



EMBASSY OF THE REPUBLIC OF THE PHILIPPINES
 שגרירות פיליפינים
TEL AVIV

**INDICATIVE LIST OF HOLIDAYS & VACATIONS / ANNUAL LEAVE
 FOR FILIPINO WORKERS IN ISRAEL FOR 2020**

1. Religious Holidays

Pursuant to Israel labor laws, foreign workers in Israel are entitled to paid religious holidays, totaling to nine (9) days per 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 the nine (9) regular and special holidays in the Philippines listed hereunder.

Philippine regular and special holidays for 2020 as per Proclamation No. 845, s. 2019

New Year's Day	January 1 (Wednesday)
Chinese New Year	January 25 (Saturday)
EDSA People Power Revolution Anniversary	February 25 (Tuesday)
Araw ng Kagitingan	April 9 (Thursday)
Maundy Thursday	April 9 (Thursday)
Good Friday	April 10 (Friday)
Black Saturday	April 11 (Saturday)
Labor Day	May 1 (Friday)
Philippine Independence Day	June 12 (Friday)
Ninoy Aquino Day	August 21 (Friday)
National Heroes Day	August 31 (Monday)
All Saints' Day	November 1 (Sunday)
Additional Special (Non-Working) Day	November 2 (Monday)
Bonifacio Day	November 30 (Monday)
Feast of the Immaculate Concepcion of Mary	December 8 (Tuesday)
Additional Special (Non-Working) Day	December 24 (Thursday)
Christmas Day	December 25 (Friday)
Rizal Day	December 30 (Wednesday)
Last Day of the Year	December 31 (Thursday)

- Holiday on rest day.** Israel law states that a holiday is forfeited if it falls on rest day.
- Pay for work on holiday.** Israel labor laws also provide that caregivers who are made to work during 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).
- Vacation / Annual leave**

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

For 1st to 4th year of employment – 14 days a year
 For 5th year – 16 days a year

For 6th year – 18 days a year
 For 7th 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.

26 December 2019, Tel Aviv, Israel

Noted by:

NATHANIEL G. IMPERIAL
 Ambassador

DINA C. PONCIANO
 Officer-in-Charge, POLO

