

Important Information for Foreign Students Considering Coming to Israel for an Agricultural Work-Study Program

The aim of the program is to provide a unique practical and theoretical training in the fields of modern agriculture, for the development and cultivation of entrepreneurial spirit and assimilation of Israeli know-how among foreign students in the various fields of agriculture

The following document is intended to provide important information concerning the Agricultural Work-Study Program in Israel. Please read this information carefully in order to decide if this type of program is suitable for you. You will be asked to sign at the bottom of the page to confirm that you have received and understood this information.

The 11-month program, which is under the auspices of Mashav - Israel's Agency for International Development Cooperation, Ministry of Foreign Affairs, is carried out by private training centers in Israel and includes hands-on agricultural work, aiming to be "On the Job Training/Learning by Doing" (Practical Studies Program), and one day a week of lectures on various agricultural topics (Theoretical Studies Program) – a total of 6 days a week. Lectures will be given in English or French, by lecturers who have a relevant academic degree or hands-on experience in Agricultural Studies.

The Theoretical Studies Program to be carried out by the Training Center is attached to this brochure. Please make sure that it is in accordance with your academic needs and expectations.

In addition, the Training Center is obligated to provide the participants with five full days a week (a minimum of 182 hours per month) of work for an Israeli farmer, which will usually be carried out alongside full-time agricultural workers who are not students participating in the program. The Training Center is obligated to provide each participant with two hours a week of practical training on the farm site and to provide a workplace, which uses agricultural techniques relevant to the training. Nevertheless, the majority of the participant's work-week which consists of no more than 5 working days, will be spent carrying out regular, unskilled agricultural work, often under difficult weather conditions.

The Training Centers must ensure that the participants receive a monthly salary for the agricultural work that is performed. The salary will amount to at least the monthly minimum wage in the agriculture sector in Israel or the minimum wage set in a collective agreement (if relevant). Participants are also entitled to receive any other applicable work benefits under Israeli labor laws. The participants' net salary will be deposited monthly by the farmer into a bank account opened by the participant in an Israeli bank.

The farmer will also be responsible for providing the participants with private medical insurance, which does not include coverage for pre-existing conditions. In addition, the farmer will provide the participants with simple accommodations, usually in

caravans or other temporary structures located near the worksite, which accommodate between 4-8 persons.

The gross minimum wage in Israel as of May 2021 is 5,300 NIS for 182 hours of work monthly (approximately 1,630 USD, according to the exchange rate of May 2021, which was of 3.25 NIS to the US dollar) and other salary components as detailed in the rights handbook attached. Please take into consideration that from the above sum, the farmer can deduct various legal expenses such as income tax, monthly sums from the participant's salary for participation in medical insurance, housing and related expenses as well as for other services or financial obligations agreed upon in writing by the participants to the Farmer, which can reach up to a maximum of 25% of the gross monthly salary, and even more for the final month of employment, all as detailed in the rights handbook attached.

In addition, participants will be responsible for their tuition as well as airfare to and from Israel. The Training Center will usually require the participants to sign a standing bank order allowing automatic monthly payments from the participant's bank account to the Center for these expenses. The Training Centers may not make any other deductions or request any other payments from the participants.

Furthermore, the participants will be responsible for their own expenses in Israel for food, personal hygiene items and any personal travel in Israel, other than travel connected to the program and the practical training. These expenses may be considerably high as the cost of living in Israel is relatively high and the participants are usually located in farms with limited access to discount shopping centers.

In general, any sum remaining in the participant's bank account monthly - after all the above-mentioned deductions and expenses - will probably be less than half the above legal minimum wage for a 182 hour work-month.

It is important that you receive clear information from the Training Center concerning the monthly payments to the Center, the expected salary and deductions and other expenses, to understand how much of the expected salary will remain in the bank account for personal use, before deciding if this program is suitable for you.

The individual Training Centers may provide additional improved conditions over and above those set out above. Any additional conditions that were promised should be clearly set out in writing in the information provided by the Training Center to the participants before their arrival in Israel..

A participant who is absent from the training program for more than 48 consecutive hours without notice, in advance or in retrospect, of his absence to the Training Center or farmer, will be considered as a participant who left the program.

A participant who is interested in sharing feedback or in filing a complaint regarding his participation in the program can contact the "Complaints Officer at the Foreign

Agricultural Work Study Program Administration" at: AgriAdmin@mfa.gov.il or 02-5303155.

For further information regarding general labor rights in Israel, please write the Ombudswoman for foreign workers rights at: foreignR@labor.gov.il.

General information concerning labor and visa rights and obligations in Israel may be found at:

https://www.gov.il/BlobFolder/generalpage/foreign_workers_rights_booklets/he/foreign_workers_handbook%202020_v2.pdf

I, the undersigned, declare that I have read and understood the information set out above:

Participant's Name Identifying No. _____ _____
Date Signature

I, the undersigned, representative of _____ Training Center, declare that the above participant signed in my presence after demonstrating an understanding of the above information.

Name Position in College _____ _____
Date Signature