

The Gender Index

Gender Inequality in Israel

2018

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Advancement of Women
In the Public Sphere



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The Gender Index

The Gender Index is an innovative tool developed by **WIPS – The Center for the Advancement of Women in the Public Sphere** at the Van Leer Jerusalem Institute, which serves to evaluate gender inequality in Israel across a spectrum of fields over time.

The Gender Index is based on the calculation of gender inequality in Israel in key domains: education, the labor market, gendered segregation of professions, economic security and poverty, power, media and culture, health, violence against women, time and family status. It also measures gender inequality in the periphery and gender inequality in Arab and Haredi societies in Israel. Every year the Index is developed and expanded.

The Gender Index addresses issues of diversity and social structures of inequality by looking at the intersections of gender with ethnicity, religion and geographic location.

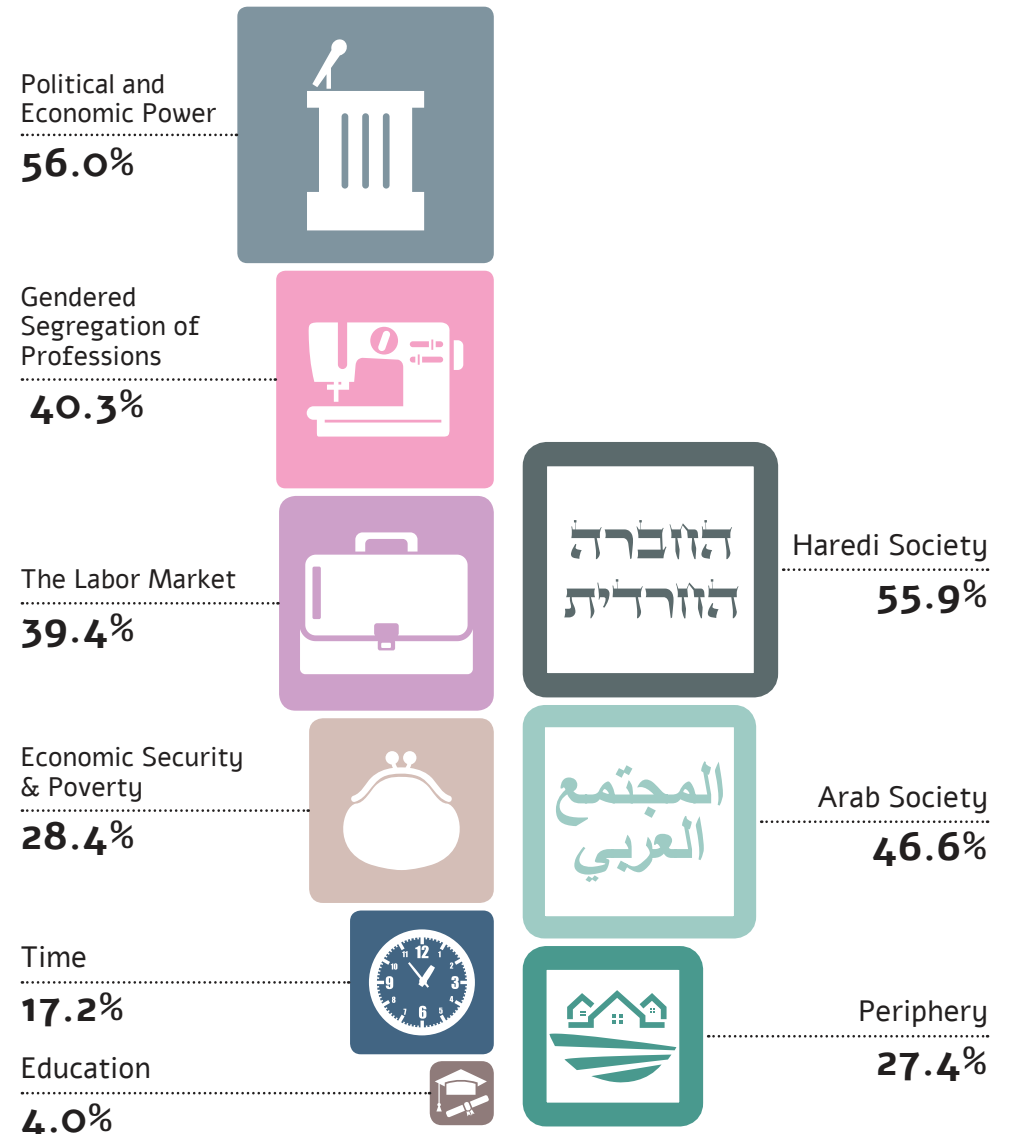
The Gender Index is a major tool for decision-makers in government and public institutions.



Throughout the booklet women are marked in gray and men in black

Extent of Inequality

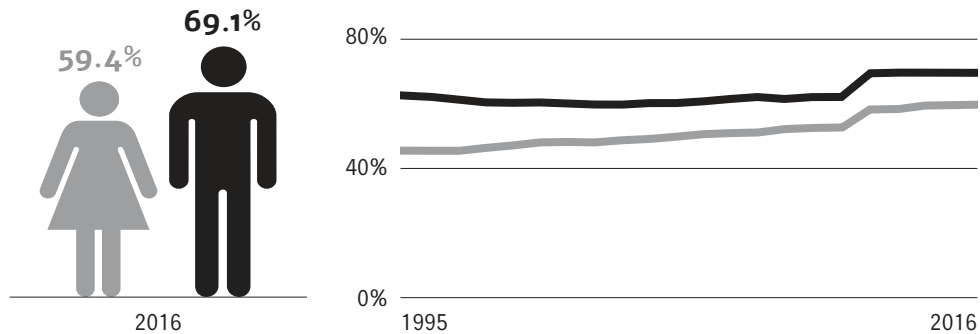
The calculation of the extent of inequality enables us to identify in which area the gender gap is the greatest and in which the smallest.



Continuous Gender Gap in All Areas of Life

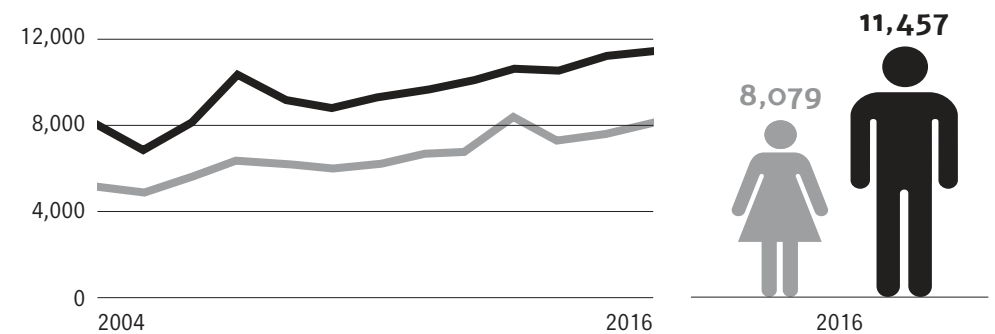
In most areas of life the gender gap favors men.
In some areas the gender gap even increases over time.

Labor Market Participation Rates, by Gender



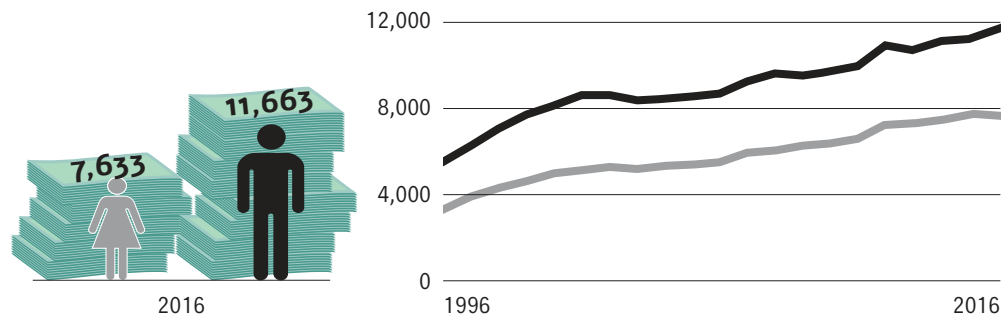
Source: CBS data compiled by authors

Average Monthly Income of Self-Employed Women and Men



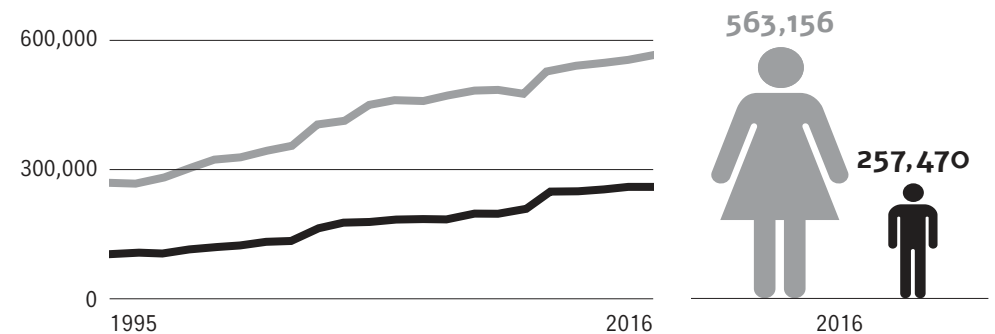
Source: NII data compiled by authors

Average Monthly Salary, by Gender (NIS)



Source: CBS data compiled by authors

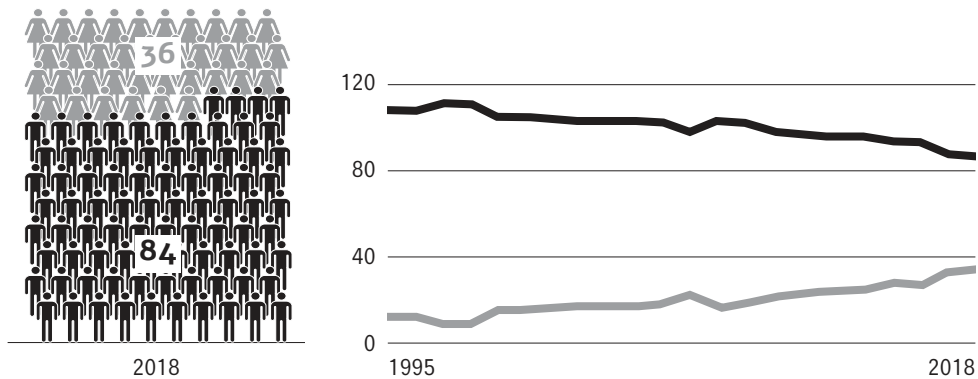
Number of Part-Time Workers, by Gender



Source: CBS data compiled by authors

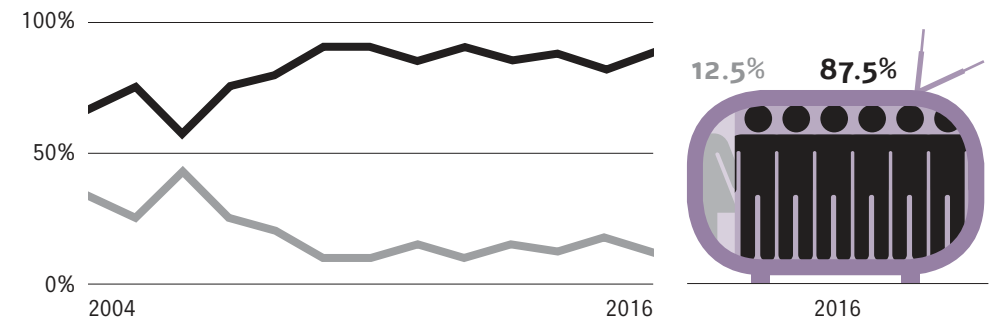
Continuous Gender Gap in All Areas of Life

number of Women and Men Knesset Members



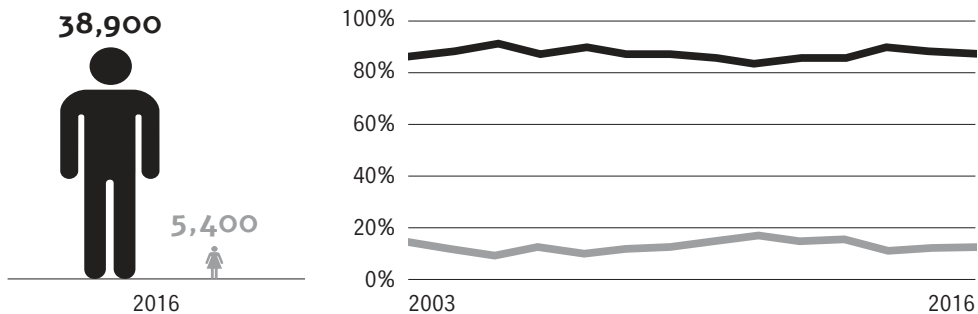
Source: Knesset data compiled by authors

Popular Singers in Song Charts, by Gender



Source: compiled by authors

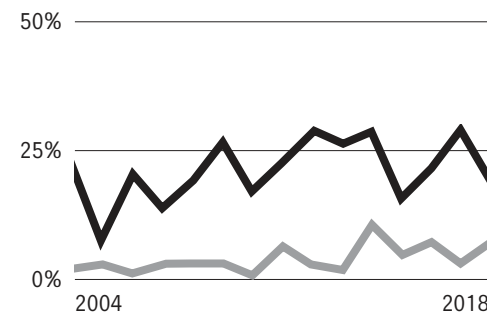
Rate and Number of CEO's, by Gender



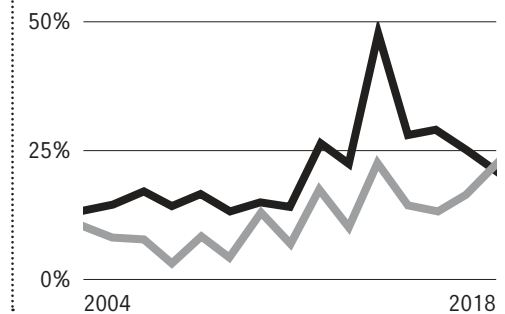
Source: CBS data compiled by authors

Films Registered for Nomination for the Ophir Award

Feature and Fringe Films



Documentary Films

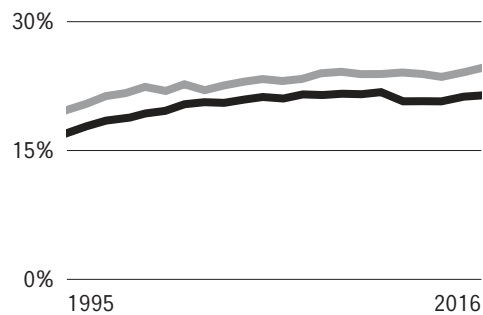


Source: Pilat data processed by Lior Elefant

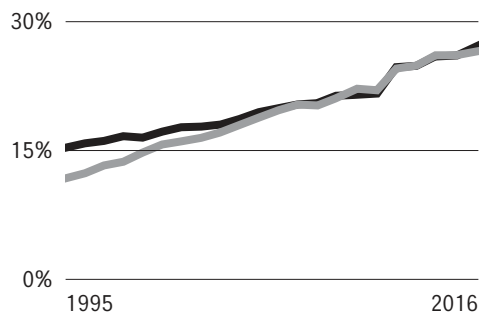
Education and Employment

An increasing number of women are acquiring higher education and expanding their fields of study. However, structural and cultural obstacles limit their ability to translate these achievements into improvements in the labor market and in power positions.

Rate of Those with 13–15 Years of Education

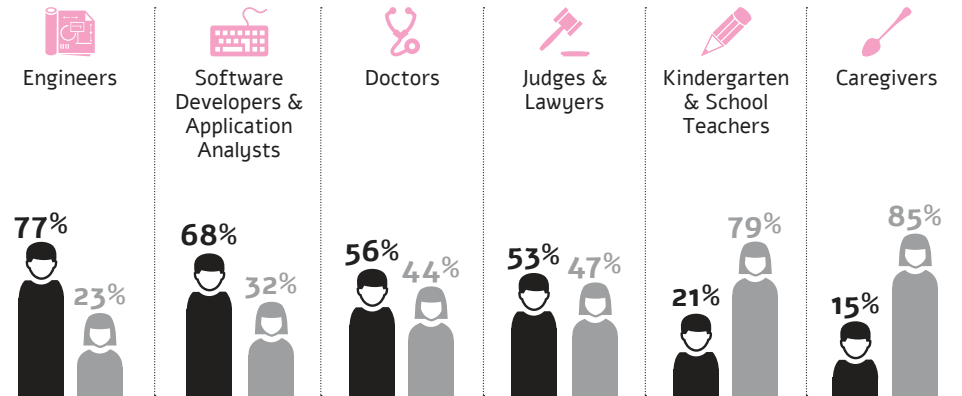


Rate of Those with 16+ Years of Education



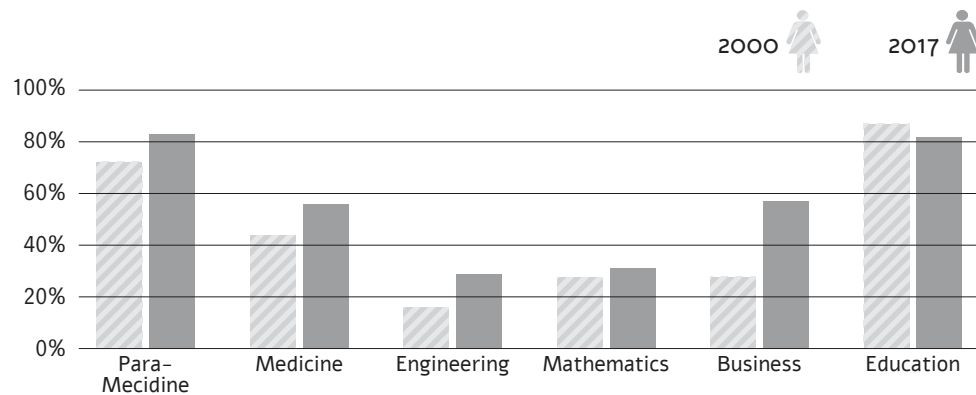
Source: CBS data compiled by authors

Gender Inequality in Professions 2016



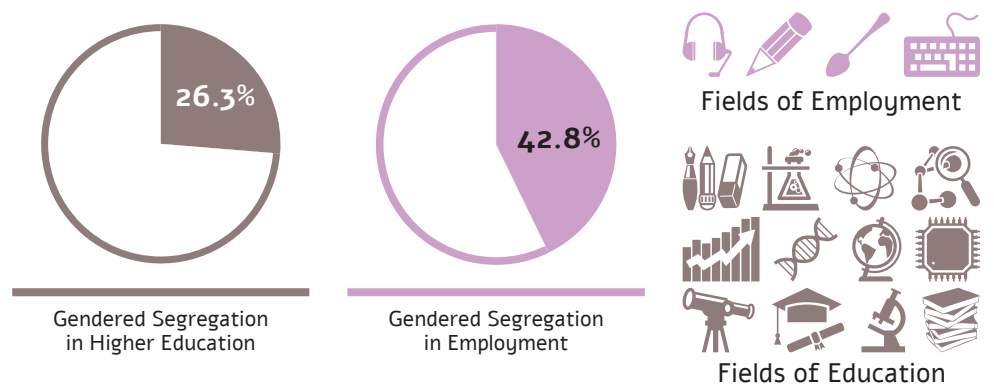
Source: CBS data compiled by authors

Women by Field of Study



Source: CBS data processed by CHE

Gendered Segregation in Professions vs. Higher Education

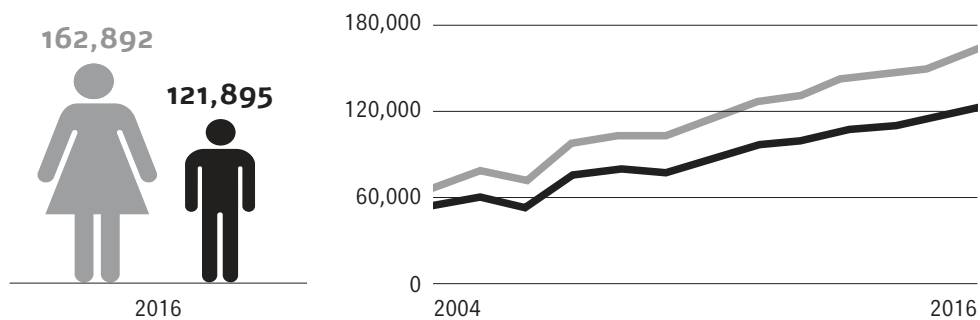


Source: the authors

Precarious Employment

Precarious Employment refers to employment that is poorly paid, insecure, unprotected, and cannot support a household. A gendered perspective on this topic reveals that women, in Israel and around the world, are more exposed to precarious patterns of employment.

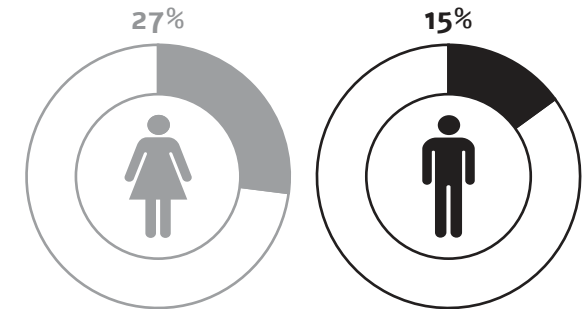
Number of Employees holding More than One Job, by Gender



Source: NII data compiled by authors

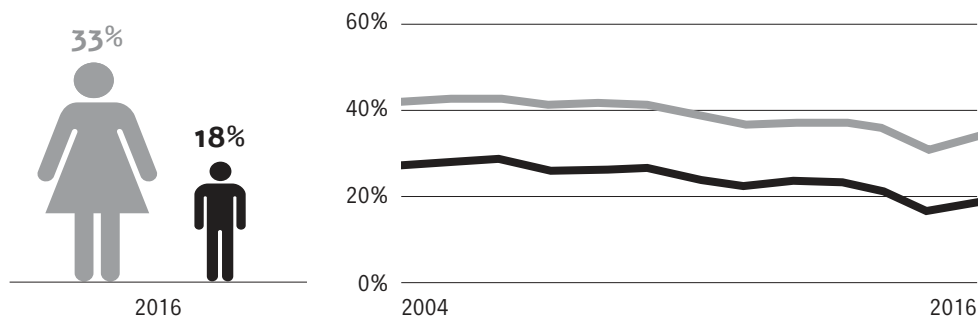
Precarious Employment in the European Union

The figures are based on the following indicators: few working hours, low pay and low job security.



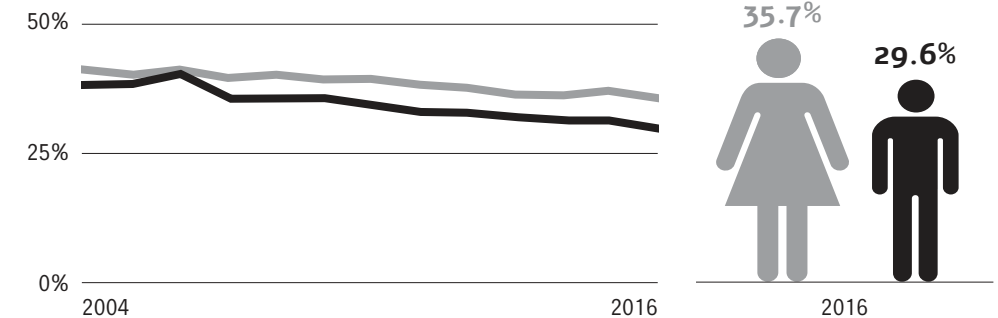
Source: EIGE, 2017

Rate of Employees Earning Less than the Minimum Wage, by Gender



Source: NII data compiled by authors

Rate of Employees Receiving Less than 12 Monthly Salaries a Year, by Gender

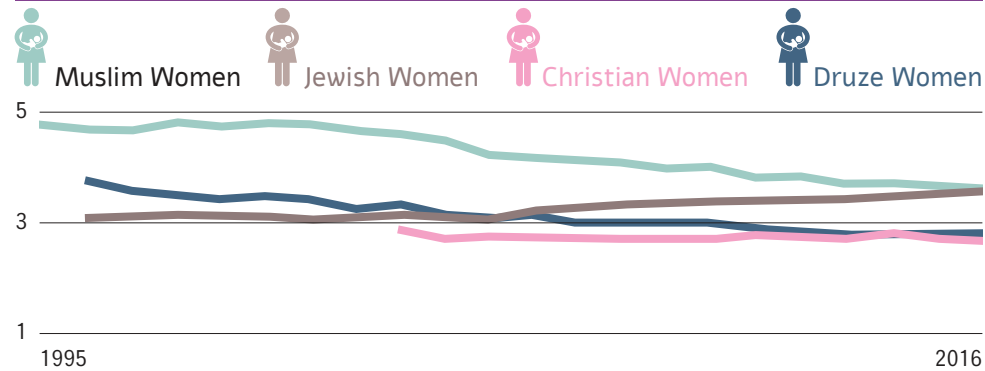


Source: NII data compiled by authors

Work, Family and Time

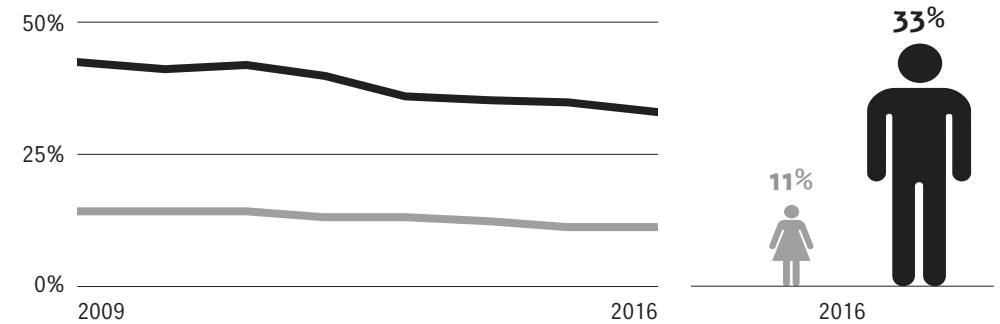
Women are still primarily responsible for family care and house work. This is **Invisible Work** which is unrecognized and unpaid, but functions as a barrier for women to full and equal participation in the labor market and the public sphere

Average Number of Children per Family by population group



Source: CBS data compiled by authors

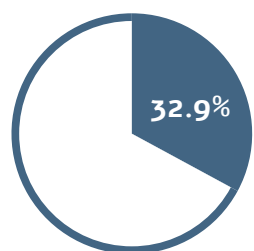
Employees Working More than 50 Hours per Week



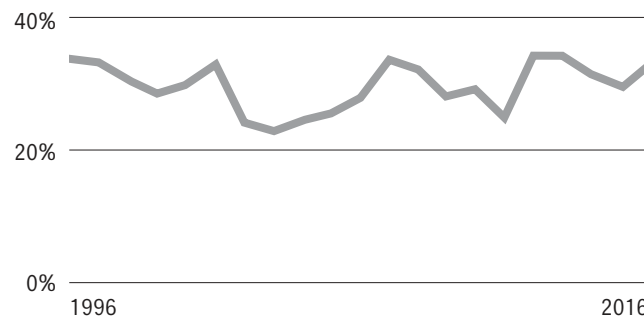
Source: CBS data compiled by authors



Women Unemployed Due to Homemaking

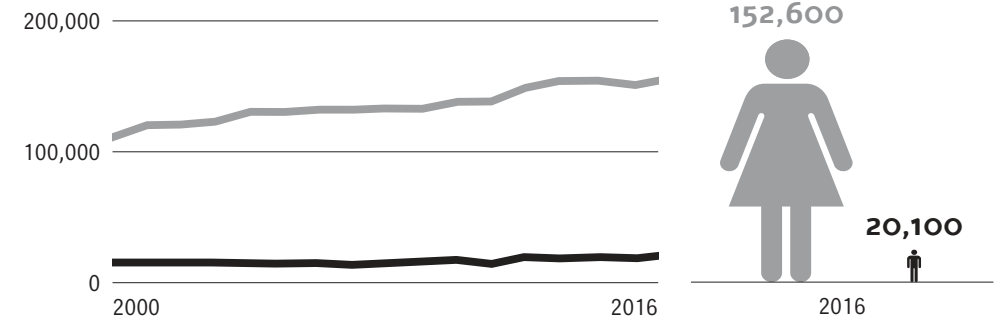


2016



Source: CBS data compiled by authors

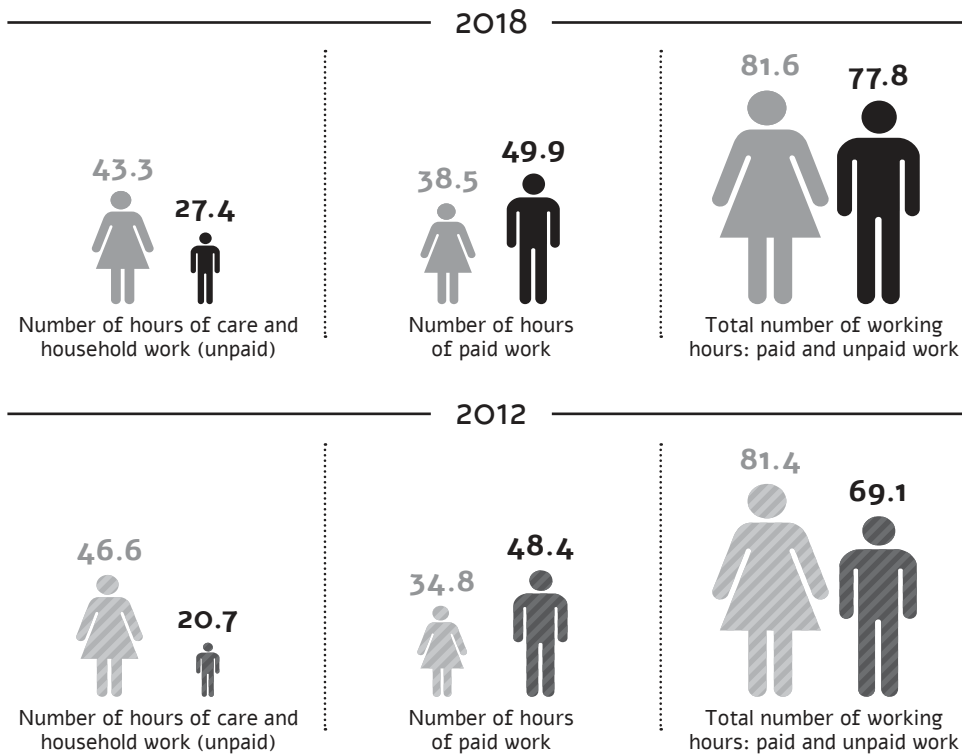
Heads of Single-Parent Families, by Gender



Source: CBS data compiled by authors

Work, Family and Time

Invisible Work: The Number of Weekly Hours Devoted to Household and Care Work



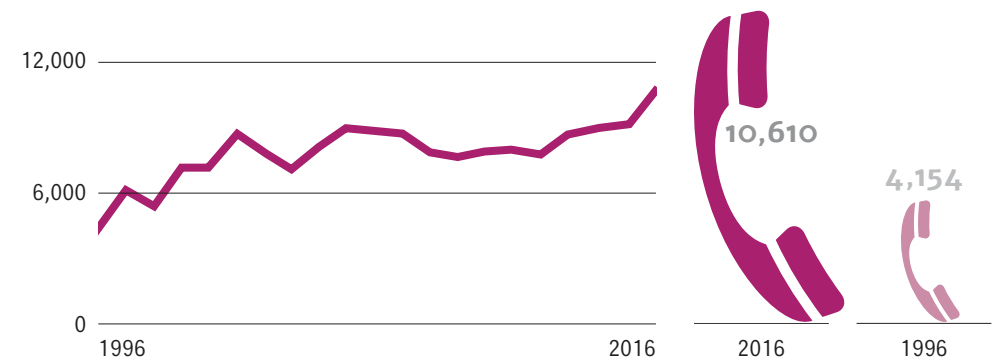
- * Among families in which both partners work for pay, ages 25–65, with children up to 18 years old in the household.
- * In 2018, the data was collected by telephone interviews and in 2012 by face-to-face interviews.

Source: Dr. Amit Kaplan, WIPS and Academic College of Tel Aviv Yaffo, 2018; ISSP, 2012

Vulnerability

Women on the whole are poorer than men and are more exposed to gender-based violence. These facts affect their presence and positions in the public sphere.

Number of New Calls to Rape Crisis Centers



Source: ARCC data compiled by authors

Women Murdered by Spouse or Relatives

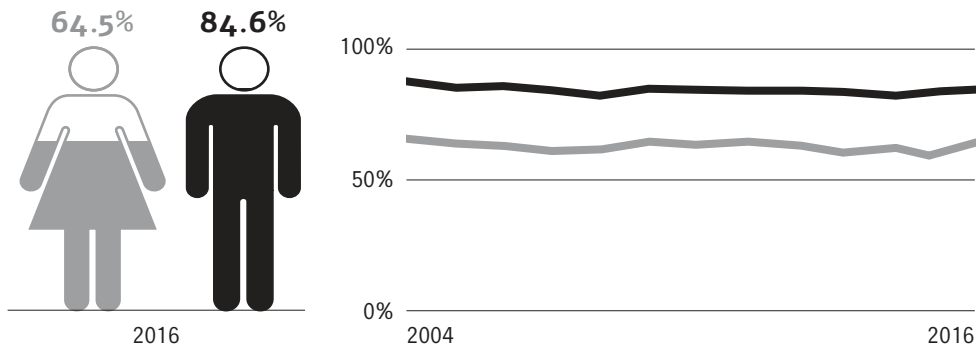
Official data on gender-based violence is lacking and difficult to obtain. As a result, there are different data from various sources regarding the number of women murdered by a spouse or family member every year.



* Updated November, 2018

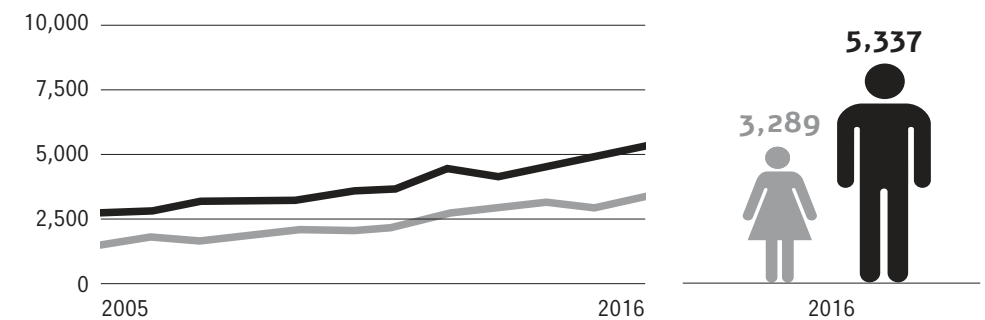
Source: Haaretz, Knesset Research and Information Center, Tizkor

Feeling of Safety on the Streets, by Gender



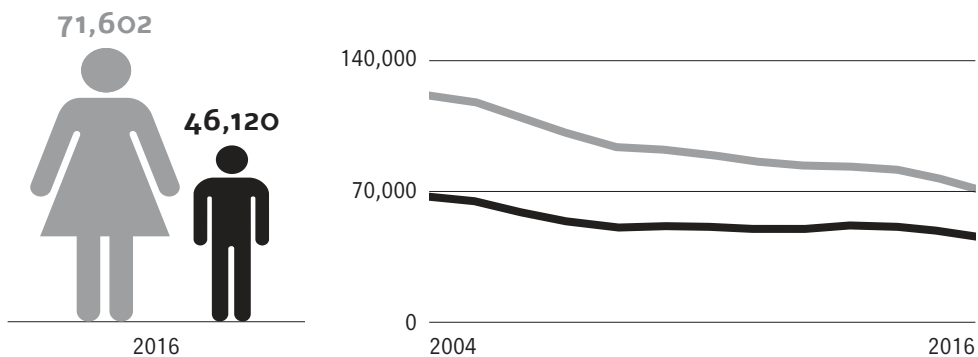
Source: CBS data compiled by authors

Average Monthly Pension, by Gender (NIS)



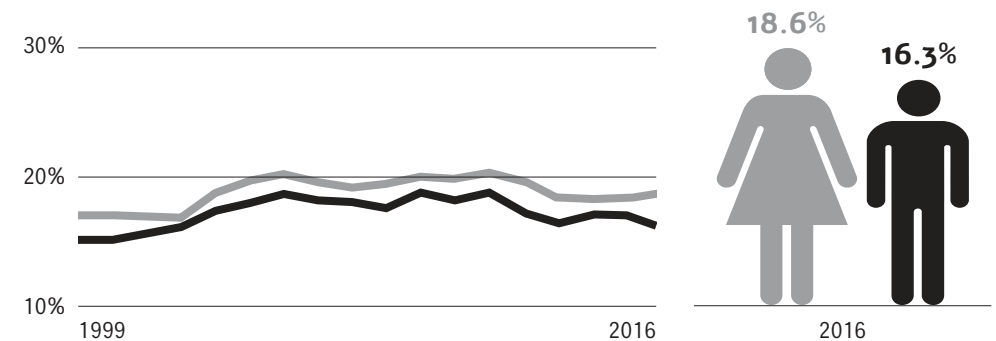
Source: NII data compiled by authors

Recipients of Income Support, by Gender



Source: CBS and NII data compiled by authors

Incidence of Poverty after Transfer Payments and Taxes, by Gender



Source: NII data compiled by authors

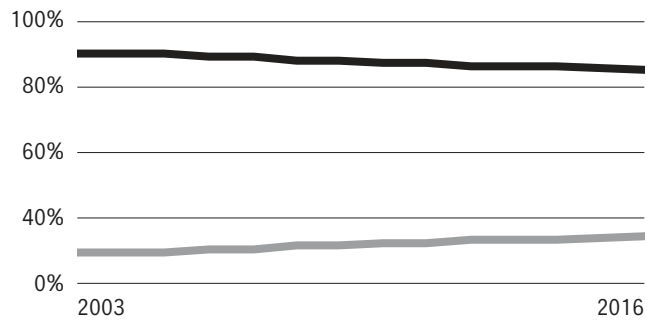
Economic and Political Power

Key positions of power in the political and economic spheres are still largely held by men.



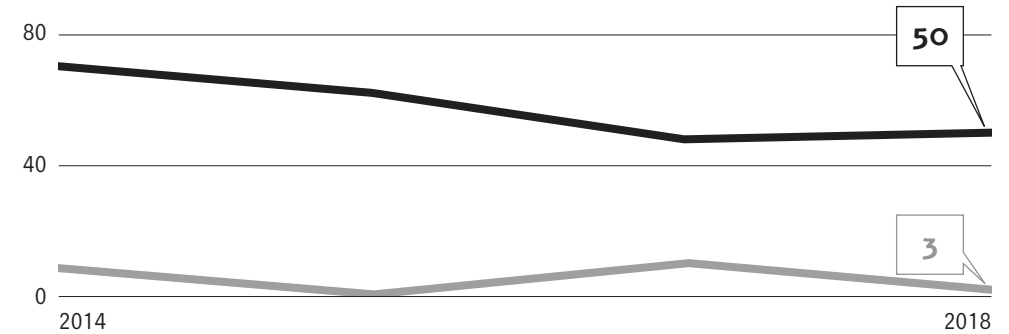
Source: Knesset data compiled by authors

Senior Academic Faculty, by gender (Associate and Full Professors)



Source: CHE data compiled by authors

Appointment of New CEOs in Publicly Traded Companies, by Gender



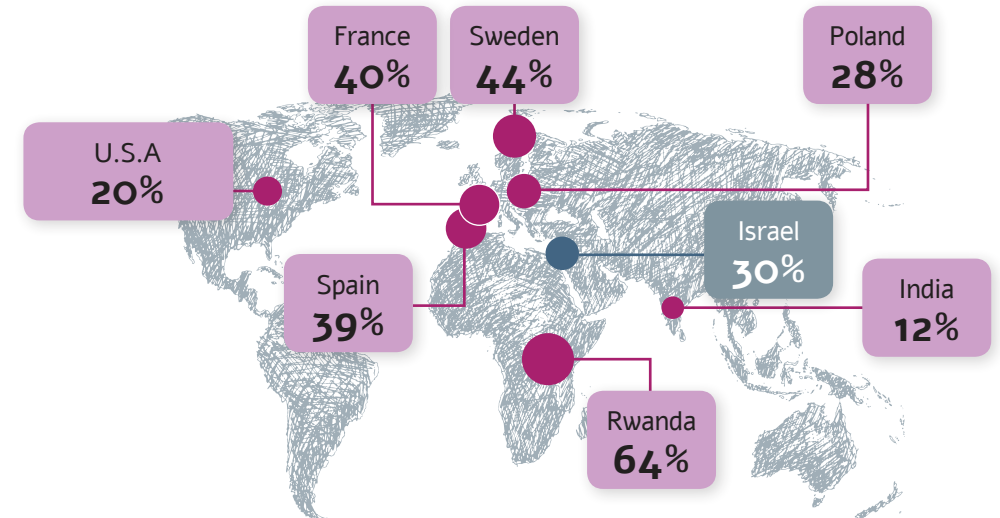
Source: Maya – The Tel Aviv Stock Exchange and The Public Knowledge Workshop

Heads of Local Municipalities, by Gender



Source: Ministry of Interior data compiled by authors

Women in Parliaments around the World, 2018

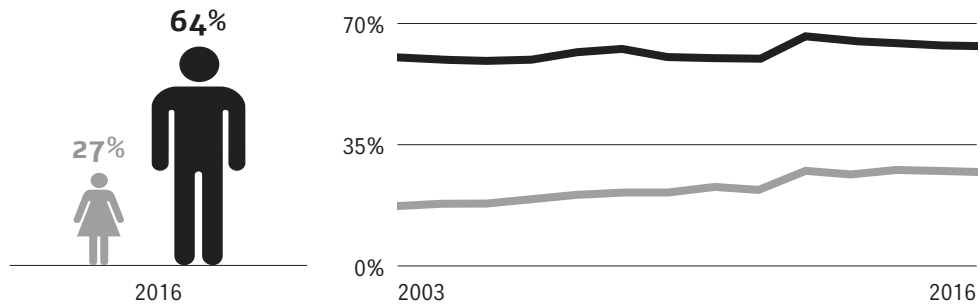


Source: Inter Parliamentary Union

Diversity among Women

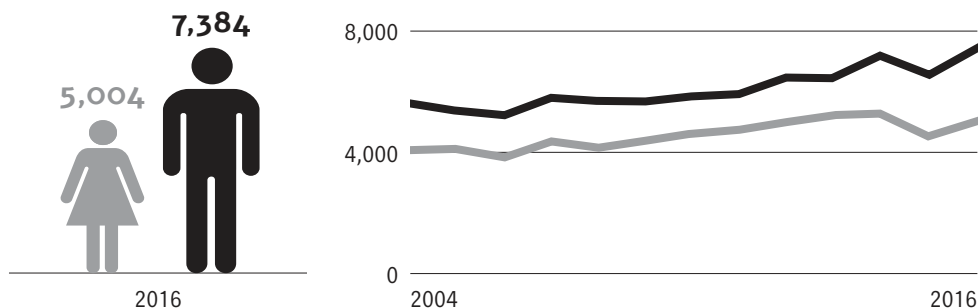
In order to fully understand the lives and perspectives of different women we also have to consider their ethnic and national identities, their economic status, geographic location, and exposure to violence. The intersection between gender and other social factors creates many differences among women, and highlights more disadvantaged groups. Thus, the average monthly wage of Arab women is significantly lower than that of Arab men and that of Jewish women. Women in the geographic periphery earn less than men in these locations and less than women in the center.

Labor Market Participation in Arab Society, by Gender



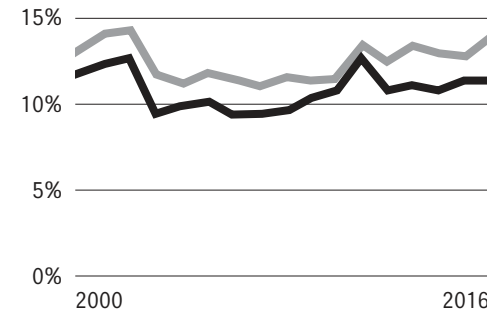
Source: CBS data compiled by authors

Average Monthly Salary in Arab Society, by Gender

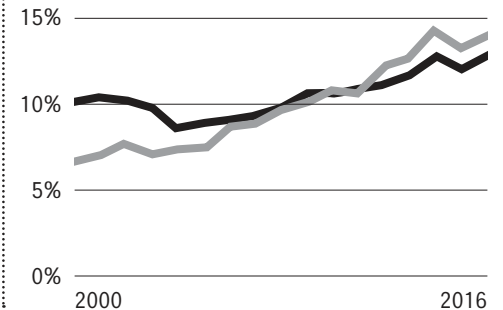


Source: CBS data compiled by authors

Rate of Those with 13–15 Years of Education in Arab Society, by Gender



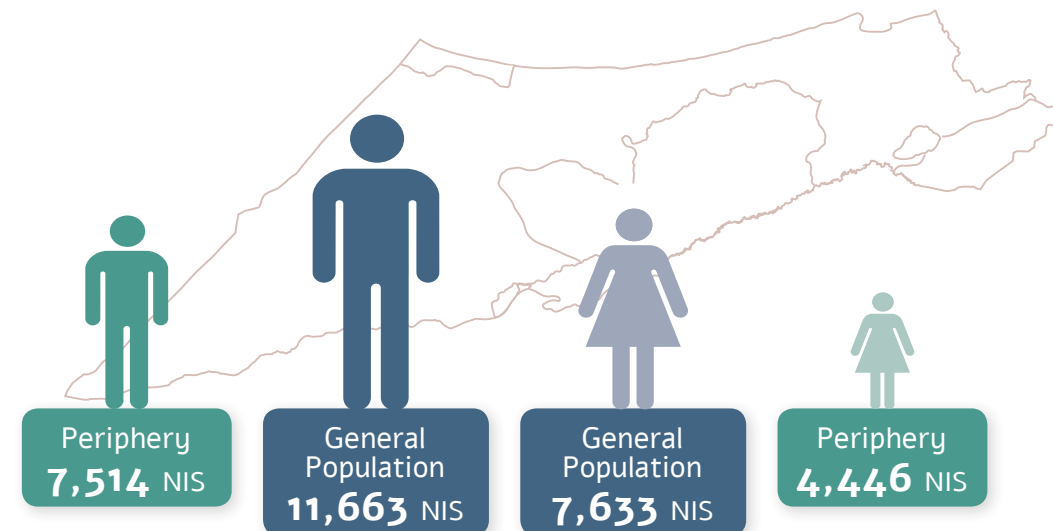
Rate of Those with 16+ Years of Education in Arab Society, by Gender



Source: CBS data compiled by authors

Average Monthly Salary in the Center and the Periphery

The periphery domain combines the distance from the center of the country and the socio-economic ranking of local municipalities.

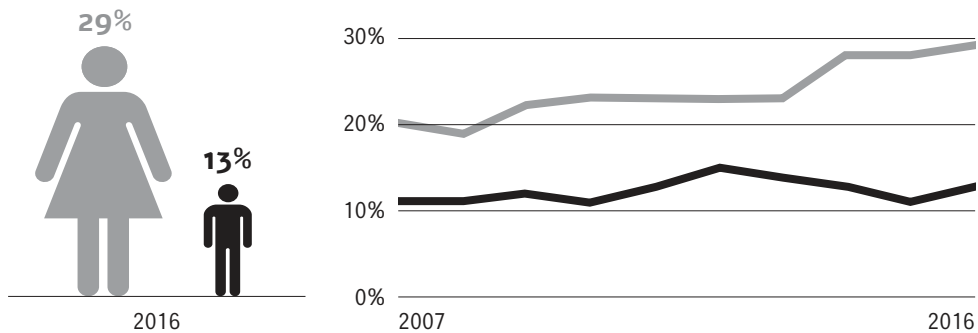


Source: NII data compiled by authors

Diversity among Women

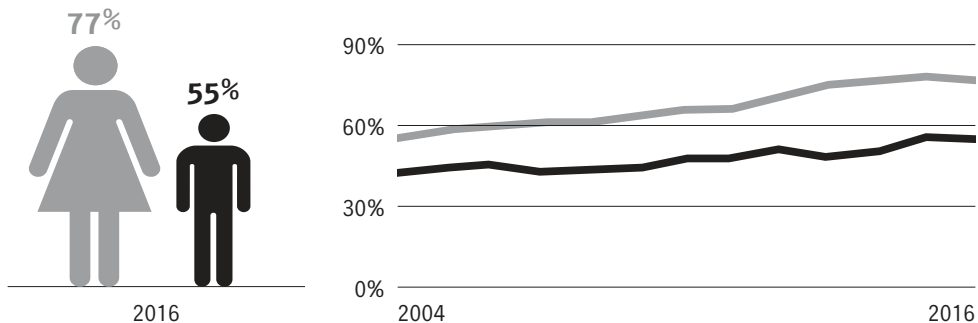
In Haredi Society, more women than men acquire academic education and participate in the labor market, but their average monthly salary is lower than men's.

Academic Degree in Haredi Society Age 20+, by Gender



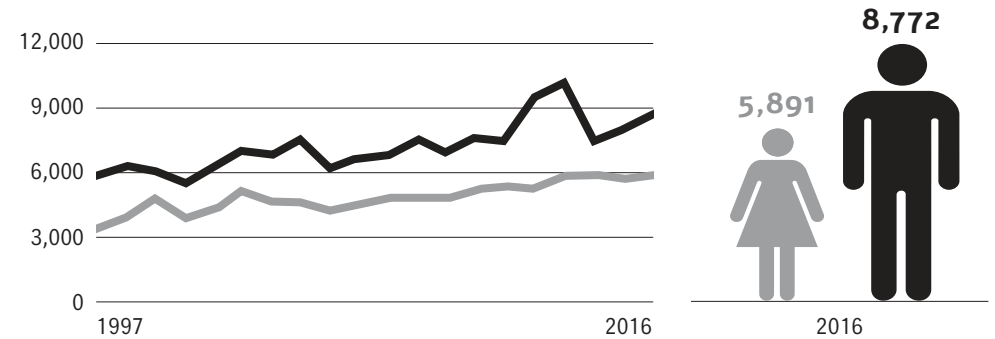
Source: IDI and CBS data compiled by authors

Haredi Society Participation in the Labor Market, Ages 25-64, by Gender



Source: IDI and CBS data compiled by authors

Average Monthly Salary in Haredi Society Ages 25-64, by Gender (NIS)

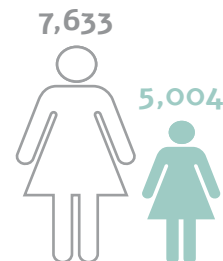


Source: IDI and CBS data compiled by authors

Women from Diverse Social Groups in the Labor Market

Average Monthly Salary

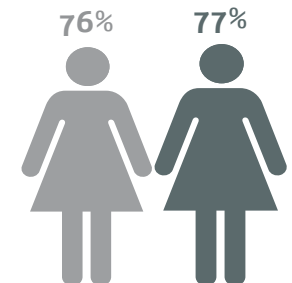
Women ages 15+
General Society  Arab Society 



2016

Labor Market Participation

Women ages 25-64
General Society  Haredi Society 



2016

Policy Recommendations

1

Setting measurable objectives for reducing gender gaps in various fields and achieving significant change within a decade

2

Using gender mainstreaming strategies to ensure equal representation for women and men in decision-making at all levels

3

Promoting legislation that will ensure systematic data collection by gender

4

Rethinking the gendered structure of the labor market to address the need for work-family balance (including altering the work patterns of men, rearranging responsibilities and rethinking time distribution between men and women in the home)

5

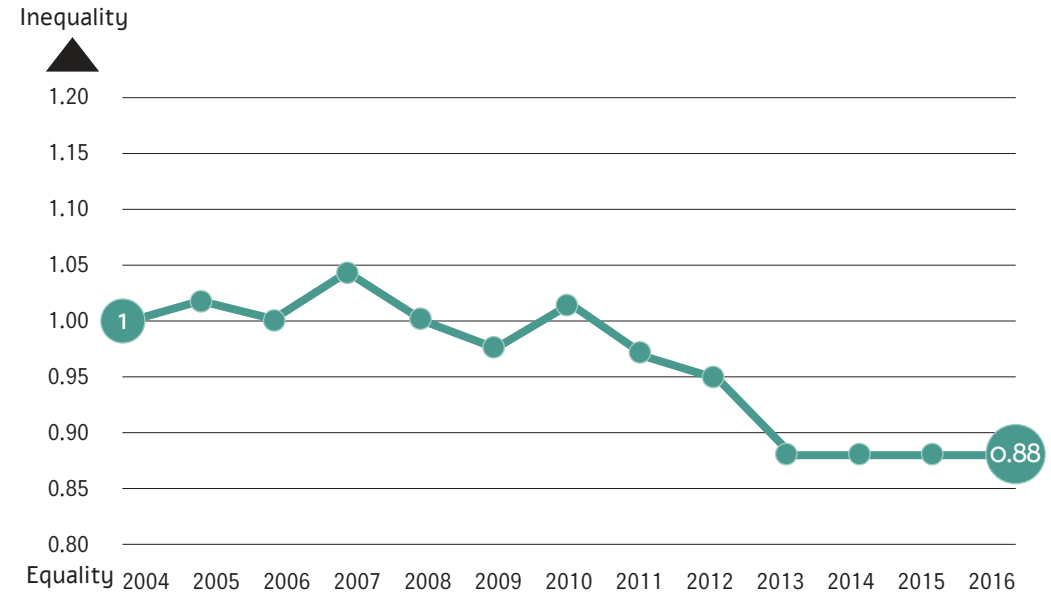
Conceptualizing and recalculating national accounts to reflect the activities and economic contributions of the invisible work of women

6

Collecting and publishing systematic gender statistics by all state institutions, especially data on gender-based violence.

The Level of Inequality Over the Years

The level of gender inequality remained largely stable between 2004 and 2010. Since 2011, the level of inequality was slightly reduced, but this was due more to **the worsening in various aspects of men's employment** than to the advancement in the state of women.



Source: Gender Index 2018

List of Abbreviations:

CBS	Central Bureau of Statistics
NII	National Institute of Insurance
CHE	Council for Higher Education
EIGE	European Institute for Gender Equality
ARCC	Association of Rape Crisis Centers
ISSP	International Social Survey Programme
IDI	Israel Democracy Institute

The Center for the Advancement of Women in the Public Sphere (WIPS) at the Van Leer Jerusalem Institute is committed to gender mainstreaming as an overall strategy for promoting the democratic and civil status of women in diverse social groups. Through its focus on transforming the issue of gender inequality into a general social worldview that relates to both women and men and to all social structures, the WIPS center aims to make gender equality an inseparable part of the thought and action of legislators and decision makers in various areas.

WIPS conducts research, promotes strategic thinking, and initiates projects and programs in areas relevant to implementing gender mainstreaming and gender equality in Israel. The founders of WIPS seek to make it a framework that brings together women's organizations, feminist activists, researchers, legislators, and decision makers, so that their dialogue and sharing of ideas will serve as a source of knowledge, guidance, and experience for anyone interested in promoting gender equality and gender mainstreaming in Israel.

The development and publication of the Gender Index was made possible by generous donations from the following foundations:



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