HOUSEHOLD WORKERS

* Are entitled to maternity leave allowance if they have paid twenty-six (26) or more NIS contributions during the last fifty-two (52) weeks

HOW MUCH MATERNITY LEAVE ALLOWANCE

* A claim for maternity leave allowance may be made to the local NIS office for a maximum period of eight (8) weeks, from the date of the claim or the date of delivery (whichever is later).

* Maternity leave allowance should be equal to the National Minimum Wage in force at the time of entitlement.

WHEN IS MATERNITY LEAVE ALLOWANCE PAYABLE

* Maternity leave allowance may be claimed not earlier than eleven (11) weeks before the expected date of delivery and not later than six (6) months after the delivery.

* Maternity leave allowance is payable on a weekly basis, from the Monday of the week of delivery or claim, whichever is later.

* The payment of maternity leave allowance will cease at the end of the period for which it is payable or earlier if the worker resumes work or dies prior to the expiration of the period.

WORKERS OBLIGATIONS UNDER THE ACT

* To inform her employer that she wishes to be absent from work because of her pregnancy and that she intends to return to work with the employer.

* If requested by the employer, the employee should produce a certificate from a registered Medical Practitioner or a registered midwife, confirming the expected date of birth of the child.

* To give her employer at least three (3) weeks notice of her intention to return to work.

* An employer is guilty of an offence and liable under the law if he/she ends the employment of a worker wholly or partially as a result of her pregnancy or delivery without reasonable cause.

WORKERS RIGHT TO RETURN TO WORK

* A worker has the right to return to work after maternity leave without the loss of any benefit or seniority. The continuity of her employment should not be affected by the maternity leave.
ADDITIONAL BENEFITS

* Please note that the Law does not prevent any worker from being granted maternity leave and/or pay in excess of the time and amount specified.

Source: The Maternity Leave Act, 1979
The National Insurance (Amendment) Act, 1979

WHO IS ENTITLED TO MATERNITY LEAVE

* Any female worker who has been employed continuously for fifty-two (52) weeks or more by the same employer on the date that the maternity leave begins;

* Any female worker who has been engaged in seasonal employment with the same employer for at least fifty-two (52) weeks during the past five (5) years.

LENGTH OF MATERNITY LEAVE

A worker is entitled to maternity leave for twelve (12) weeks for each pregnancy;

* However, in the case of illness of mother or child, subsequent to the expiration of twelve (12) weeks, an additional fourteen (14) weeks may be granted on submission of a medical certificate and this should begin immediately after the first twelve (12) week period.

* If additional maternity leave is needed and there is doubt about the authenticity of medical evidence, the Chief Medical Officer of Health should be consulted

WHO QUALIFIES FOR MATERNITY LEAVE WITH PAY

Any female worker who:

* is entitled to maternity leave;

* is at least eighteen (18) years old, and has not been granted maternity leave by the same employer for three (3) previous pregnancies;

* informs her employer of the date she is expected to go on maternity leave at least three (3) months in advance or as soon as is reasonably practicable thereafter.

MATERNITY LEAVE PAY

* A worker who qualifies for paid maternity leave is entitled to at least eight (8) weeks with pay.

* If a worker has been granted maternity leave with pay by an employer for three (3) pregnancies, she is entitled to maternity leave without pay.

WHEN IS MATERNITY LEAVE PAY PAYABLE

* Maternity leave is payable no earlier than eleven (11) weeks before the expected week of delivery.