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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members](#) page on the Leave Network website.

1. Current leave and other employment-related policies to support parents

a. Maternity leave (תקופת לידה והורות, *Tekufat Leida VeHorut*, literally 'Birth and Parenthood Period') (responsibility of the National Insurance Institute)

Length of leave (before and after birth)

- Twenty-six weeks: up to 6 weeks before the birth and the remainder following the birth.
- It is obligatory to take the first 14 weeks.

Payment and funding

- One hundred per cent of the average earnings in the 3 or 6 months prior to birth (the higher of the two) for the first 15 weeks, with an upper limit of 5 times the average salary (ILS1,655 [€418.68]³³³ per day). The remaining 11 weeks are unpaid.
- Payments are made to the mother by the National Insurance Institute.
- Funded by the National Insurance Institute, which is financed by contributions from employers, employees and the state. Employers pay 3.45 per cent of earnings, and employees pay 0.4 per cent, up to 60 per cent of

³³² Please cite as: Perez-Vaisvidovsky, N. (2023) 'Israel country note', in Dobrotić, I., Blum, S., Kaufmann, G., Koslowski, A., and Moss, P. and Valentova, M. (eds.) *International Review of Leave Policies and Research 2023*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

³³³ Conversion of currency undertaken for 15 July 2024, using: <https://data.ecb.europa.eu/currency-converter>.

average earnings; above which payment is 6.75 per cent and 7 per cent respectively up to a limit.

Flexibility in use

- Women may use the first 6 weeks of leave before birth. The leave may be shortened to 14 weeks, but no less than that.
- Working is not permitted while on leave, and the National Insurance Institute is entitled to revoke benefits for those found to be working when on leave. However, maintaining a connection to the workplace (via email, phone calls and even occasional visits) is considered acceptable for women. Enforcement of this regulation for men sharing their spouses' leave is much more stringent.

Eligibility (e.g., related to employment or family circumstances)

- All women are entitled to the first 15 weeks of leave (including job protection, if relevant), regardless of employment status.
- Only women who have worked with the same employer for a full year before birth are entitled to a full 26 week leave.
- Entitlement to benefits depends on prior participation in the labour force (and payment of social insurance) for ten out of 14 months or 15 out of 25 months prior to leave. Self-employed women are eligible.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the mother

- A mother who has been hospitalised for 2 weeks or more during her leave may extend her paid leave for the hospitalisation period (up to four weeks) or split her leave so that the hospitalisation period will not be included.
- A mother whose baby has been hospitalised for 2 weeks or more during the leave may extend her paid leave for the hospitalisation period (up to 20 weeks) or split her leave so that the hospitalisation period will not be included.
- In the case of multiple childbirths, the mother is entitled to an additional 3 weeks of leave (and benefits) for each child beyond the first.
- When the mother is unable to care for the newborn because of illness or disability, the full leave can be transferred to her (male) spouse (and only to him). If both pass the eligibility criteria, benefits are then paid to the father, based on his income.
- The mother can transfer part of her leave to her spouse, as long as the following conditions are met:
 - The first 6 weeks after birth cannot be transferred.
 - Both the mother and her spouse must be eligible for leave and for benefits.
 - The minimum period to be transferred is 7 days.
 - The mother must return to work.
 - The mother has to provide written consent to transfer her leave.
 - Mothers in a same-sex relationship cannot transfer their leave to their (female) spouse.

- One of the transferred weeks may be used by the spouse while the mother is on leave.

b. Paternity leave (חופשת אבהות, Hufshat Abahut)

No statutory entitlement. However, fathers are entitled to be absent from work from the beginning of their spouse's labour and for six calendar days after birth. The first day and last 2 days are treated and remunerated as sickness leave: workers receive no pay for the first day, and 50 per cent of their daily pay for the other 2 days, unless covered by collective agreements providing better conditions, and these payments are deducted from each worker's annual allotment of sickness leave days. The second, third, and fourth day is treated and remunerated as annual leave, offering full pay. Fathers that have not accumulated enough sickness leave or annual leave days are not entitled to this leave.

c. Parental leave (Tekufat Leida VeHorut, literally 'Birth and Parenthood Period') (responsibility of the National Insurance Institute)

Length of leave

- One year after childbirth for each parent.
- Leave is an individual, non-transferable entitlement.

Payment and funding

- None.

Flexibility in use

- Parents are not entitled to take leave at the same time.
- Both parents can take up to 2 periods of leave.

Regional or local variations in leave policy

- None.

Eligibility (e.g., related to employment or family circumstances)

- Parents are eligible for a leave period no longer than a quarter of the length of their employment with their current employer: up to 1 year of leave is allowed for 4 years of employment.
- Eligibility is granted to the mother's spouse (and not necessarily to the child's father).
- Same-sex couples are eligible.

Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the parents

- None.

d. Childcare leave or career breaks

No statutory entitlement.

e. Other types of leave and flexible working

Adoption leave and pay

- For adoptive parents, the same regulations for Maternity leave apply as for other parents, as long as the adopted child is under 14 years of age.
- Same-sex couples must meet the same eligibility criteria.

Time off for the care of dependents

- In the case of the sickness of a child (below 16 years of age), each parent may use up to 8 days each year out of their own allotted sick leave (paid by the employer from the second day at 50 per cent of earnings, and 100 per cent from the fourth day). A single parent may use up to 16 days. In the case of malignant disease, the period of leave increases to 90 days (110 days for a single parent). Parents of a child suffering from a malignant disease are also entitled to remuneration from the first day.
- Parents of a child with special needs are entitled to 18 days out of their own sick leave (36 days for a single parent).
- In the case of the sickness of a spouse, workers may use up to 6 days per year out of their allotted sick leave (60 days for malignant disease).
- During the pregnancy of their spouse, a worker is entitled to use 7 days of their allotted sick leave to attend medical examinations and treatments related to the pregnancy.
- A worker may use up to 6 days per year of their allotted sick leave to care for a parent over 65 years of age.

Flexible working

- During the first 4 months from the end of the Maternity leave, mothers employed full-time are entitled to 1 paid hour of absence from work per day, in addition to the break times defined by law. The father is eligible for this reduction if the mother is not using it. The employer cannot deny the worker to take this hour, but he can restrict at what part of the workday it is taken. All mothers returning to work after Maternity leave and working full-time are eligible. There is no employment protection for this period.

2. Relationship between leave policy and early childhood education and care policy

The maximum period of post-natal leave is 12 months, but most of this is unpaid; well-paid leave runs for 3.5 months. There is no entitlement to Early Childhood Education and Care (ECEC).

Places in government-regulated and subsidised ECEC are hard to come by, the demand for children under three years of age exceeding supply. When the initial birth leave of 26 weeks ends, parents have difficulties finding places in regulated

ECEC centres, especially when the leave ends in the middle of the school year. Many parents, therefore, have to use unpaid Parental leave or else rely either on family assistance or expensive, unregulated private services.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review

3. Changes in policy since April 2023 (including proposals currently under discussion)

No changes reported.

4. Uptake of leave

a. Maternity leave

All eligible women use Maternity leave as it is obligatory: as of 2017, women eligible for paid leave account for 72 per cent of all women giving birth. Only 0.9 per cent per cent of women receiving Maternity leave benefit transfer part of it to their spouse.

b. Paternity leave

No information available.

c. Parental leave

No information available.