



מכון ון ליר בירושלים

THE VAN LEER JERUSALEM INSTITUTE

معهد فان لير في القدس

Excellence • Innovation • Involvement



## The Gender Index

***Holding society accountable through the annual Gender Index, an innovative tool that evaluates gender inequalities in Israel***

In 2012, WIPS (The Center for the Advancement of Women in the Public Sphere) at VLJI created the Gender Index designed to shed light on gender inequality across Israeli society. It is based on a range of indicators that quantify the magnitude of gender-based disparities, tracking their progress over time, in ten domains.

In two short years, the Gender Index, which is based on data going back as far as 2004, presents a status report that both explains the reasons and conditions for persistent inequalities and the policies needed to

confront and change them. We interact with policy and decision makers throughout all government offices who actively use the WIPS Center for counsel and data. The Gender Index is poised to be a significant tool employed by the government, research institutions, think tanks and civil society organizations to create and implement effective policies that work to increase gender equality across all fields. The Gender Index is updated annually and new research topics are introduced, thus broadening our understanding. This cumulative resource is effective in creating a long-term analytical tool for developing and monitoring social policy, as well as encouraging and informing public debate.

**A VLJI Project**

# Need

There is now widespread consensus that gender inequality impacts development, economic growth and poverty. The legislative landscape in Israel is quite supportive, at least on paper, of gender equality, yet a wide gap remains between the law and practice. Gender bias persists despite women's achievements and is evident at every level. Equal opportunities and political representation are far from satisfactory, and mothers have a particularly difficult time participating in the work force. Differences are evident in salary gaps, prestige, advancement opportunities and pensions. Women constitute only 22% of parliamentarians, there are only four women among 22 cabinet members, while in the public sector women's average hourly wages are 83% of men's, and women comprise no more than 12% of the highest income brackets. These figures persist despite women's constant advancement in higher education.

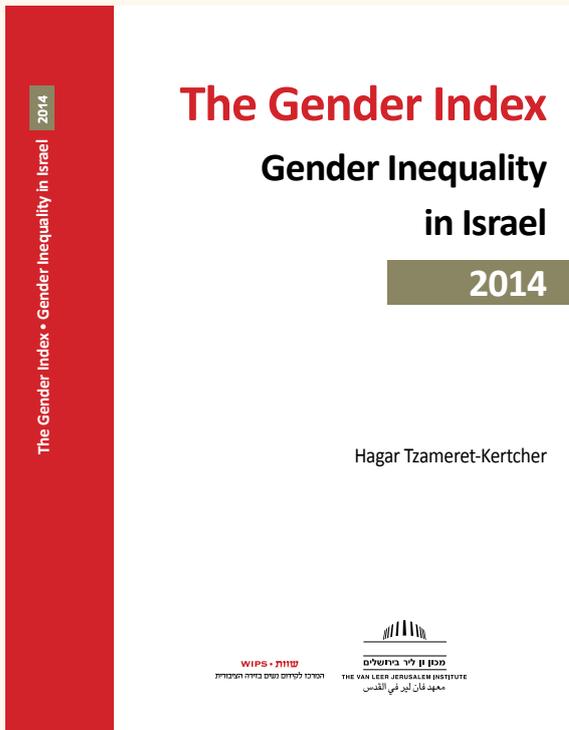


# Solution

The Gender Index is an invaluable tool that highlights gender inequality in Israel and works within the public and private sectors to advance policies that aim at closing the inequality gap. No other organization in Israel has developed such a comprehensive applied research tool, which is published annually and, at the same time, reaches out to policy and decision makers to assess its impact in the real world.

# Background

The Van Leer Jerusalem Institute bridges the gap between academic research and social involvement, addressing major challenges in the areas of Israeli Civil Society and Democracy; Jewish Culture and Identity; Advanced Studies in the Humanities and the Social Sciences; Regional Peace and Dialogue; Education; Economic Development; and Social and Gender Equality.



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Be our partner in this important enterprise.

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