

The Gender Index

Gender Inequality in Israel

The 10th
anniversary
of the Gender
Index

2022

Hagar Tzameret

Naomi Chazan | Hanna Herzog

Yulia Basin | Ronna Brayer-Garb | Hadass Ben Eliyahu

ידעת
she knows • هي تعرف

שוות • WIPS
המרכז לקידום נשים בזירה הציבורית


מכון ון ליר בירושלים
THE VAN LEER JERUSALEM INSTITUTE
معهد فان لير في القدس

The Gender Index

This is the **10th publication of 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 monitors gender inequality in Israel in broad range of fields over time. The Gender Index is based on the calculation of gender inequality in key domains: education; the labor market; gendered segregation of professions; economic security and poverty; power; media and culture; health; violence against women; time-use; and family status. It also addresses issues of diversity and social structures of inequality by looking at the intersections of gender with ethnicity, religion, age, and geographic location. The Index enables us to see how gender inequality is a deeply rooted feature of Israeli society, and therefore provides a vital tool for decision-makers in government and public institutions in their efforts to narrow gender gaps and to strengthen Israel's democratic foundations.



Education



Labor Market

Gendered
Segregation of
ProfessionsEconomic
Security &
Poverty

Power

Media and
Culture

Family Status



Time

Violence against
Women

Health



Arab Society



Periphery



Haredi Society



65+



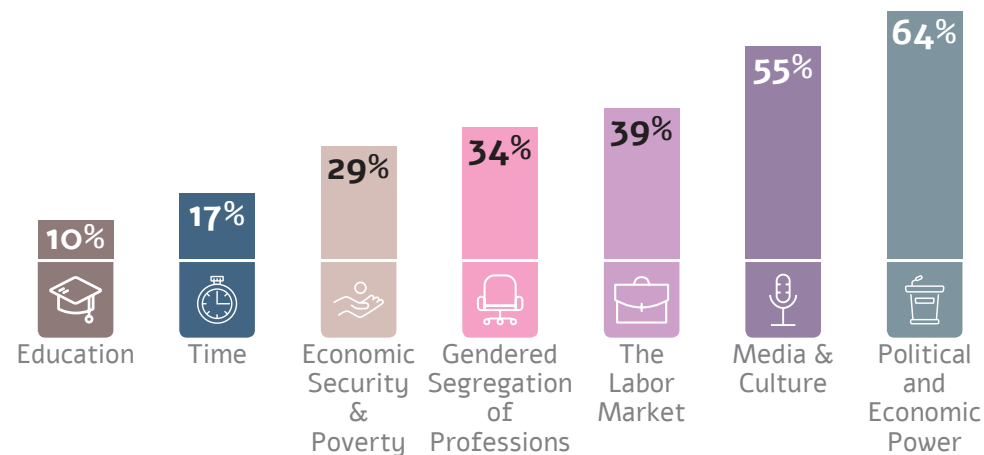
Throughout the booklet women are marked in gray and men in black

What's new in the gender index for 2022? After two years in which the social and economic impact of the coronavirus pandemic were examined in a separate spotlight, the calculation of the results of the 2022 Index includes the data of the first year of COVID-19. The pandemic has led to an increase in gender inequality throughout the world and may seriously harm women's achievements during the last decades in the fields of education, employment, invisible work in the private sphere, and the fight against gender-based violence.

The 2022 Gender Index is the first time we see a decrease in gender inequality after seven years of a standstill. However, the decrease in the representation of women in the political arena following the 2022 national elections combined with the economic effects of COVID-19 make us doubt that the level of gender inequality will continue to decrease in the coming years. This is particularly worrisome since the greatest gender gaps exist in the growing exclusion of women from power positions compared to all other domains monitored by the Gender Index.

Extent of Inequality

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

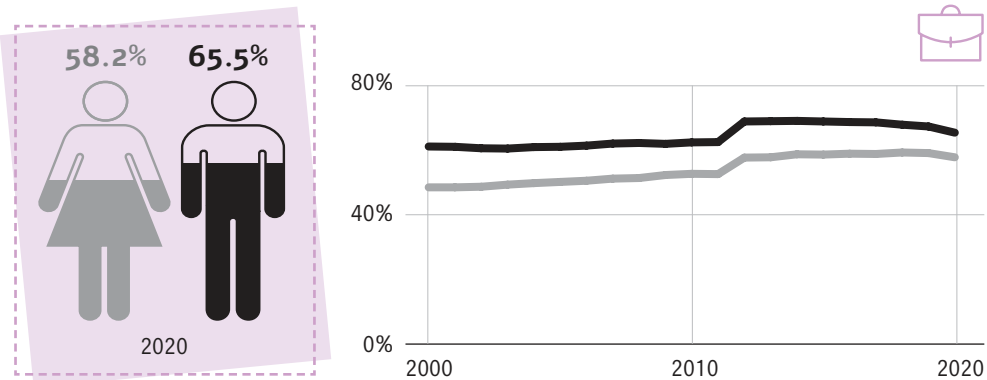




Continuous Gender Gap in All Areas of Life

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

Labor Market Participation Rates by Gender

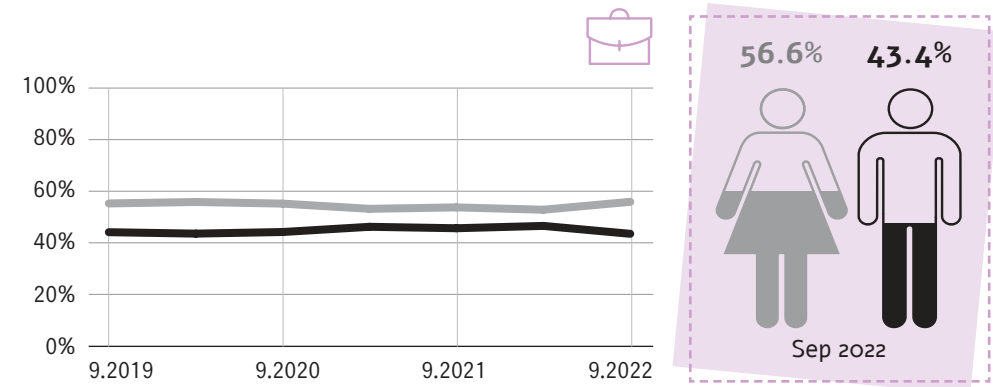


Source: CBS data compiled by authors

COVID-19: Implications for women's and men's employment

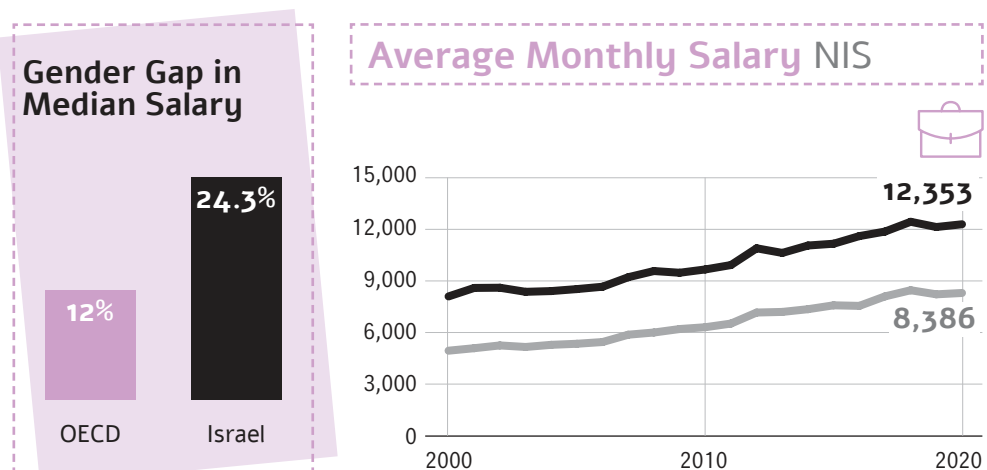


Looking for Work by Gender



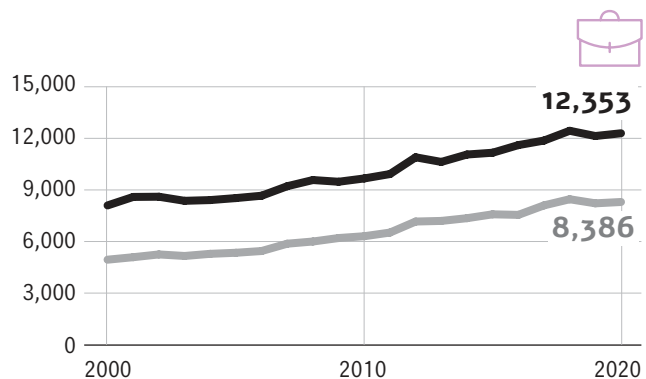
Source: Israel Employment Services

Gender Gap in Median Salary



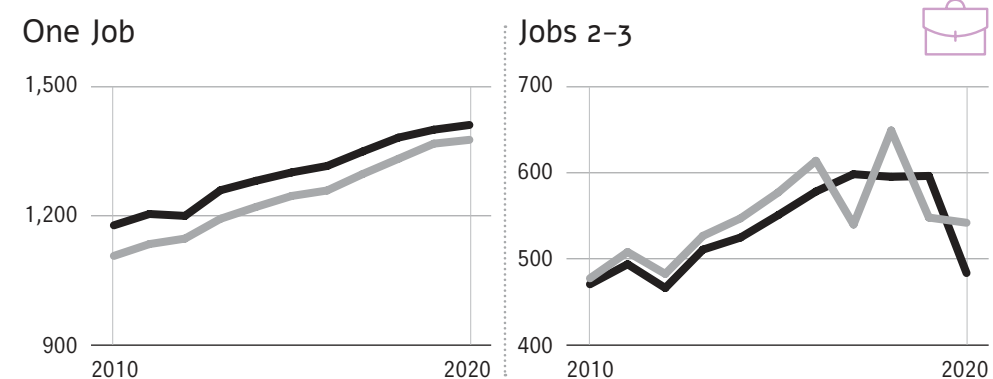
Source: OECD

Average Monthly Salary NIS



Source: CBS data compiled by authors

Number of Jobs by Gender (in the thousands)

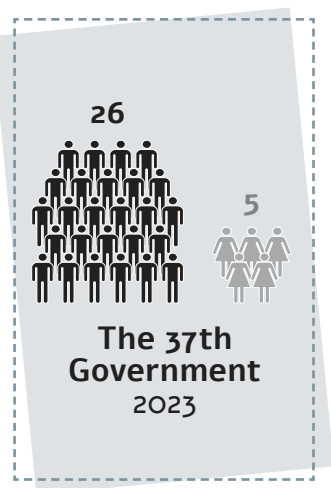


Source: CBS

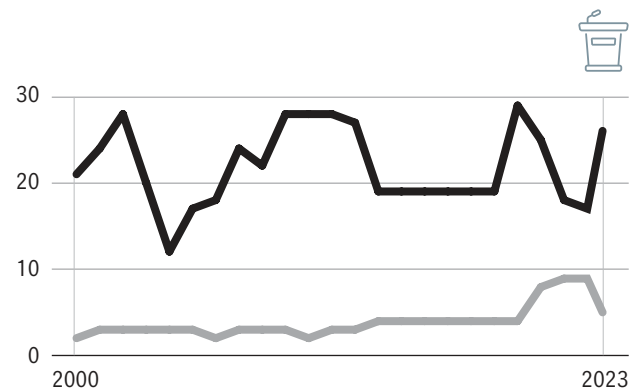


Economic and Political Power

Key positions in management and influence in the economic and political spheres are held by men.

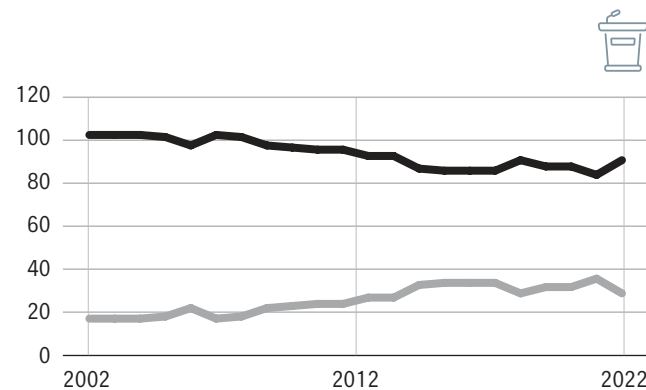


Government Ministers by Gender



Source: The Knesset

Number of Women and Men Knesset Members

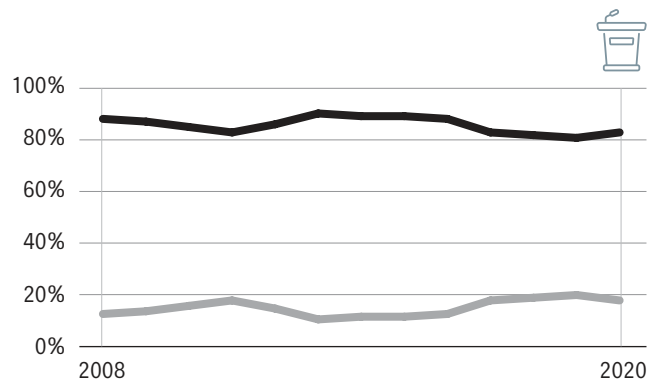
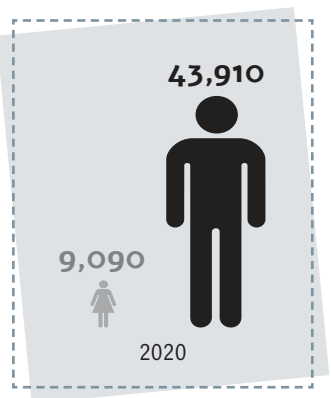


Source: Ministry of Interior data compiled by authors

Heads of Local Municipalities 2022

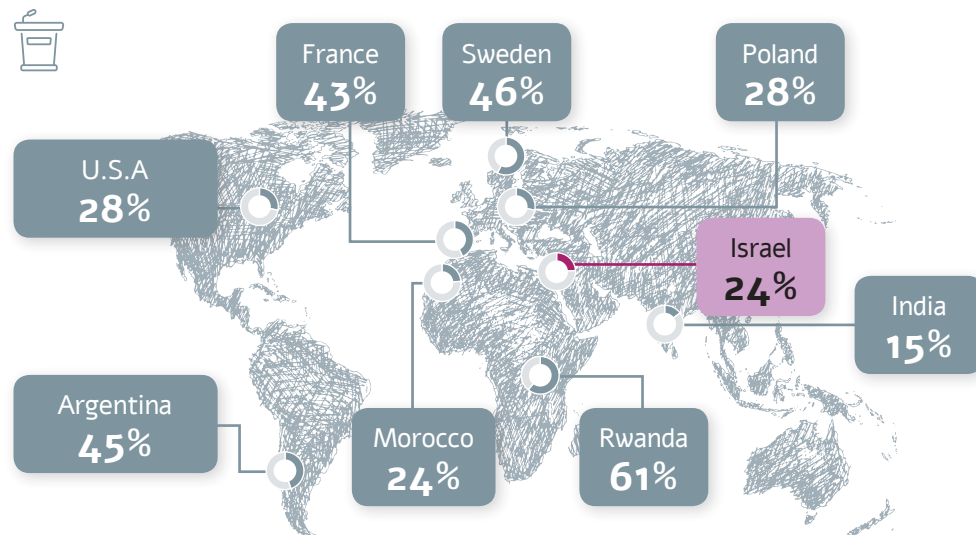


Rate and Number of CEO's by Gender



Source: CBS data compiled by authors

Women in Parliaments around the World 2022



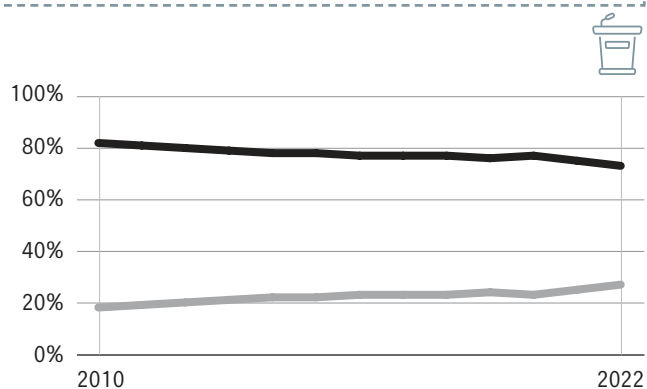
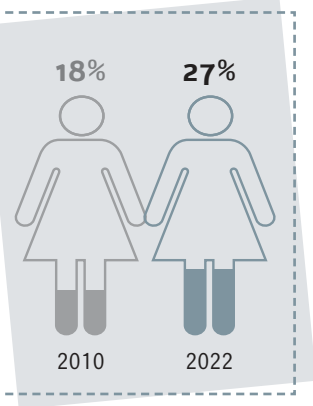
Source: Inter Parliamentary Union



Economic and Political Power

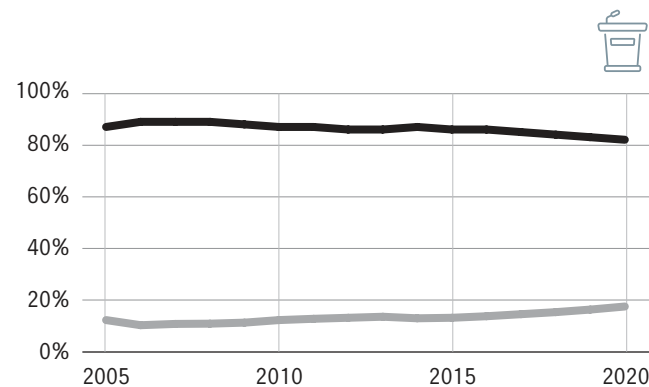
Key positions in management and influence in the economic and political spheres are held by men.

Boards of Public Companies by Gender



Source: Hagar Zemach, ISA website

Full Professors in Academic Institutions by Gender



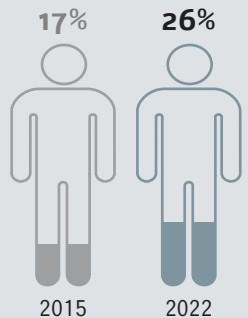
Source: CHE data compiled by authors

Managers of General Hospitals by Gender

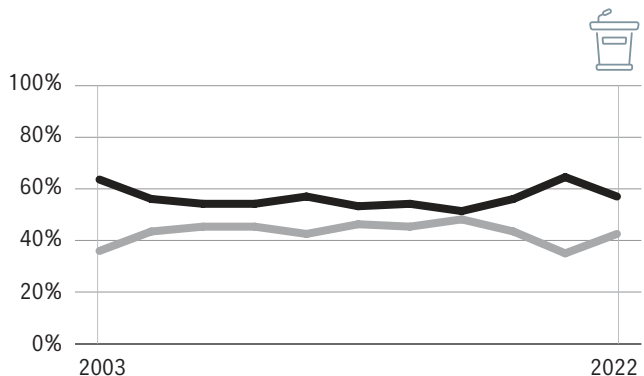


Source: She Knows Knowledge Center, VLJI

Government Companies with no women on the board

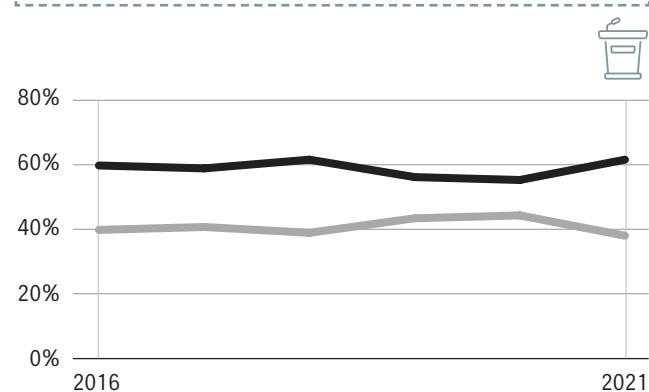


Boards of Government Companies by Gender



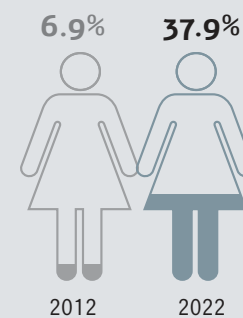
Source: Hagar Zemach, GCA website

Management Positions in Public Sector



Source: CBS data compiled by authors

Percentage of Women CEOs of Government Ministries

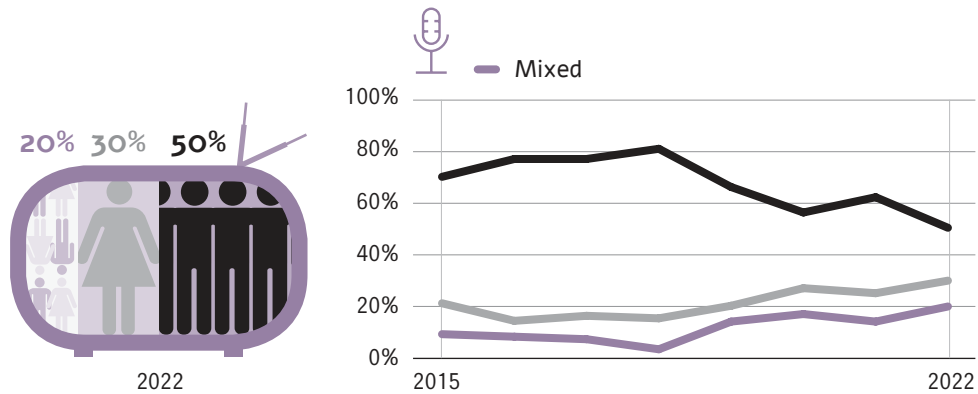


Source: She Knows Knowledge Center, VLJI



Persistent gender gaps in the fields of culture, media, and sports

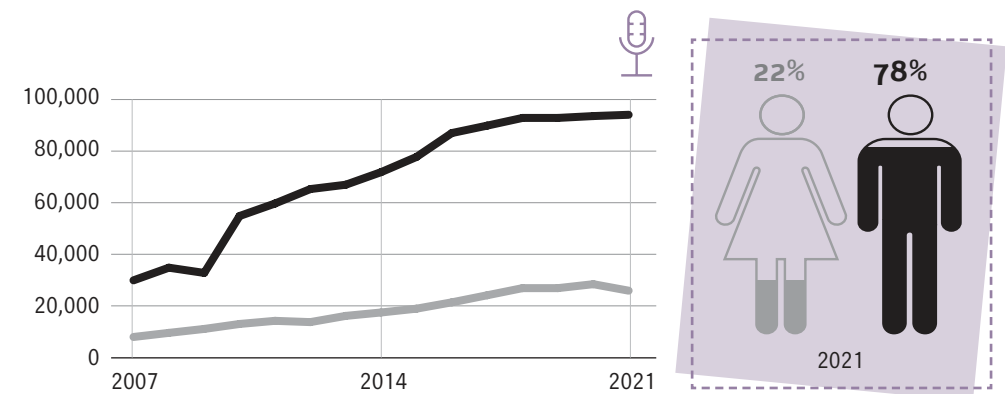
Israeli Singers Most Played on Radio Stations by Gender



Source: Media Forest, compiled by the authors

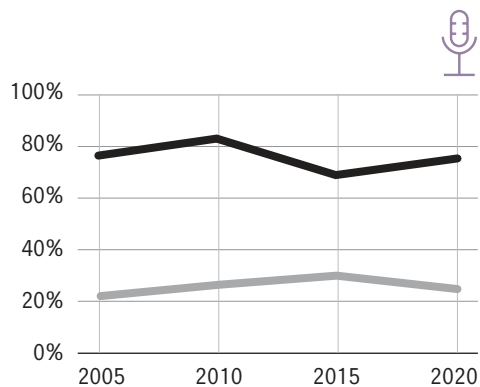
Data updated until Nov. 2022*

Number of Competitive Athletes by Gender

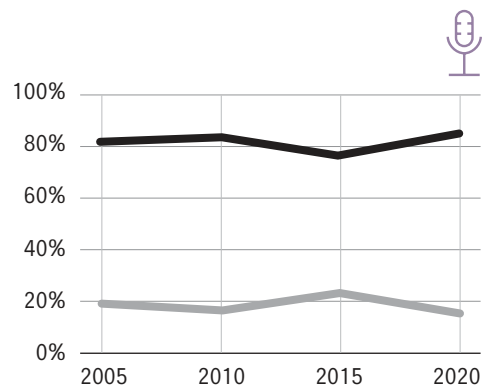


Source: Ministry of Culture and Sports

Journalists in Israel by Gender

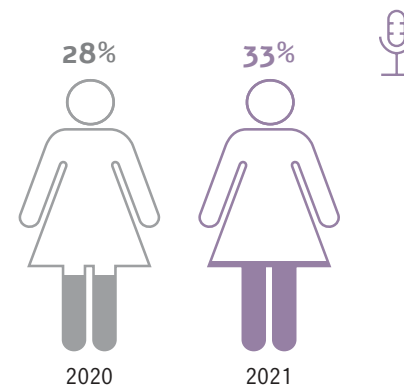


Women and Men in News Reports



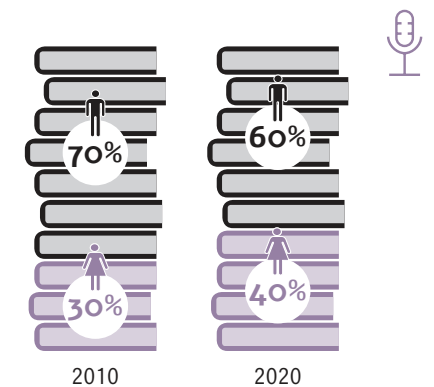
Source: Prof. Einat Lachover, GMMP

Proportion of women in management of sports associations



Source: Ministry of Culture and Sports

Authors of books published in Israel by Gender



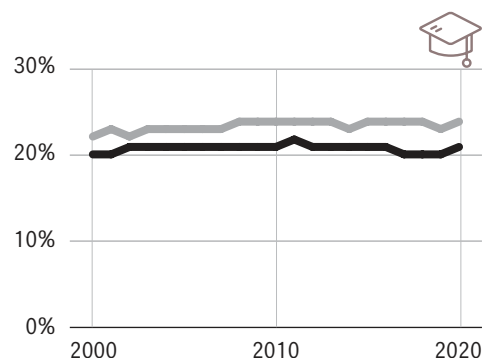
Source: National Library



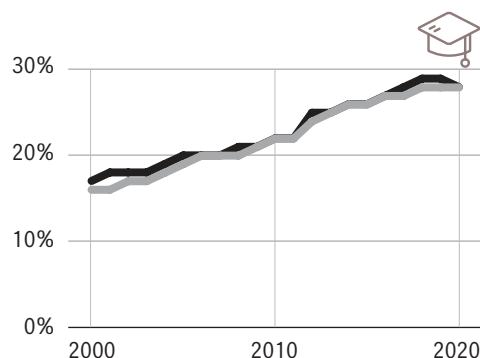
Education and Employment

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

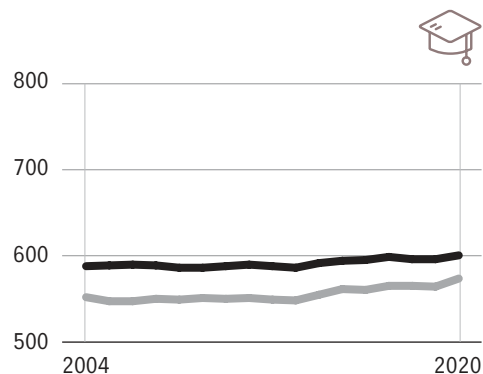


Rate of Those with 16+ Years of Education



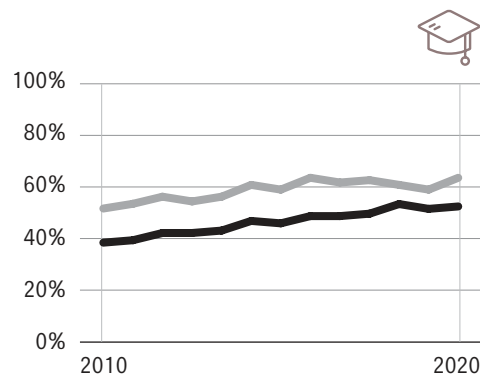
Source: CBS data compiled by authors

Average Score on Psychometric Tests



Source: MALO data compiled by authors

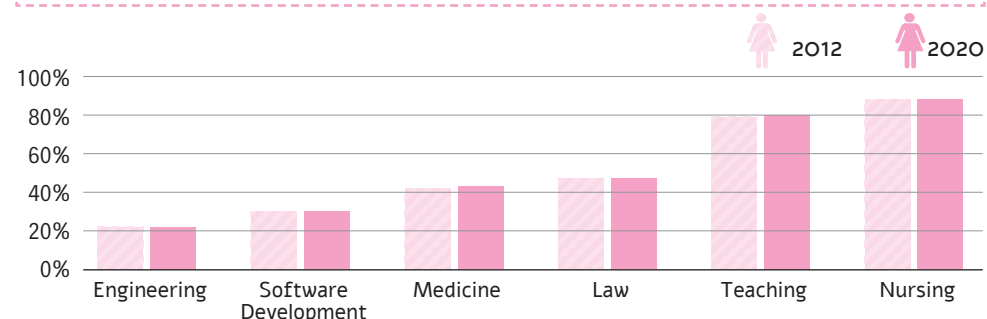
Eligibility for a High School Diploma*



* Within the age group, assuming 50% girls/boys per year

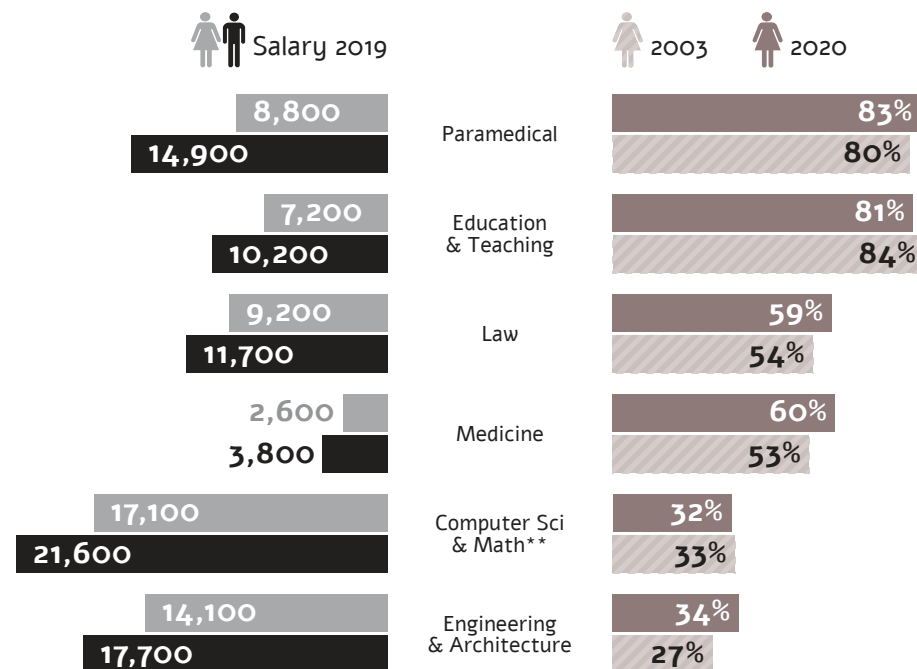
Source: CBS data compiled by authors

Rate of Women in Selected Professions



Source: CBS data compiled by authors

Women in universities* and average monthly salary one year after a Bachelor's Degree by Field of study



* Undergraduate and graduate students in all universities

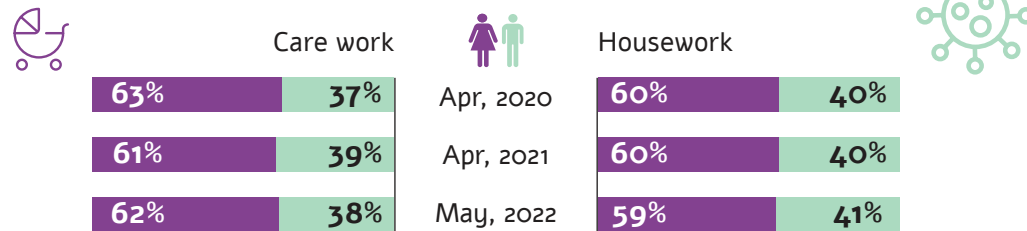
** Computer science, math & statistics

Source: CBS data compiled by authors

Work, Family and Time

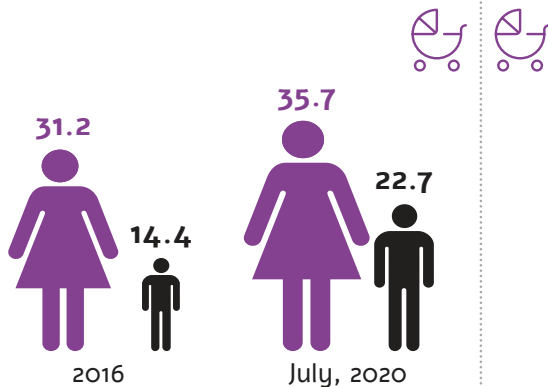
Women are still primarily responsible for family care and house work. This is **Invisible Work** which is unrecognized and unpaid, but functions as a barrier for women to full and equal participation in the labor market and the public sphere.

Israel: Women and men who perform invisible work in households in which both spouses are employed



Source: Efrat Herzberg-Druker, Meir Yaish, Tali Kristal, Haifa University

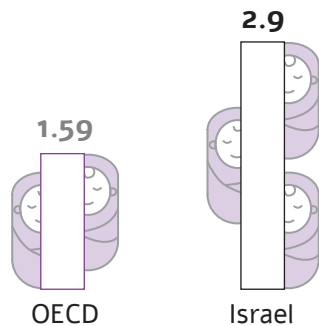
EU: weekly hours spent on invisible work*



* Cooking, housework, caring for children and family elders

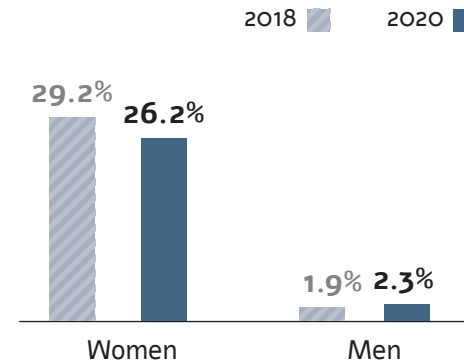
Source: EIGE

Average number of children per woman



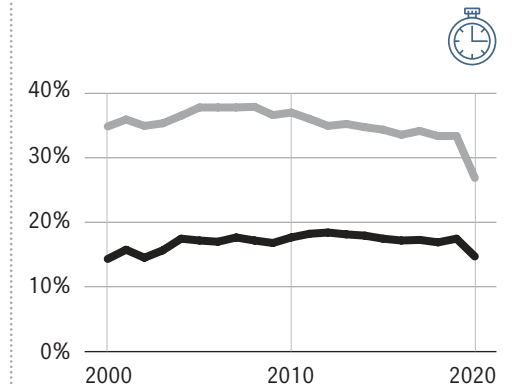
Source: CBS

Part-time Employment due to Home and Family Care



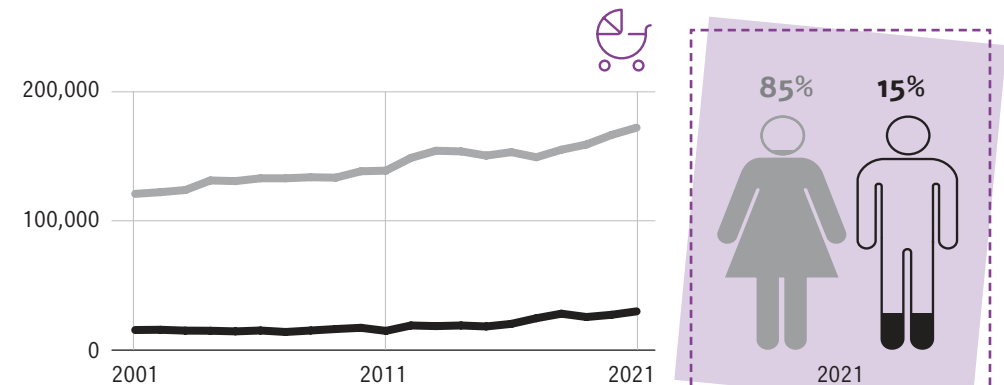
Source: CBS data compiled by authors

Part-time Employment



Source: CBS data compiled by authors

Heads of Single-Parent Families by Gender

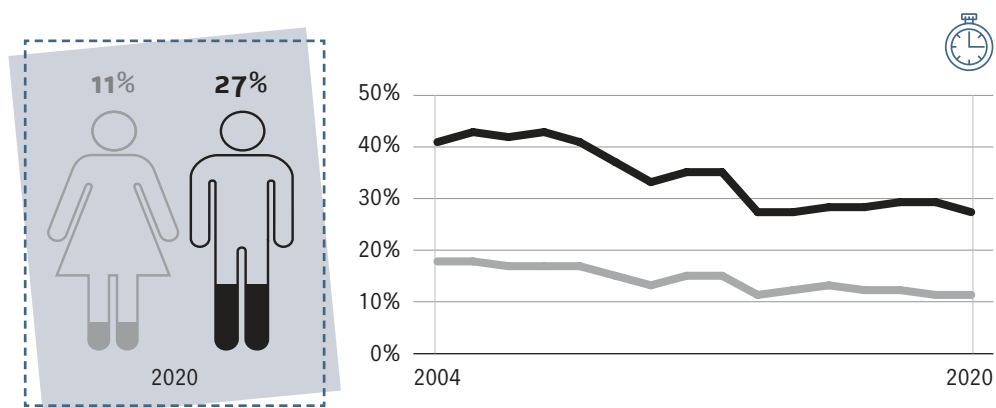


Source: CBS data compiled by authors

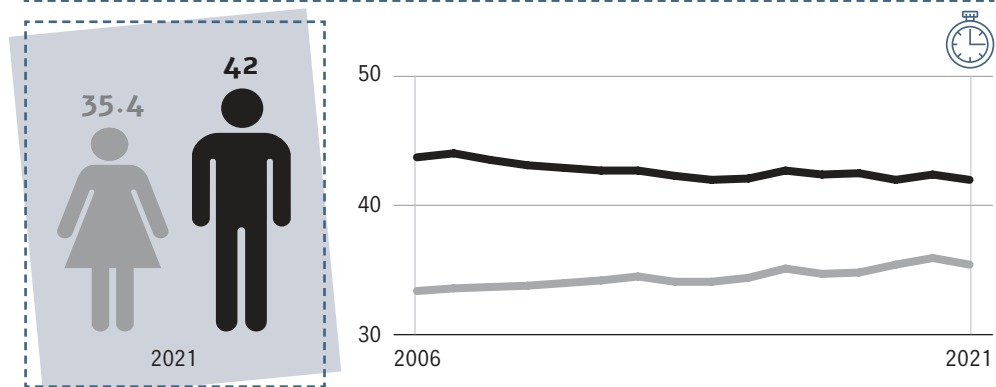


Work, Family and Time

Employees Working More than 50 Hours per Week



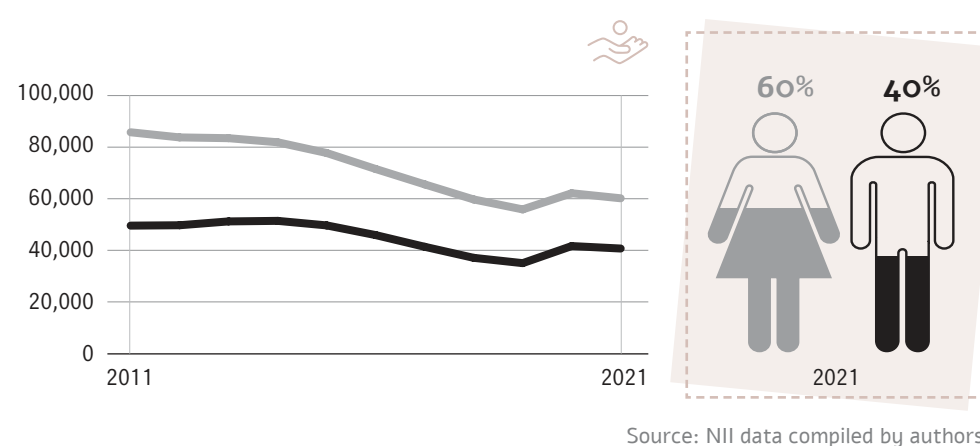
Average number of paid working hours per week by Gender



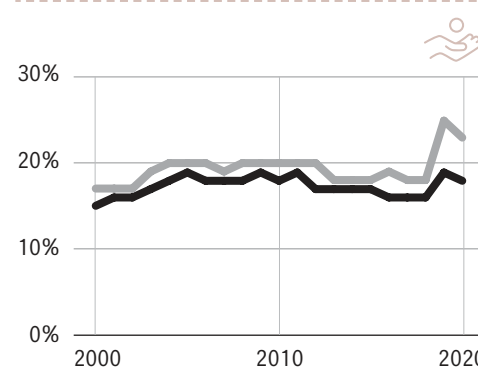
Vulnerability

Women on the whole are poorer than men and rely more on the social security system at various stages of life.

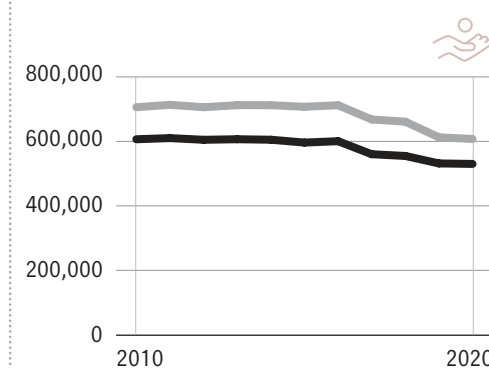
Number of income support benefit claims



Incidence of Poverty after Transfer Payments and Taxes



Number of Registered in Social Services Departments*



Source: NII data compiled by authors

*Of the Welfare Ministry

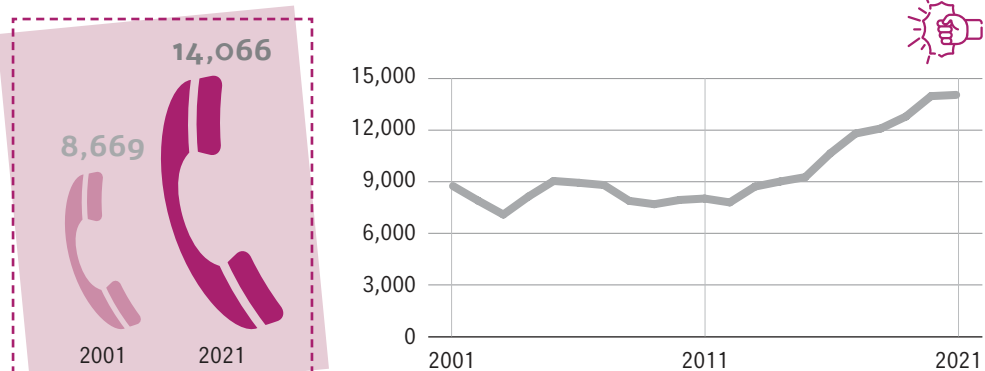
Source: CBS data compiled by authors



Gender-Based Violence

The extent of gender-based violence (GBV) in Israel is unknown due to lack of up-to-date official data regarding the different types of such violence: sexual, physical, or economic violence, femicide and domestic violence. Existig data show an increase in reports of GBV during Covid-19.

Number of New Calls to Rape Crisis Centers



Source: ARCC data compiled by authors

Women Murdered by Spouse or Relatives



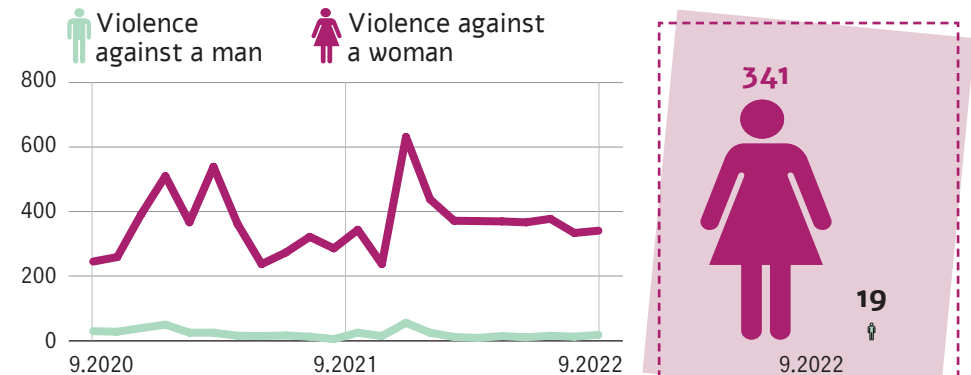
* 2021 Data is updated until December.

Source: Tizkor, RIC, Israel Police

Gender-Based Violence During COVID-19

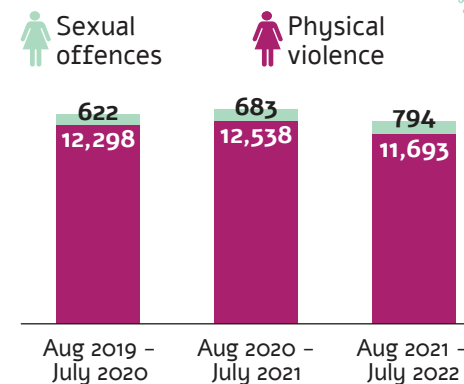
The scope of gender-based violence during Covid-19 is higher than it was in the period preceding the pandemic.

Calls to 118 hotline regarding violence in a relationship during Covid-19



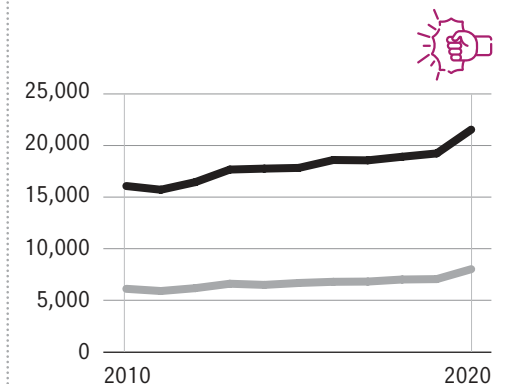
Source: Ministry of Welfare

Physical domestic violence: cases opened for women victims



Source: Israel Police

Offenses between Spouses by Gender of Suspect (number of cases)



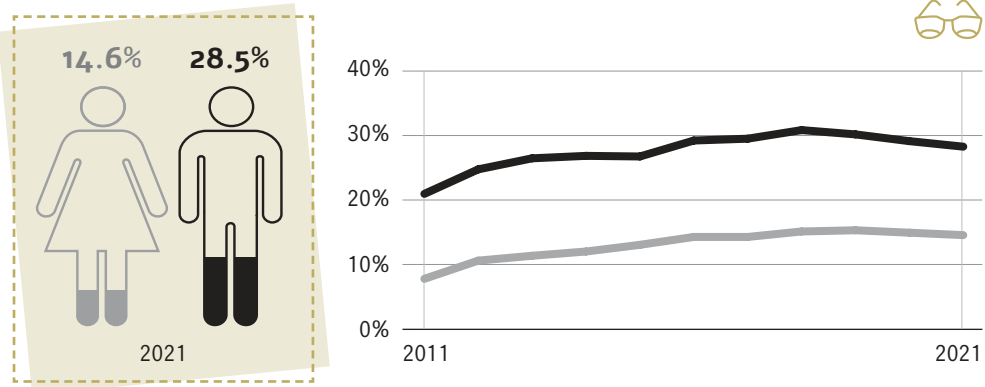
Source: Israel Police



Intersectionality: Gender gaps in diverse social groups

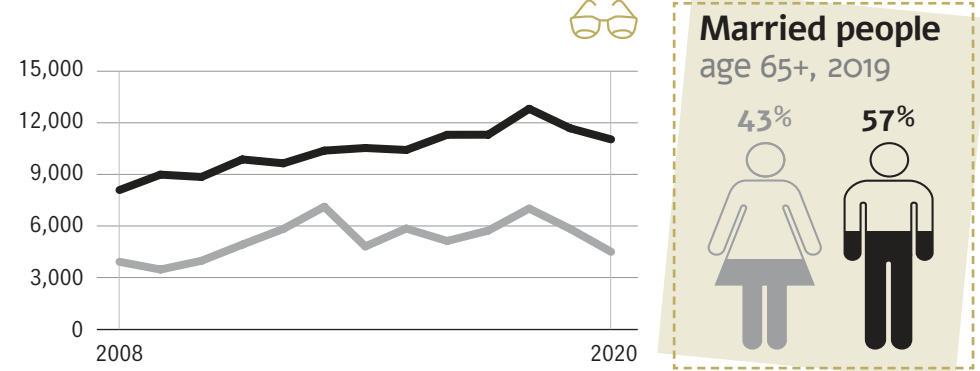
In order to fully understand the lives and perspectives of different women we also have to consider their ethnic and national identities, their economic status, geographic location, and other social factors. The intersection between gender and these factors differentiates among women and enhances vulnerabilities of women from disadvantaged groups.

Labor force participation age 65+



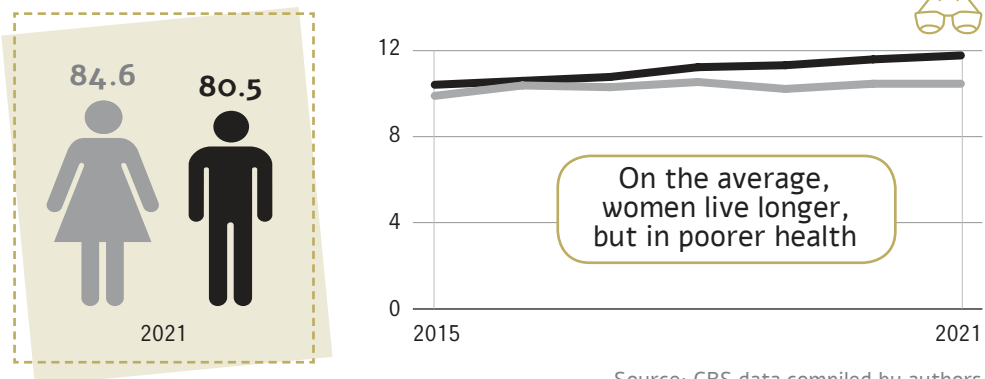
Source: CBS data compiled by authors

Average monthly salary age 65+



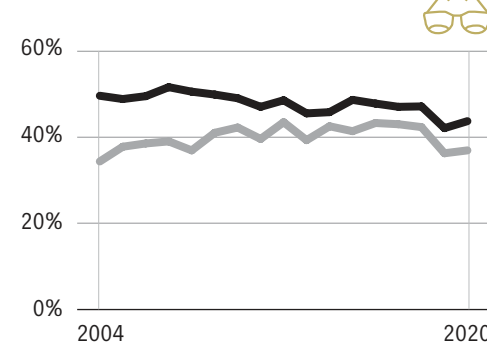
Source: CBS data compiled by authors

Healthy life expectancy: Average number of years people age 65 are expected to live without health problems



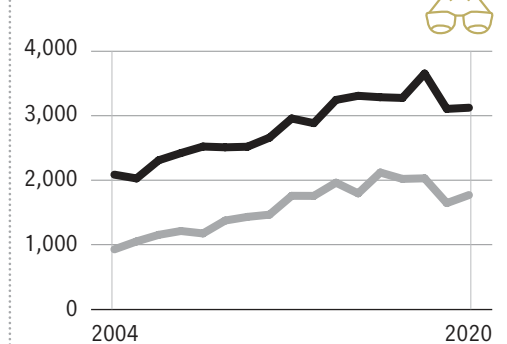
Source: CBS data compiled by authors

Rate of pension beneficiaries age 65+



Source: CBS data compiled by authors

Pension compensation age 65+ (NIS)

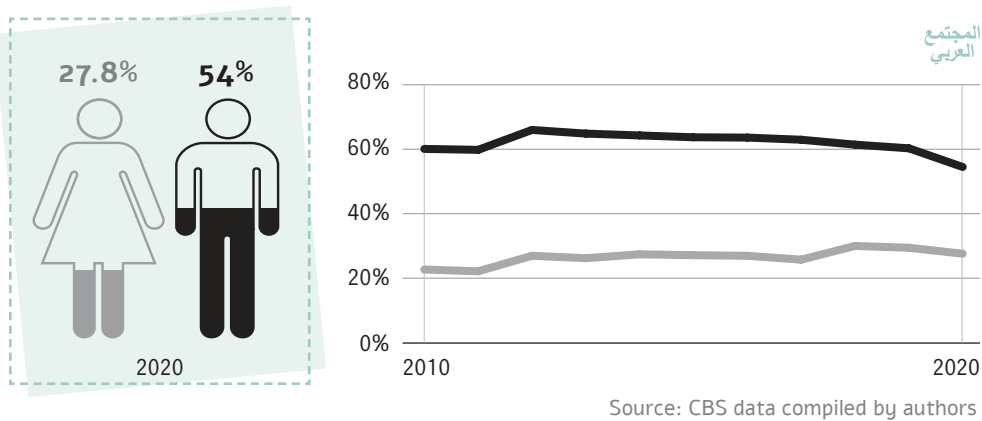


Source: CBS data compiled by authors

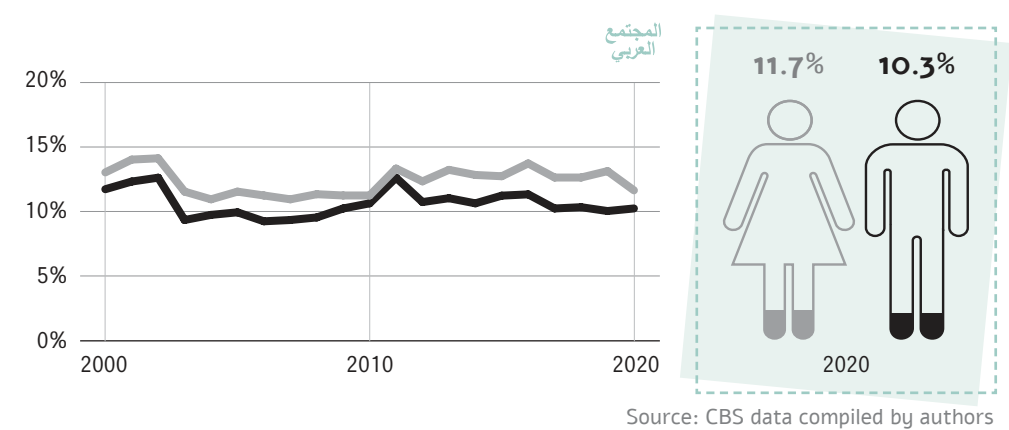


Intersectionality: gender gaps in diverse social groups

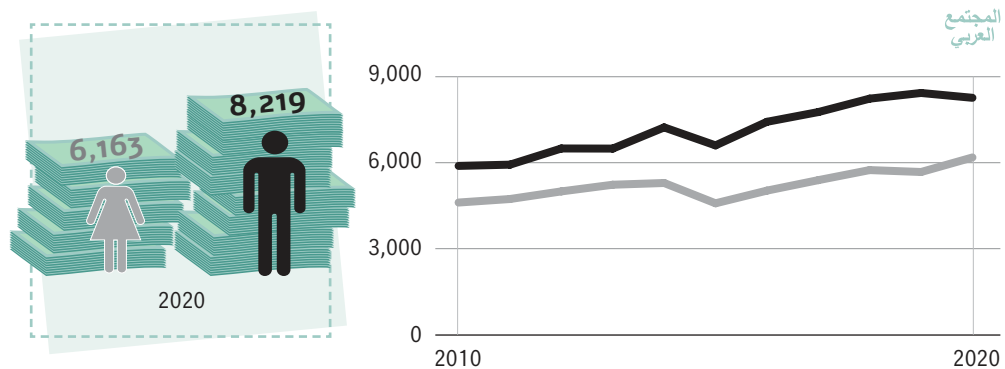
Labor Market Participation in Arab Society



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

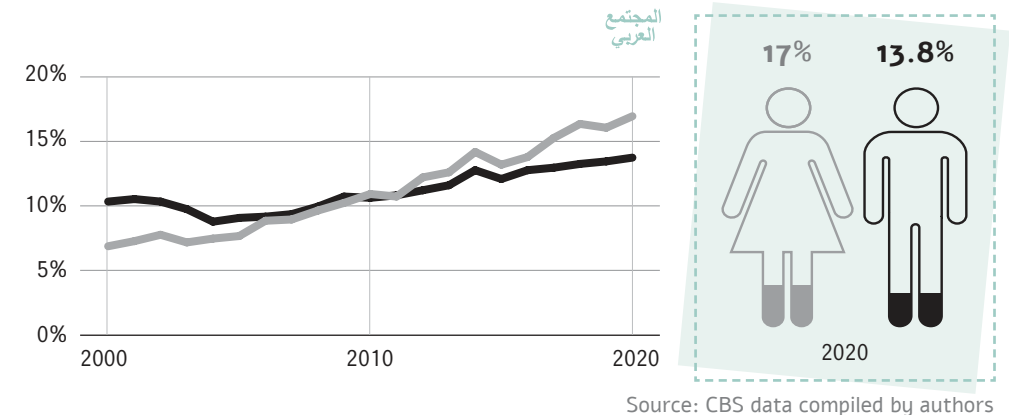


Average Monthly Salary in Arab Society NIS



* Wage data for 2019 have not yet been published and the data for this year is based on extrapolation.

Rate of Those with 16+ Years of Education in Arab Society

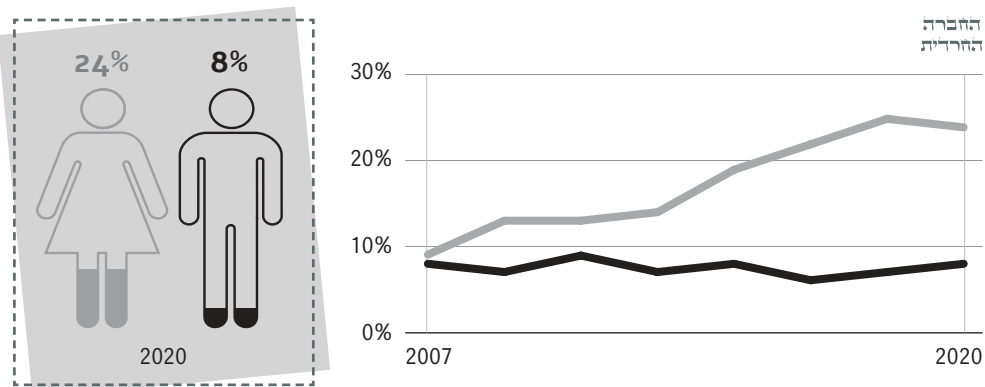




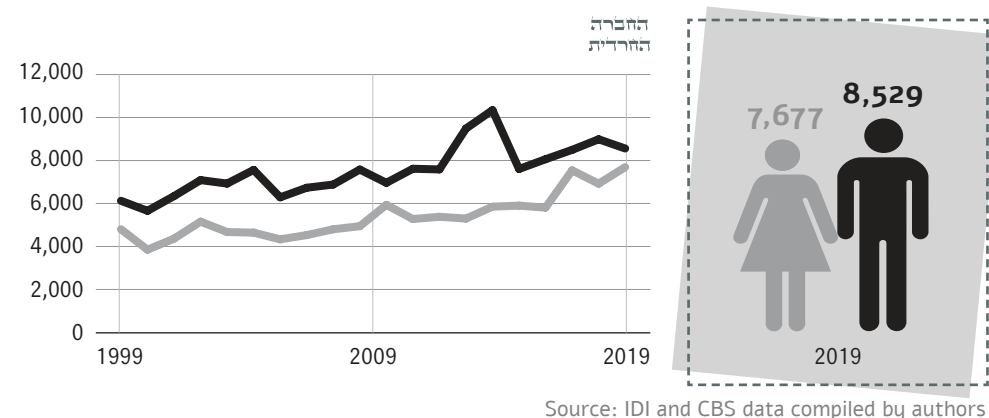
Intersectionality: gender gaps in diverse social groups

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

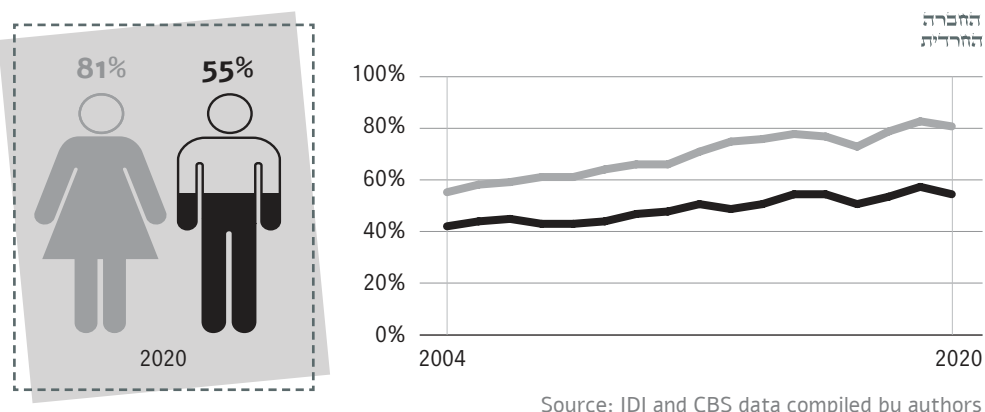
Academic Degree in Haredi Society Age 20+



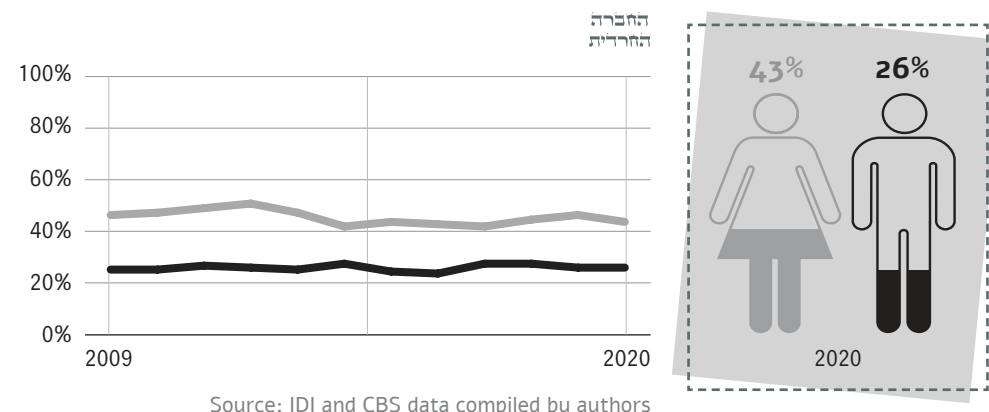
Average Monthly Salary in Haredi Society Ages 25-64, NIS



Haredi Society Participation in the Labor Market Ages 25-64



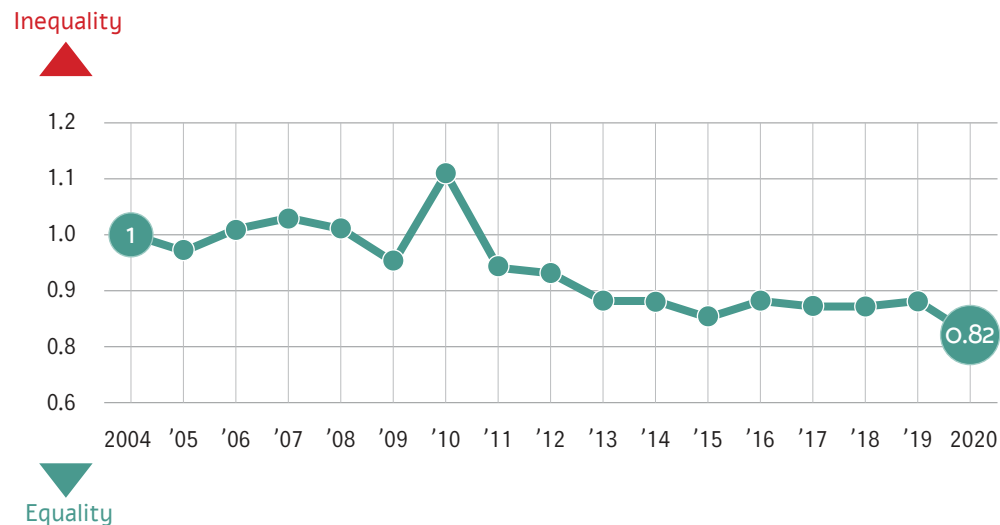
Haredi Society Part-time Participation in the Labor Market Ages 25-64





Level of Gender 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.



Policy Recommendations

1

Efforts to overcome COVID-19 clearly demonstrate the critical role of **gender-sensitive data** in the design of policies that take into account the needs of women from diverse social groups. Therefore, **systematic collection and real-time publication** of gender-segregated statistics by all state authorities is more necessary than ever before, with special emphasis on gender-based violence.

2

The COVID-19 crisis and the results of 2022 national elections reveal the **precarious** nature of gender equality achievements. Preserving past gains requires decision-makers to constantly ask how specific policies affect women and to identify changes needed to address women's needs.

3

A strategy of **gender mainstreaming** is required in all areas not only in times of emergency, but also on an ongoing basis: creating mechanisms to ensure equal representation of women at each juncture of decision-making; integrating a gender perspective in policy design, with emphasis on the needs of diverse women (women from minority groups, stateless women, women with disabilities, single mothers); and incorporating a gendered examination of policy implications.

4

In order to narrow gender gaps, it is vital to set **concrete measurable objectives** in all fields of life and to establish a **monitoring mechanism** to track progress in light of these objectives. This process entails expanding existing legislation on equalizing gender representation to additional areas, including the Knesset and boards of directors of public companies.

5

Recent experience highlights the importance of rethinking the gendered structure of the **labor market** and designing systematic solutions to facilitate work-family life balance. Working from home during the coronavirus pandemic has not proven to be a solution to balancing work and family life due to the unequal distribution of invisible work at home between mothers and fathers.

Steps in this direction include:

- Conducting an annual **time-use survey** to track gender differences in the amount of time women and men devote to paid and unpaid work.
- Reducing the number of **work hours** per week as is common in other industrialized countries and offering incentives to workplaces that encourage employees, both women and men, to balance work and family life.
- Recalculating national accounts to reflect and reward **women's invisible work** in the private sphere.

6

The education system and academic institutions are central to the **reduction of gender segregation in education and employment**. Implementing a robust gender equality policy is vital to the eradication of this segregation and to increasing the number of women in fields that will be in growing demand in the future.

The Gender Index 2022:

Domains and Indicators



Labor Market

- 1 Workforce participation
- 2 Part-time employment
- 3 Monthly salary
- 4 Hourly wage
- 5 Median wage
- 6 Contract workers
- 7 Employee benefits
- 8 Self employed
- 9 Income of self employed
- 10 Multiple jobs
- 11 Minimum wage
- 12 Wage double than avg.
- 13 Occupational continuity
- 14 Involuntary part-time employment
- 15 Prolonged unemployment



Education

- 1 13–15 yrs of education
- 2 16+ yrs of education
- 3 Segregation in higher education
- 4 Difficulty in math
- 5 High school diploma
- 6 Learning in high school
- 7 Psychometric scores
- 8 Passing academic pre-requisites
- 9 5 units in math



Segregation of Professions

- 1 High-tech employees
- 2 Segregation in selected professions
- 3 Seg. by occupation
- 4 Seg. by industry



Poverty

- 1 Incidence of poverty
- 2 Income support recipients
- 3 Income from pension
- 4 Need for social services



Power

- 1 Members of parliament
- 2 Government ministers
- 3 Heads of local municipalities
- 4 Senior academic faculty
- 5 CEOs
- 6 Boards of public companies
- 7 Boards of government companies
- 8 Top 3 ranks of civil service
- 8 Senior contracts in civil service
- 9 Senior managers in public sector
- 10 CEOs of government ministries



Culture

- 1 Singers in song charts
- 2 Israel Prize
- 3 Theater actors
- 4 Theater directors
- 5 Media representation
- 6 Radio – Israeli singers
- 7 Radio – International singers
- 8 Competitive sports



Haredi Society

- 1 Workforce participation
- 2 Part-time employment
- 3 Monthly salary
- 4 Hourly wage
- 5 Academic degree



Arab Society

- 1 Labor market participation
- 2 Part-time employment
- 3 Monthly salary
- 4 Hourly wage
- 5 13–15 yrs of education
- 6 16+ yrs of education
- 7 Teen pregnancies
- 8 Age at marriage
- 9 Involuntary part-time employment
- 10 High school diploma
- 11 Difficulty in math
- 12 Smoking
- 13 Psychometric scores



Health

- 1 Life expectancy
- 2 Mortality rate
- 3 Subjective health
- 4 Smoking
- 5 Depression
- 6 Physical activity



Time

- 1 Vacations in Israel
- 2 Vacations abroad
- 3 Volunteerism
- 4 Part-time work – domestic obligations
- 5 Internet usage
- 6 Working 50+ hrs per week
- 7 Weekly working hours



Gender Violence

- 1 Calls to rape crisis centers
- 2 Women at centers for domestic violence
- 3 Sense of personal safety in public
- 4 Sexual harassment of ages 20+
- 5 Offenses among spouses
- 6 Sense of safety after dark



Family Status

1. Teen pregnancies
- 2 Single parent families
- 3 Age at marriage
- 4 Number of children per mother
- 5 Mother's age at 1st birth
- 6 Divorced
- 7 Never married
- 8 Widowed



Age 65+

- 1 Labor force participation
- 2 Monthly salary
- 3 Working hours
- 4 Never married
- 5 Married
- 6 Healthy life expectancy
- 7 Healthy functioning
- 8 Health status
- 9 Pension (NIS)
- 10 Depression



Periphery

- 1 Labor market participation
- 2 Monthly salary
- 3 Occupational continuity

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:

