



Legal Update

January 2019

Immigration Practice

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Work Permit and
Visa for a Foreign
Employee in
Israel (B-1)

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Work Permit and Visa for a Foreign Employee in Israel (B-1)

In the era of globalization there is a growing requirement for companies and business organizations to relocate foreign workers to perform various tasks that require knowledge, expertise or proven management capabilities; whether these tasks are permanent, long-term or temporary. In Israel, among business entities, there is an increasing demand to employ this type of foreign worker. For example, according to data published by the Population and Immigration Authority (the “**Authority**”), in 2010, 2,500 “*expert*” workers were employed in Israel, while in 2017, around 6,000 foreign experts were working in Israel.

In order to employ a foreign worker in Israel who is not a citizen or resident of the country, an employer must receive a special work permit to employ such worker from the Permits Unit within the Authority. The employment of a foreign worker without a proper work permit constitutes a criminal offense, liable to lead to the imposition of fines and other criminal sanctions against the employer and its senior management, as well as against the employee himself. Furthermore, an appropriate work visa (B/1 visa) must be issued to the employee, which will be issued only once the employer has been granted the relevant permit.

Generally, a foreign workers’ permit in Israel is granted to employers within certain sectors of the economy, including construction, agriculture, nursing and restaurants. An organization that wishes to employ a worker in Israel in a

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different industry not included within those sectors mentioned above must submit an application for a work permit under the "*Expert Permit*" category, which is a wide-ranging category, whereby it is possible to apply to employ workers in a variety of sectors, according to the criteria detailed below.

The process for obtaining a permit to employ a foreign employee is a complex bureaucratic process requiring the collection and preparation of various documents, the writing of an explanatory document to submit to the Authority, the payment of administrative fees and the signing of affidavits.

After receiving the work permit, the employer in Israel should apply for suitable work and residence visas for the foreign employee, which will ensure that he can work and enter the borders of Israel freely throughout the period of his employment.

Foreign employees are covered by all labor laws in Israel. In addition, employers of foreign experts are subject to various obligations under Israeli law, for example, to provide the foreign expert with medical insurance, suitable housing and more.

For further details see our Immigration Practice's webpage:

<https://www.fbclawyers.com/practice-areas/immigration/>

We would be happy to answer any questions that you might have.

Sincerely,

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