

Differences in Rights: Israeli Resident vs. Foreign Worker after Childbirth

According to National Insurance and Population and Immigration Authority data (updated to 2026), financial social rights are almost identical, but there is a fundamental difference in legal status and residency rights.

Financial Maternity Rights – Nearly Identical

A foreign worker employed legally (B/1 visa) is insured for maternity and is entitled to the following, provided the birth took place in Israel:

- **Hospitalization Grant:** National Insurance covers the cost of hospital stay, paid directly to the hospital. As of January 2026, this stands at 18,109 ILS (and over 280,000 ILS for premature births).
- **Emphasis:** The worker must visit a National Insurance branch near the time of birth to ensure eligibility.
- **Maternity Grant:** A one-time payment made directly to the mother's bank account (identical to the amount paid to an Israeli).
- **Maternity Pay (Leave):** * Entitled to 15 weeks (105 days) if insurance was paid for 10 out of the 14 months prior to the "determining day".
 - Entitled to 8 weeks if paid for 6 out of the 14 months prior to birth.
- **Innovation:** Unlike an Israeli resident, a foreign worker is entitled to these payments even if the birth occurred abroad, provided she meets the qualifying period of work in Israel.

Employment Protections – Fully Identical

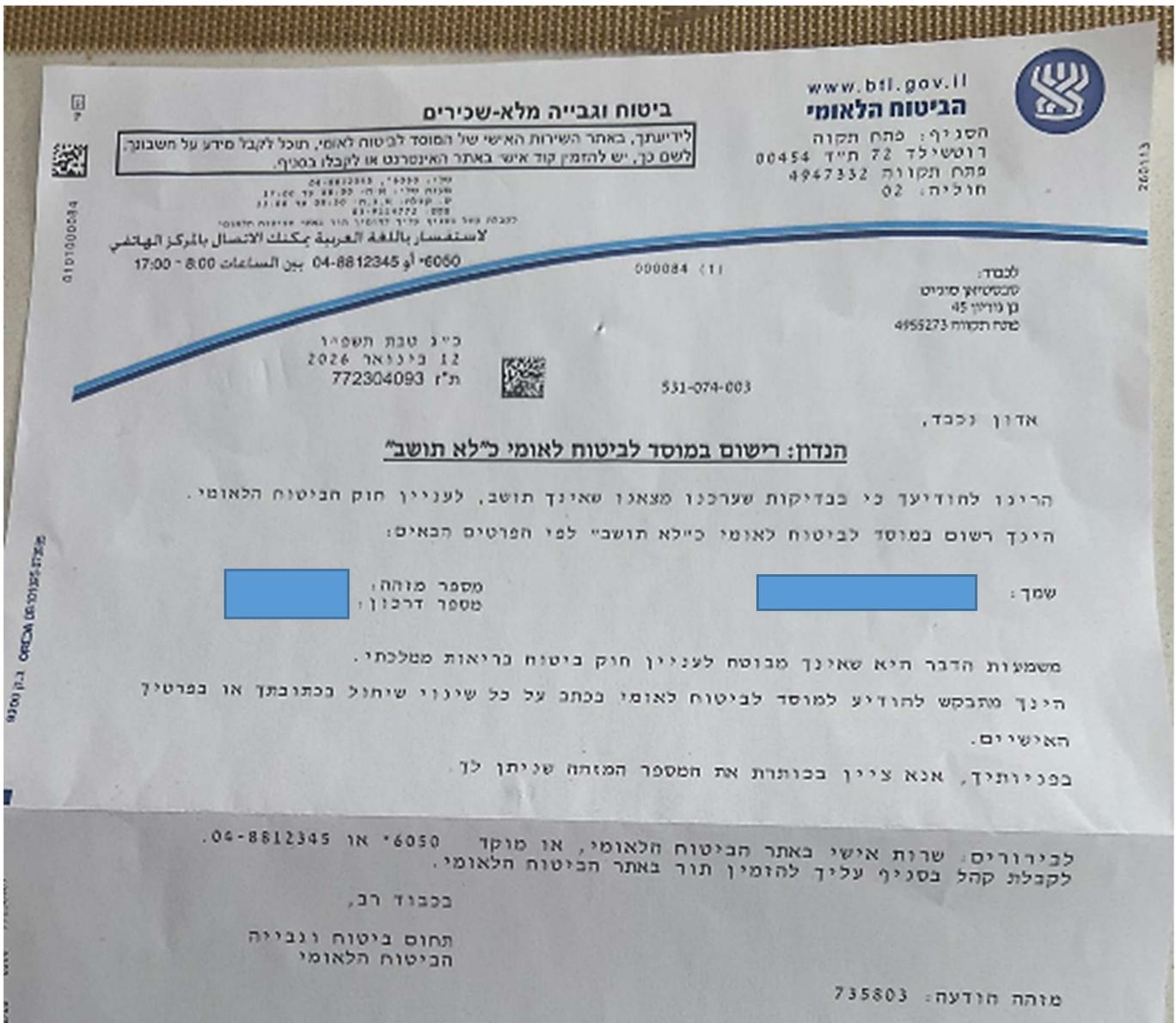
The Women's Employment Law applies equally to foreign workers:

- **Prohibition of Dismissal:** It is forbidden to fire the worker during pregnancy (if employed for six months), during maternity leave, and for 60 days thereafter.
- **Unpaid Leave:** A foreign worker can extend her leave (one-quarter of the period worked, not exceeding one year from birth), similar to an Israeli.

Key Differences (Status and Associated Rights)

This is where rights are **not** identical:

- **Child Allowance:** A foreign worker is entitled to a monthly allowance if she and the child reside legally in Israel and she has been employed for at least 6 consecutive months (Israelis have this right without these conditions).
- **Child's Status:** The baby does **not** receive residency or citizenship status and is not eligible for State Health Insurance (the mother must purchase private medical insurance).
- **Residency Limitations:** * Birth within the first 63 months of stay: Can stay with the child until the end of this period.
 - Birth after 63 months: Must leave the country with the baby at the end of maternity leave (15 weeks).
 - In nursing care: She can only return to her last employer if she leaves the child abroad.



Explanation of the National Insurance Letter

The attached letter is a formal confirmation of registration as a **"Non-Resident"** and does not contradict the rights mentioned above. It is a necessary step for a foreign worker to exercise her rights.

- **"Non-Resident" Status:** National Insurance distinguishes between a "Resident" (center of life in Israel) and someone here for temporary work.
- **Practical Meaning:** The letter confirms an ID number has been assigned. Without this, the employer cannot pay insurance fees, and the worker cannot claim grants or maternity pay.
- **Health Insurance:** The letter states she is not covered by the National Health Insurance Law; she must have private health insurance.