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client update



## Israeli Immigration Law Update | January 2026

January 21, 2026

Dear Clients,

As we begin this new year, we would like to update you on several important changes in Israeli immigration law.

### Increase in Mandatory "Foreign Experts Salary" for 2026

All employers of Foreign Expert employees in Israel must pay a mandatory minimum "B/1-Foreign-Expert Salary," defined by Israeli law as a gross monthly base salary of no less than double the average monthly salary in Israel, as published by Israel's National Insurance Institute (NII).

The NII has announced on their official website ([link](#)) that the average gross monthly salary of salaried employees has been updated to NIS 13,566 for January 2026. **Therefore, the minimum monthly Foreign Expert salary for 2026 will be NIS 27,132 (equal to approximately US\$8,600 at current exchange rates).**

Important notes:

1. This amount refers to the minimum gross base salary for a regular full-time position, and does not include overtime or other mandatory benefits under law.
2. The update is effective January 1<sup>st</sup>, 2026. Therefore, payment of Foreign-Expert-Salaries starting as of January 1<sup>st</sup>, 2026, must meet the above updated amount.
3. The "B/1-Foreign-Expert Salary" is mandatory, and all employers must ensure their 2026 salaries meet these requirements.

[Updated 2026 Government Fees \(the Population and Immigration Authority "PIBA"\)](#)

As of January 1st, 2026, PIBA has updated the government fees for various procedures. Key changes for Foreign Experts include:

1. Foreign Expert B/1 Application: NIS 1,420
2. Foreign Expert Annual Employer Government Fee: NIS 11,525 (including B/1 license)
3. Multiple Entry Visa: NIS 205

Total 2026 Statutory Government Fees B/1 Foreign Expert Annual: NIS 13,150

Please contact our team for information about other updated government fees.

#### Work Permit Document Requirements for 2026

The Immigration Authority is placing additional emphasis on document signing dates and apostille verification this year. Please ensure all applications for Short-Term Permits (STP) and Long-Term Permits (LTP) include documents signed and updated for 2026, including a Power of Attorney (POA) and affidavits, to avoid processing delays.

#### Prohibition on Taking a Foreign Worker's Passport

In recent days, the Foreign Workers Administration of the Population and Immigration Authority has issued a substantive update to all employers regarding the prohibition on holding foreign workers' passports and the prohibition on taking actions intended to prevent a foreign worker from resigning or moving to another employer within the same sector. The Authority reports a significant increase in the number of inquiries and complaints from foreign workers concerning the holding of their passports by employers or parties acting on their behalf, as well as attempts to restrict the worker's freedom of choice by preventing lawful resignation or transfer.

In the Authority's notice, it is clarified unequivocally that unlawfully holding a foreign worker's passport, attempting to prevent their resignation, infringing their right to move to another employer in accordance with the law, or failing to pay the full financial and social benefits due to them upon termination of employment, constitute serious violations of the conditions of the permit to employ a foreign worker in Israel. Such violations may lead to the revocation of the permit following a hearing, in accordance with the provisions of the Foreign Workers Law, 5751–1991.

The Authority further emphasizes that it intends to take strict and uncompromising enforcement measures against employers who infringe the rights of foreign workers, particularly with regard to withholding passports, preventing lawful resignation or transfer, and failing to carry out a full and accurate final settlement upon the termination of the employment relationship.

#### Enforcement Operations

In recent weeks, we have witnessed a significant increase in enforcement operations carried out by the Enforcement Administration of the Population and Immigration Authority. These enforcement operations are directed, *inter alia*, at factories, construction sites, hotels, and various companies across different sectors.

In light of the above, we recommend ensuring and strictly maintaining full compliance with the provisions of the Foreign Workers Law and all applicable legal requirements.

Should you have any questions, require clarification, or seek legal guidance, please do not hesitate to contact us.

We wish you a successful 2026 and remain available for any questions.

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