



An Employer or Manager

4. Some *poskim* say that a male employer or manager who has female employees who take direction from him is also in the category of *isko im hanashim*. (See

Malbushei Mordechai 21:2; *Nitei Gavriel* 22:4)

The Definition of “Isko Im Hanashim”

1. “*Isko im hanashim*” refers to a man whose **occupation is to deal with women**; i.e., his work, store, business, etc. is to deal regularly with female clients, which creates a certain relationship between the seller and the customer. For instance, a man who works in a jewelry store or a women’s clothing store. (*Kiddushin* 82a; see *Dvar Halachah* 10:4, 10:20; *Rashi* and *Rashba* ad loc.; *Malbushei Mordechai* 6 note 8; *Yesod Hataharah - Yichud* 8:13)

2. In some cases of “*isko im hanashim*” the *halachos* are more stringent because there is more familiarity between them than usually exists between men and women. Additionally, the women are dependent on the men for the products or services. Therefore, certain leniencies in *hilchos yichud* which generally apply to typical men and women who are more distant from each other will not apply in a situation of *isko im hanashim*. (ibid.)