

Information Sheet for Workers – Women's Employment Law

What is the purpose of the Law?

Sections 9 and 9A of the Women's Employment Law state that an employer who wishes to dismiss an employee or reduce the scope of their job and income during pregnancy, 60 days after childbirth and parental leave, fertility treatments, surrogacy, stay in a home for battered women, and more¹, is required to submit an application for a permit in accordance with the Law. The purpose of the Law is, among other things, to provide employment protection to an employee in a situation where they wish to exercise their right to parenthood and to promote equality in the workplace.

Who handles permit applications?

Those authorized by the Minister handle applications from employers seeking to dismiss or reduce the scope of employment or salary of employees protected under the Women's Employment Law (and not complaints from employees).

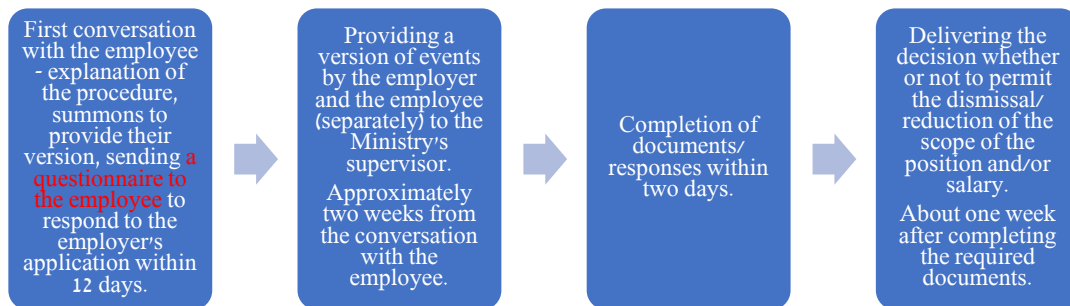
How is the procedure carried out?

1. Submission of an application by the employer – the employer submits an application to the Ministry of Labor and sends you a copy of the application.
2. If all documents have been submitted in accordance with the procedure, a representative of the Ministry – hereinafter the supervisor, will contact you within about a week.
3. In a conversation with the supervisor, you will get an explanation about the procedure, you will receive a summons to provide your version of events, as well as a questionnaire that you must fill out and return to the supervisor within 12 days.
4. Providing your version to the supervisor will take place a few days after receiving your response.
5. You can choose between providing your version by phone/Zoom or in person, at the Ministry of Labor offices (located in Jerusalem, Tel Aviv, Haifa and Be'er Sheva). You may be accompanied by an attorney or a representative of a labor organization, but they are not authorized to answer the supervisor's questions.
6. When providing your version, it is not required to repeat the arguments stated in the employee's response, since this conversation is intended for asking clarifying questions.
7. The Ministry's supervisor will record a protocol that includes the words of the version provider (this does not involve typing it verbatim).
8. After the employee has provided their version, they will sign the protocol.
9. The supervisor may request additional documents after you provided your version, to be submitted within two days.
10. About one week after providing your version, a detailed and reasoned decision will be made on whether or not to permit the dismissal/reduction of the scope of the position or salary.

¹ For your convenience, the procedure for submitting applications is also available – <https://www.gov.il/BlobFolder/service/workers-dismissal-due-to-women-employment-law/he/workers-rights-dismissal-and-termination-of-work-employment-procedures-women-dismissal-update-women-labor-law.pdf>

As well as a link to the provisions of the Law – https://www.nevo.co.il/law_html/law00/74249.htm

The processing time for a permit application is approximately 30 business days



If the employee agrees with the employer's arguments and there is no connection to the protected cause (pregnancy, 60 days after childbirth and parental leave, etc.), or in the event that the employer claims termination of activity, the employee's response will be submitted within one week of our Ministry representative contacting the employee.

Important to know

1. Each party receives a copy of all documents submitted by the other party.
2. The other party must be cc'd in all correspondence with the Ministry's representative.
3. The procedure is conducted with transparency, equality, fairness and while maintaining fixed and clear schedules.
4. All information received is kept confidential and is used only for the purpose of making the decision.

After the decision is made

If you disagree with the decision, you can file an appeal with the Labor Court within 45 days of receiving the decision.

Consultation and help

The supervisors are not authorized to provide consultation to either party. For consultation, you can contact any consulting body, including women's organizations –

Kav LaOved – information@kavlaoved.org.il; WhatsApp: 052-5349868; telephone (leave a message only): 073-2905982.

The Israel Women's Network – adv@iwn.org.il; telephone: 03-6120000.

Na'amats open line for labor law consultation – telephone: 050-2030887 (Sunday-Thursday 09:00-15:00).

In addition, we would like to inform you that whenever you choose and want some assistance in the process of returning to the labor market, a variety of programs and assistance tools are available to you for reintegration into employment and upgrading your skills and qualifications, nationwide.

See more information at the link –

<https://www.gov.il/he/Departments/Topics/population-integration-in-employment>

or call 074-7696164 on Sundays, Tuesdays, and Wednesdays between 10:00 and 12:30. The Employment of Populations Administration will be happy to assist you.

In the event of a complaint about a violation of rights at work, you can contact the inquiries department at the Regulation & Enforcement Administration at the email address –

<https://www.gov.il/he/service/work-rights-violation-complaints>

In conclusion

- The procedure is carried out according to the rules of proper administration, while adhering to schedules, equality, and confidentiality, and maintaining fairness, transparency, and respectful treatment of each party.
- The decision is made in a professional and well-founded manner, based on the attached documents and the parties' arguments.
- The Ministry's representatives act sensitively and respectfully, and encourage you to ask questions at every stage of the process.

Sincerely,
Sarit Yeudai
Director
Women's Employment Law