ministry of Foreign Affairs, is carried out by private training centers in Israel and includes hands-on agricultural work, aiming to be "On the Job Training/Learning by Doing" (Practical Studies Program), and one day a week of lectures on various agricultural topics (Theoretical Studies Program) – a total of 6 days a week. The lectures will be given in English or French, by lecturers who have a relevant academic degree or hands-on experience in Agricultural Studies.

The Theoretical Studies Program to be carried out by the Training Center is attached to this brochure. Please make sure that it is in accordance with your academic needs and expectations.

In addition, the Training Center is obligated to provide the participants with five full days a week (a minimum of 42 hours per week and 40 during the summer time) of work for an Israeli farmer, which will usually be carried out alongside full-time agricultural workers who are not students participating in the program. The Training Center is obligated to provide each participant with two hours a week of practical training on the farm site and to provide a workplace, which uses agricultural techniques relevant to the training. Nevertheless, the majority of the participant's work-week which consists of no more than 5 working days, will be spent carrying out regular, unskilled agricultural work, often under difficult weather conditions.

The Training Centers must ensure that the participants receive a monthly salary for the agricultural work that is performed. The salary will amount to at least the monthly minimum wage in the agriculture sector in Israel or the minimum wage set in a collective agreement (if relevant). Participants are also entitled to receive any other applicable work benefits under Israeli labor laws. The participants' net salary will be deposited monthly by the farmer into a bank account opened by the participant in an Israeli bank.



The farmer will also be responsible for providing the participants with private medical insurance, which does not include coverage for pre-existing conditions and dental care. In addition, the farmer will provide the participants with simple accommodations, usually in caravans or other temporary structures located near the worksite, which accommodate between 4-6 persons.

The gross minimum wage in Israel as of April 2025 for is 6,247.67 NIS for 182 hours of work monthly (approximately 1,760 USD, according to the exchange rate of May 2025, which was of 3.55 NIS to the US dollar) and other salary components as detailed in the rights handbook attached. Please take into consideration that from the above sum, the farmer can legally deduct various expenses such as income tax, medical insurance, housing and related expenses, as well as for other services or financial obligations agreed upon in writing by the participants to the farmer, which can reach up to a maximum of 25% of the net monthly salary, and even more for the final month of employment, all as detailed in the rights handbook attached.

In addition, participants will be responsible for their tuition as well as airfare to and from Israel. The Training Center will usually require the participants to sign a standing bank order allowing automatic monthly payments from the participant's bank account to the Center for these expenses. The Training Centers may not make any other deductions or request any other payments from the participants.

Furthermore, the participants will be responsible for their own expenses in Israel for food, personal hygiene items and any personal travel in Israel, other than travel connected to the program and the practical training. These expenses may be considerably high as the cost of living in Israel is relatively high and the participants are usually located in farms with limited access to discount shopping centers.

In general, any sum remaining in the participant's bank account monthly - after all the above-mentioned deductions and expenses - will probably be less than half the above legal minimum wage for a 182 hour work-month.

It is important that you receive clear information from the Training Center concerning the monthly payments to the Center, the expected salary and deductions and other expenses, to understand how much of the expected salary will remain in the bank account for personal use, before deciding if this program is suitable for you.

The individual Training Centers may provide additional improved conditions over and above those set out above. Any additional conditions that were promised should be clearly set out in writing in the information provided by the Training Center to the participants before their arrival in Israel.

A participant who is absent from the training program for more than 48 consecutive hours without notice, in advance of his absence to the Training Center or farmer, will be considered as a participant who left the program.



A participant who is interested in inquiring or in filing a complaint regarding his participation in the program can contact CIMI , the NGO which cooperates with the Administration and handles inquiries, complaints and sends feedback surveys on behalf of the Administration at +972-53-3044718 or agrostudents@cimi.org.il . At the beginning of the internship period, you will receive an invitation through CIMI to join a designated WhatsApp group along with your peers.

For further information regarding general labor rights in Israel, please write the Commissioner for Foreign Workers Rights at: foreignR@labor.gov.il.

I, the undersigned, declare that I have read and understood the information set out above:

_____	_____	_____	_____
Participant's Name	Identifying No.	Date	Signature

I, the undersigned, representative of _____ Training Center, declare that the above participant signed in my presence after demonstrating an understanding of the above information.

_____	_____	_____	_____
Name	Position in College	Date	Signature