

# BUILDING WORKERS' POWER

4<sup>TH</sup> ITUC WORLD CONGRESS - COPENHAGEN, 2-7 DECEMBER 2018

## UNIONS AT WORK

### WHAT IS YOUR MOST SIGNIFICANT WIN 2014 – 2018?

You and your affiliated unions have been on the frontlines of many struggles since we met in Berlin in 2014.

We want to document and share with all Congress delegations to the ITUC World Congress 2018 the most significant victories of trade unions during the period 2014 to 2018.

Can you describe the struggle and the outcome using the template we have prepared and provide a photo and quote from a union leader and trade union member? Send your most significant win to [congress@ituc-csi.org](mailto:congress@ituc-csi.org)

**Name of national trade union centre or union:**

Histadrut – General Federation of Labour in Israel

**Country:**

Israel

**Most significant union victory [Headline in 6 words]:**

Employment of Workers with Disabilities

**Description of the issue or dispute [200 words]:**

Workers with disabilities have trouble finding and keeping jobs.

**Detail of the campaign or strategy [100 words]:**

Campaigns in the media and negotiations with the government.

On June 25, 2014, the Histadrut signed an agreement, which was expanded by means of an extension order for the entire private sector, which states that employers with over 100 employees will be required to properly represent people with disabilities at a rate of 3% of all workers. It was also agreed that the employer must appoint a representative on his behalf who would be responsible for the employment of people with disabilities and to promote their appropriate representation for optimal integration in the workplace.



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Furthermore, the Histadrut signed an historic agreement on 29.9.17 which improves the situation of 244,000 people with disabilities in Israel, via an addition to the pension in a number of stages and additional benefits, all within an annual budgetary framework that will reach NIS 4.2 billion (approximately \$1,153,846,154) in 2021.

**Photo and quote from union leader [20 words]:**



Histadrut Chairman Avi Nissenkorn: "We took upon ourselves the important task that everyone agrees to, that every person deserves the most basic respect, and every person - even if he is disabled - will have the possibility of equality and the possibility of integrating into the labour market."

**Photo and quote from member [20 words]:**



Sara Becher, Office Manager, International Department, Histadrut: "It is wonderful day in the Israeli society. The Histadrut is doing an important act and caring for the population that needs the most solidarity, equality and respect.

I'm delighted to be a member of such an organization which focuses on the most vulnerable people in the Israeli society and proud to be a disabled worker, who is employed in the International Department of the Histadrut."