

# The Gender Index

## Gender Inequality in Israel

2024

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## The Gender Index

This is the **12th publication of the Gender Index**, an innovative tool developed by **WIPS** – the Center for the Advancement of Women in the Public Sphere at the **Van Leer Jerusalem Institute**. It systematically monitors patterns of gender inequality in Israel, based on the calculation of gender inequality in key domains: political and economic power; education; labor force participation and segregation; economic security and poverty; media and culture; health; violence against women; time-use; and family status. **New additions** include women colonels in the IDF, ownership of small businesses, and a new domain of gender gaps among people with disabilities. The Index also addresses issues of diversity by looking at the intersection of gender with ethnicity, religion, and age, enabling us to see how gender inequality is a deeply rooted feature of Israeli society. It therefore provides a vital tool for decision-makers in government, public institutions, and civil society organizations in their efforts to narrow gender gaps and to strengthen Israel's democratic foundations.



Segregation of Professions



Education



Media and Culture



Power



Labor Market



Health



Violence against Women



Poverty



Family Status



Time



Periphery



Haredi Society



Arab Society



Disabilities



65+

**The 2024 Gender Index shows a 12% increase in the level of gender equality in Israel from 2021 to 2022** due to a significant increase in the political representation of women in the 36th government. However, **exclusion of women from political positions of power** under the 37th government **led to a dramatic decline in the level of gender equality in Israel in the years 2023–2024**.

**The prolongation of the war** which began on October 7, 2023 **exacerbates gender gaps and deepens inequality**: most women's employment is more precarious and less rewarding than that of men and therefore the longer the war, the more economically disadvantaged women become. Wartime violence, as well as violence in the public sphere, permeates the family sphere, where women are more vulnerable. The increase in the spread of privately held firearms fuels violence in society in general and against women in particular. Greater resources are directed at financing the war and additional security needs, reducing resources available for social and welfare services, even though the need for them has risen dramatically.

This situation is particularly worrisome against the backdrop of **significant democratic erosion and rising authoritarianism in Israel**. The accompanying **exclusion of women from decision-making positions and the disregard for gender considerations** in policymaking negatively affect women's lives. **Growing gender disparities, together with the reduction of women's representation, present a real threat to the democratic foundations of the State of Israel**. The consequences of the systematic disregard of the country's decision-makers for the growing gender gaps are already evident on the ground, requiring urgent action to prevent an even more serious crisis.

**The booklet presents the main findings of the Gender Index.**  
The full database is available at [yodaat.org](https://yodaat.org)



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



## Main results

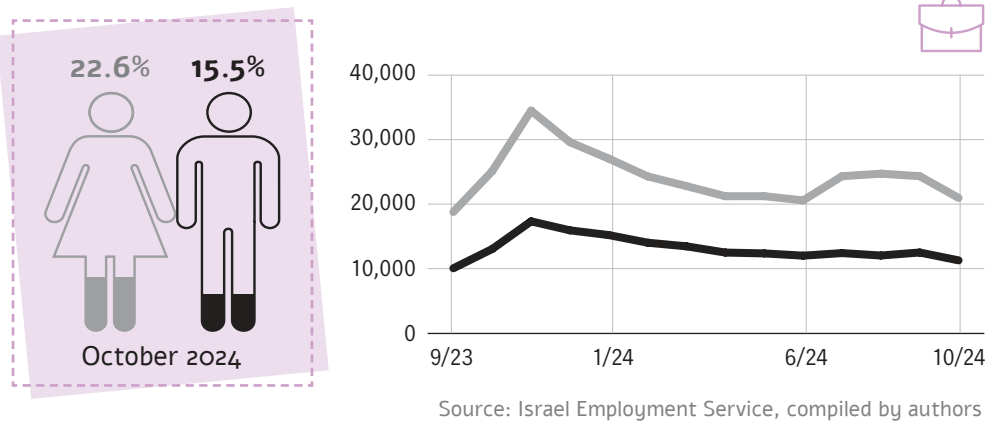
1. The level of gender inequality in Israel decreased by 23% since 2004 – an annual improvement of 1.2%. This change stems from a **significant reduction in gender gaps in the power domain** under the 36th government (the Bennett-Lapid coalition). A slight narrowing of gaps between women and men was recorded in the education, family, and time-use domains, partly due to the worsening situation of men or a decline in women's achievements. Alongside these meager advances, there has been **an increase in the level of inequality in the labor market, professional segregation, and gender-based violence domains**. The largest gender gaps remain in political and economic power, while the smallest disparities are found in educational attainment.
2. A dramatic increase in women's representation in the political arena under the Bennett-Lapid government, especially in the number of ministers and CEOs of government ministries, resulted in a sharp decrease in the level of gender inequality in the power domain in 2022. However, in 2023–2024, there was a sharp decline in gender equality in the power domain as a result of **women's exclusion from positions of power in the political arena** under the 37th government headed by Benjamin Netanyahu. Thus, between 2022 and 2024, the representation of women among MKs decreased from 41% to 24%, and among government ministers from 34.6% to 14.7%. Even in the IDF, women constitute only 11.5% of the officers at the rank of colonel and 21.6% at the rank of lieutenant colonel.
3. A slow but consistent decline in gender inequality is evident in the **family domain**: girls' fertility continues to decline, the gender gap among single parents has narrowed, and there is a slight decline in women's fertility. In the **time-use domain**: gender gaps narrowed in work time travel and in part-time employment due to responsibility for childcare and housework (invisible work).
4. The 2024 Index shows an **increase in the level of gender inequality in the labor market, professional segregation, and violence against women**. In the **labor market domain**: **The gender wage gap continues to grow** – from 32% in 2019 to 35% in 2022 – the second highest among OECD countries. Since the COVID-19 pandemic, the number of self-employed men has increased significantly compared to the number of women, but the gender gap in wages among the self-employed has narrowed. **A new indicator is the gender gap in small business ownership**, which narrowed by 8% between 2006 and 2022.
5. Another gendered aspect of participation in the labor market is **precarious employment**: In the current Index, gender gaps have increased in part-time employment and among those holding multiple jobs. The rate of women in **poverty** is higher than the rate of men, and in the last two years the gender gap in this area is the highest since the beginning of the measurement.
6. In the domain of **violence against women**, there is a **deterioration in almost all indicators**. Most notable is the increase in the number of women treated at centers for the prevention of domestic violence and the decrease in women's sense of safety while walking in their residential areas after dark. In 2024, 35 women were murdered in gender-based homicides (as of 13.12.24) – the highest number ever recorded.
7. The Gender Index also examines **how gender inequality intersects with other societal factors**. In **Arab society**, the reduction in inequality between women and men that began in 2018 continues, but there has been an increase in inequality in several indicators, including monthly and hourly wages. There has also been an increase in girls' fertility – for the first time since the beginning of the measurement, along with a significant decrease in eligibility for a high school diploma. The rate of women with an academic education continues to be slightly higher than the rate of men, but the gap has narrowed. In **Haredi society**, there has been no change in the level of gender inequality in recent years. In the current Index, we can see a small increase in the gender gap in part-time employment (the rate of men has decreased slightly, while there has been no change among women). The gap in academic education has narrowed slightly.
8. **Seniors (ages 65+)**: Since 2020, there has been an increase in the level of gender equality between women and men. This improvement stems from the narrowing of gender gaps in labor market participation, the percentage of pension recipients, income from pension, and feelings of depression.
9. **Gender gaps among people with disabilities**: These gaps are being examined for the first time this year, in collaboration with ALUT. Initial analysis reveals significant gender gaps, including in labor market participation (men – 33% compared to women – 20%), in average monthly salary (11,997 NIS for men and 6,605 NIS for women), in academic education (17.4% of women compared to 14.8% of men), and in feeling safe on the street at night (77% of men feel safe compared to only 53.7% of women).



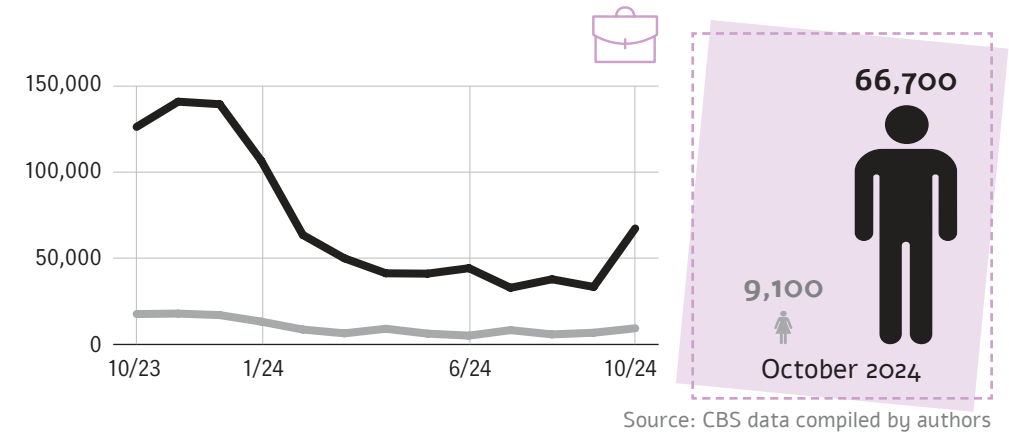
## Gender Aspects of Living in the Shadow of War

Up-to-date gender-sensitive data is greatly lacking in Israel, limiting our ability to unveil the different impact the war has on women and men and to formulate policies that address the unique needs of women. Such data is needed if we want to understand the role of women's leadership in civil society since October 7, the needs of displaced communities, mental health impact of the war, or women's ability to uphold their livelihood while taking care of their children and home.

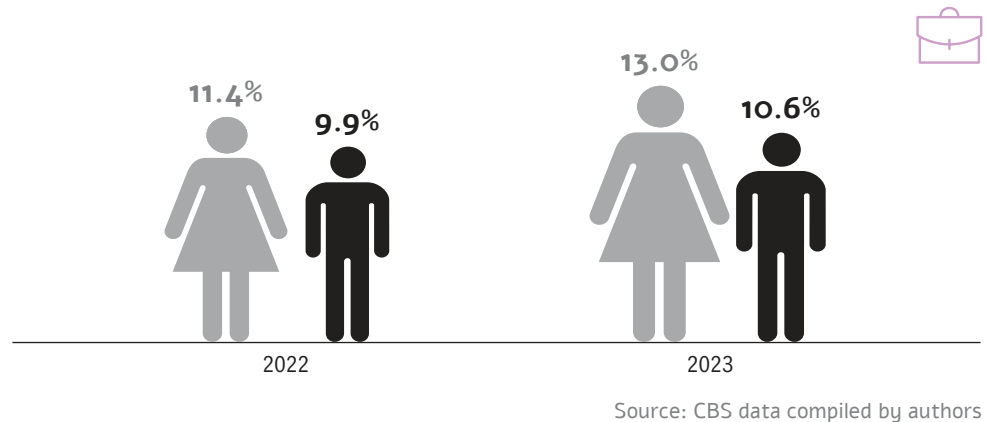
### Jobseekers with an academic education by gender (in numbers)



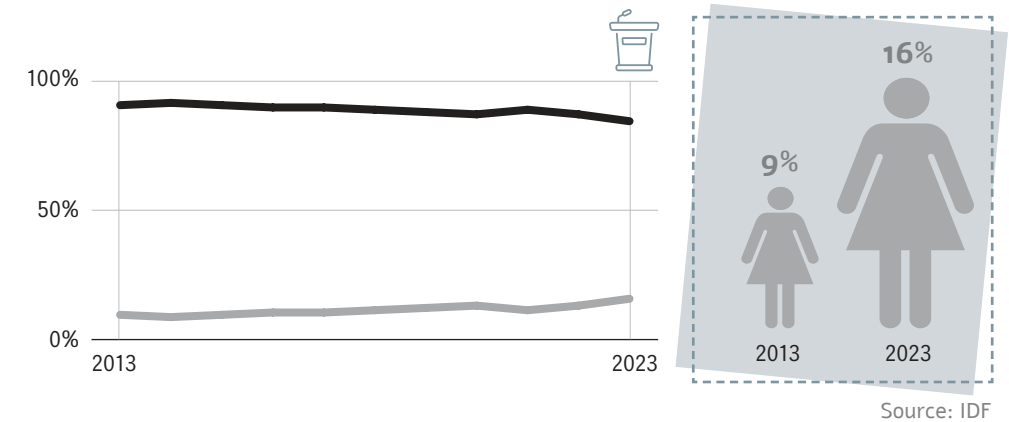
### Employed persons temporarily absent from work due to reserve service by gender (in thousands)



### Working from home 3 days or more per week by gender



### Active reserve service in the IDF by gender and year (in percentages)

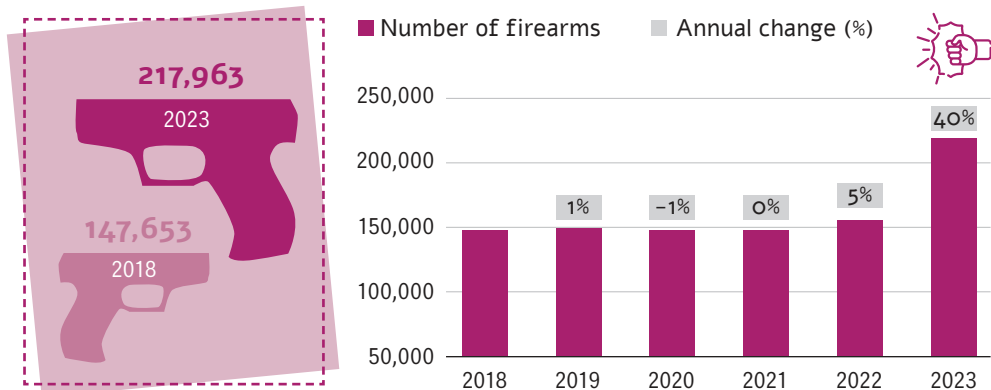




## Continuous gender gaps in all life areas

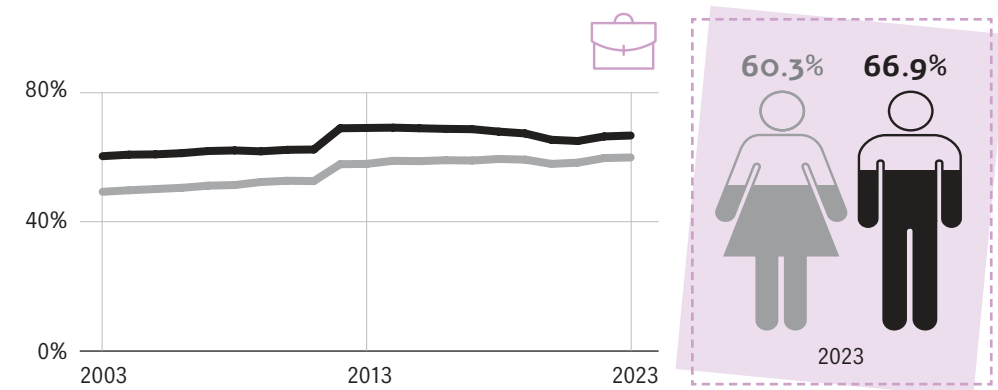
In most areas of life, gender gaps favor men.  
In some areas the gender gap even increases over time.

### Number of privately held licensed firearms by year



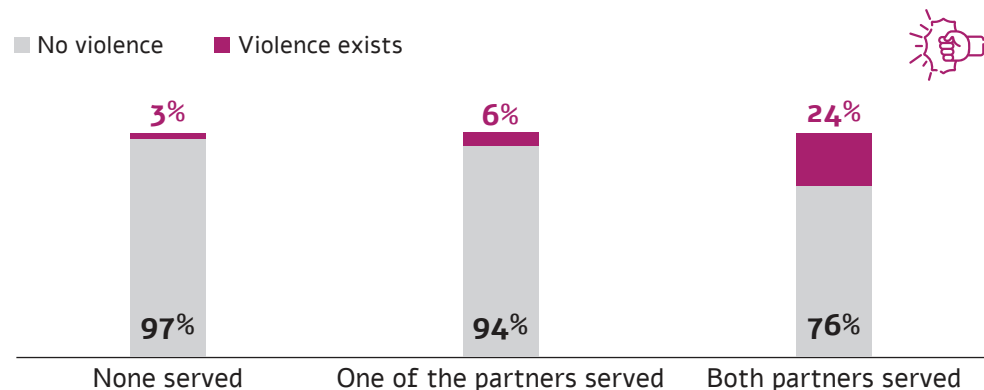
Source: GFKT

### Labor Market Participation Rate by Gender



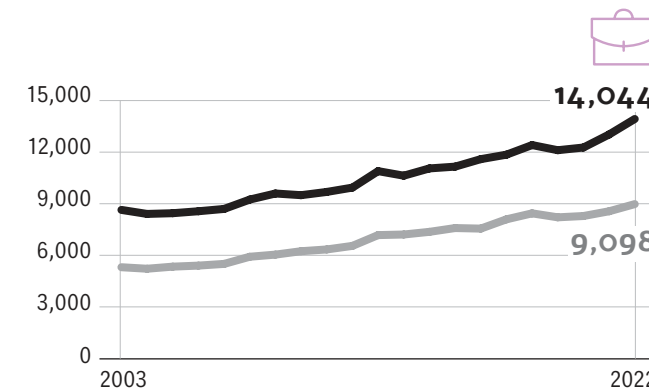
Source: CBS data compiled by authors

### Physical and sexual intimate partner violence by military service



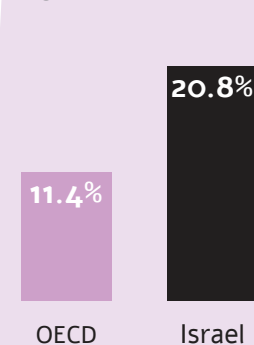
Source: Self reporting in IWN survey

### Average Monthly Salary NIS



Source: CBS data compiled by authors

### Gender Gap in Median Wage 2022



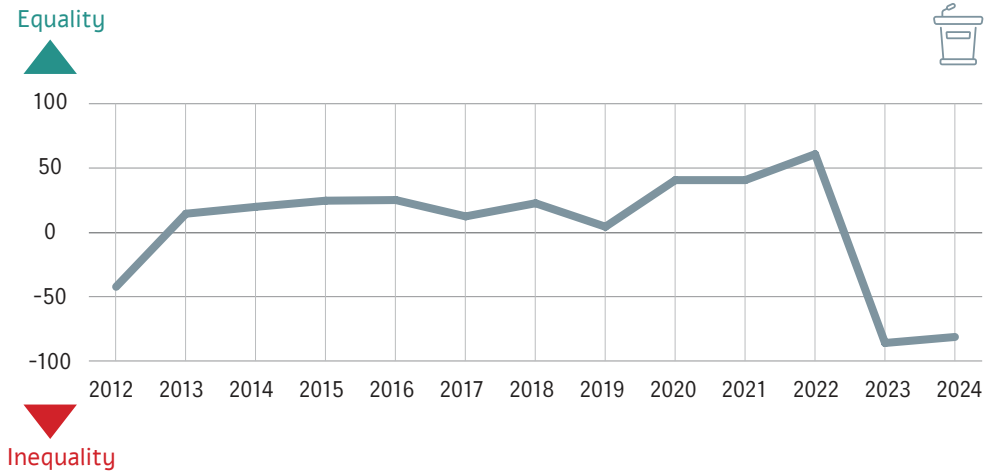
Source: OECD



## Economic and Political Power

Key positions in the political and economic arenas are largely held by men. In 2024, the level of gender equality in political power remained very low, as a result of minimal political representation of women and the appointment of only few women to political roles in the past two years.

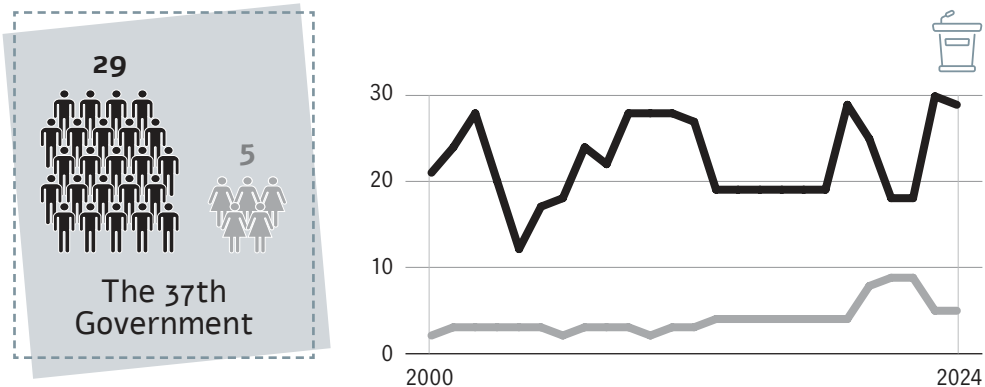
### Level of gender equality in political power



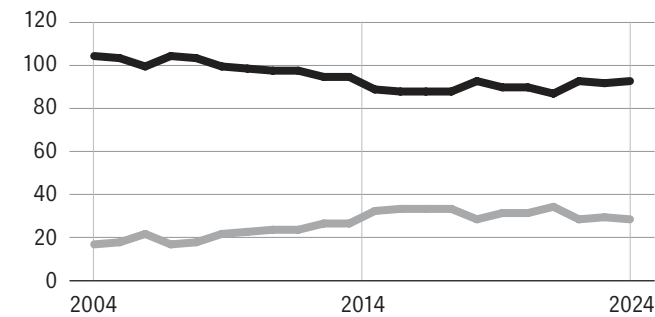
\* In 2004 the baseline for measurement is 0

source: Gender Index 2024

### Government Ministers by Gender



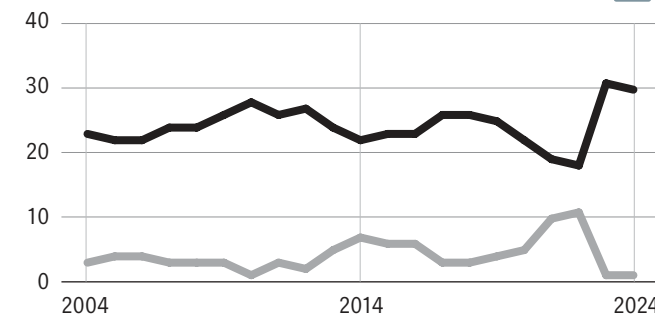
### Number of Women and Men Knesset Members



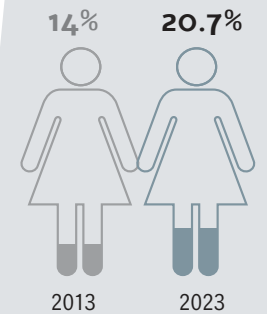
### Heads of Local Authorities 2024



### Number of CEOs of Government Ministries



### Full Professors in Academic Institution

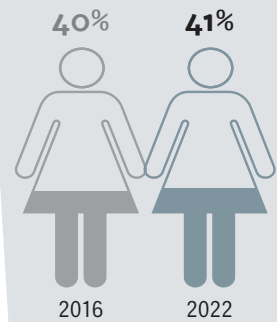




## Economic and Political Power

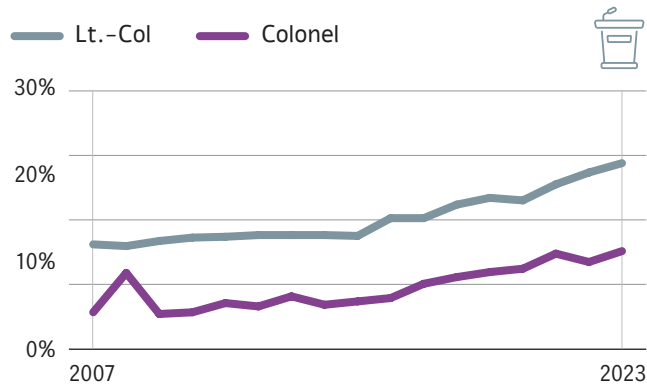
Key positions in management and decision making in the economic and political spheres are mostly held by men.

### Management positions in the public sector



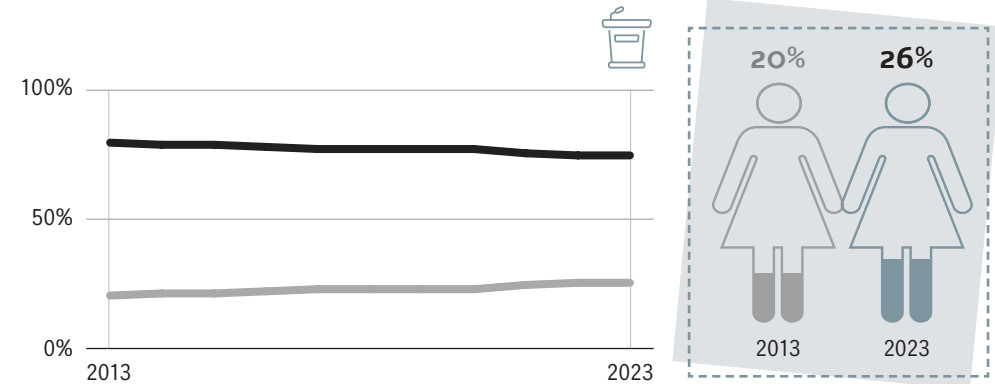
Source: CBS data compiled by authors

### Percentage of women in ranks of Lieutenant-Colonel and Colonel in the IDF by year



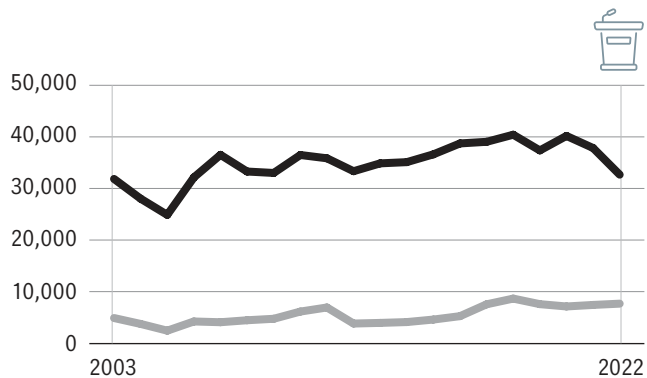
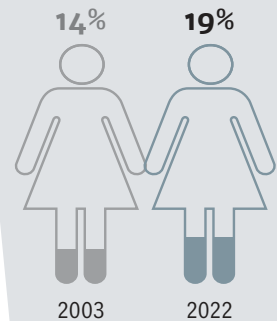
Source: IDF

### Boards of Public Companies by Gender



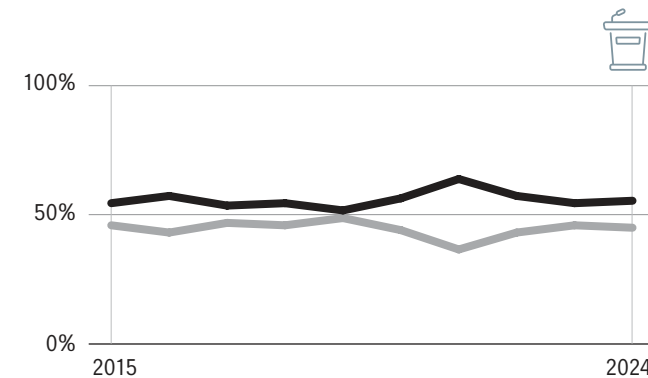
Source: Hagar Zemach, ISA website

### Rate of CEO's in the Private Sector by Gender



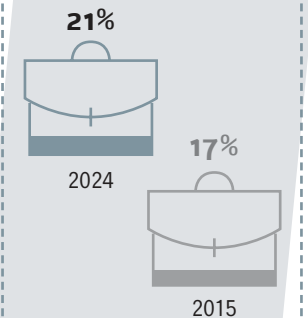
Source: CBS

### Boards of Government Companies by Gender



Source: Hagar Zemach, ISA website

### Percentage of boards with no women

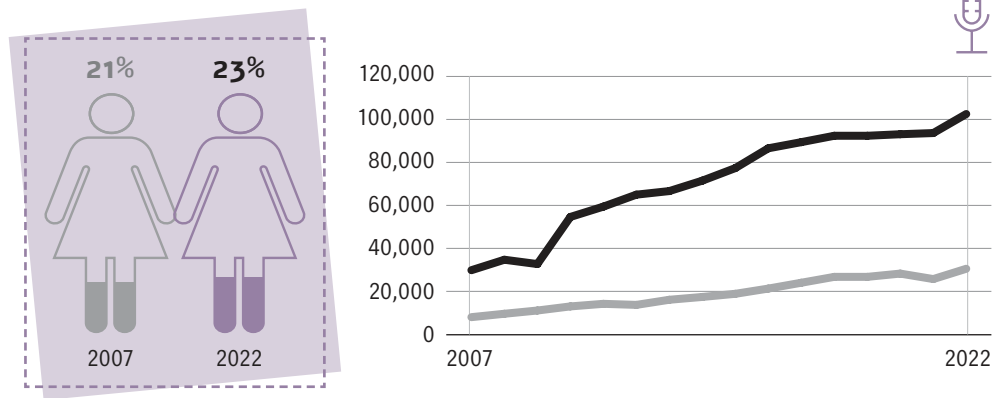


Source: Hagar Zemach, ISA website

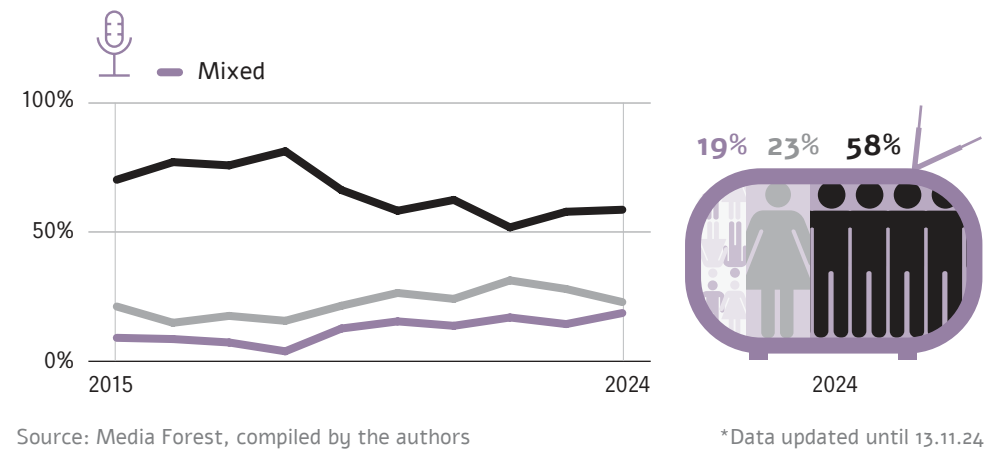


## Persistent gender gaps in the fields of culture, media, and sports

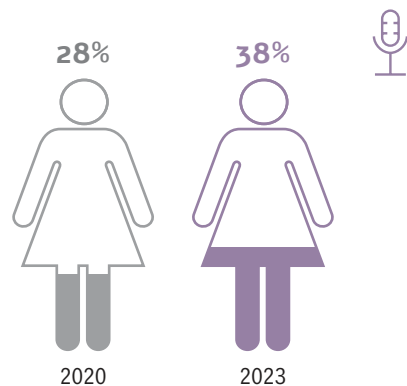
### Number of Competitive Athletes by Gender



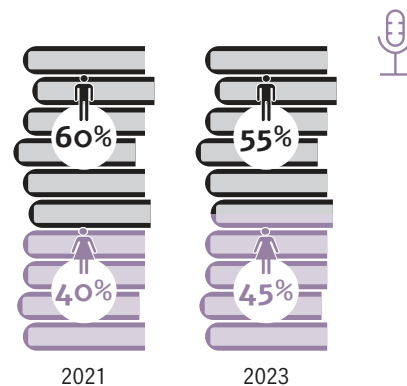
### Israeli Singers Most Played on Radio Stations by Gender



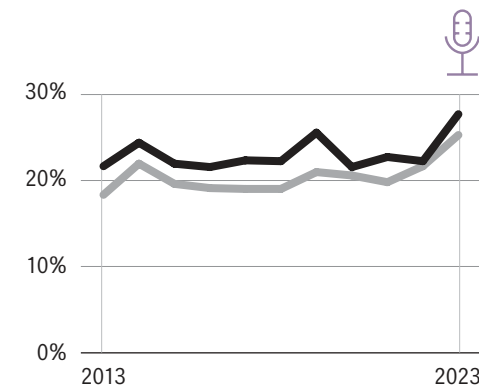
### Proportion of women in management of sports associations



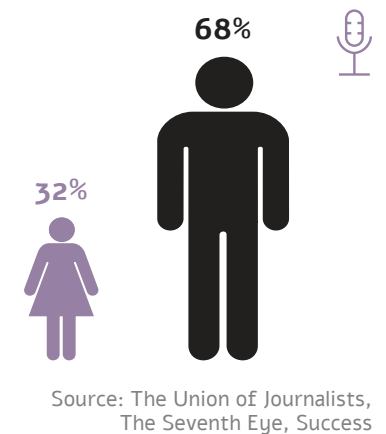
### Authors of books published in Israel by Gender



### Engaging in Voluntary Activity by Gender



### Gender Representation in News Media Items 2023



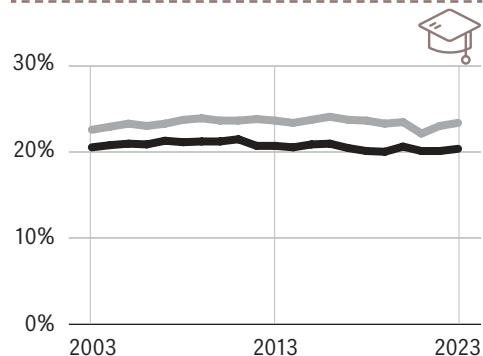




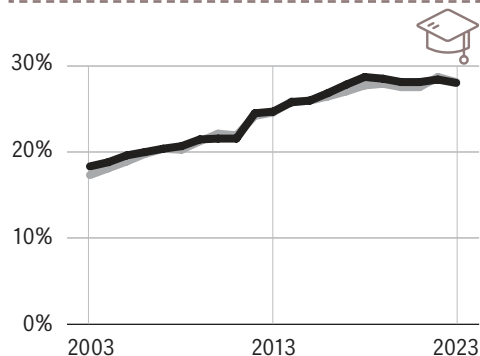
## Education and Employment

More and more women are acquiring higher education and expanding their fields of study. However, structural and cultural obstacles limit their ability to translate these achievements into better and higher positions in the labor market.

### Rate of Those with 13–15 Years of Education

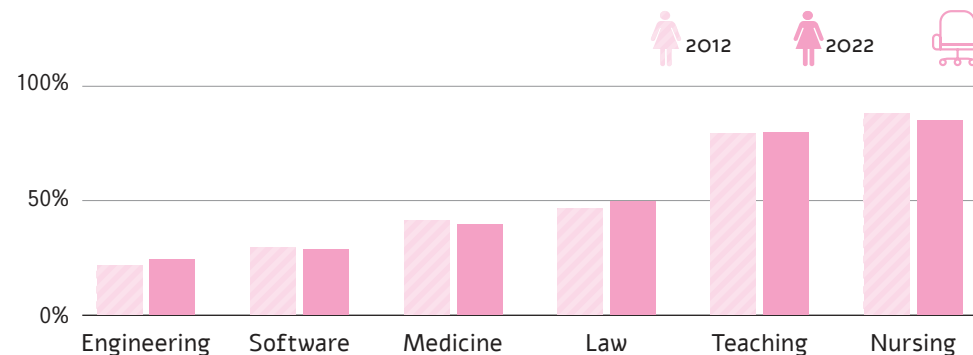


### Rate of Those with 16+ Years of Education



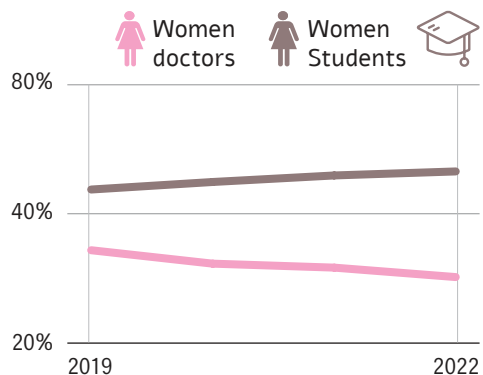
Source: CBS data compiled by authors

### Rate of Women in Selected Professions



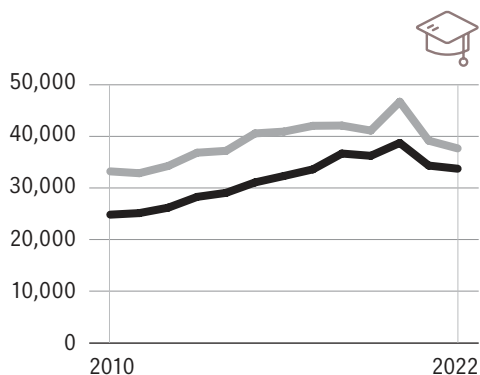
Source: CBS data compiled by authors

### Women medical students and doctors



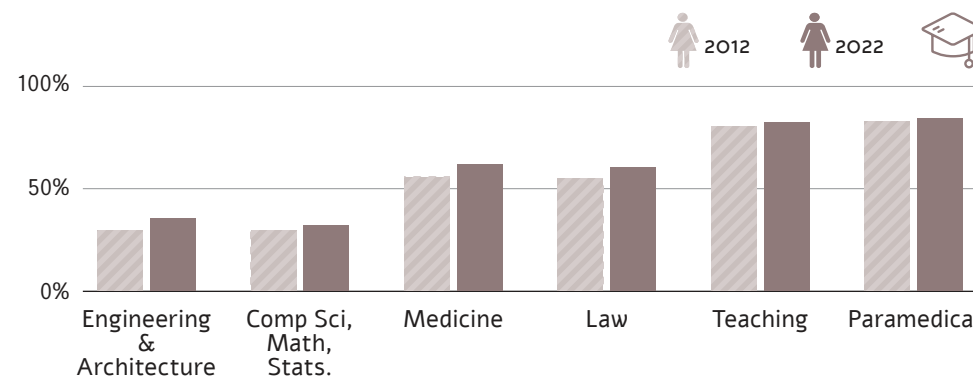
Source: CBS data compiled by authors

### Eligibility for a High School Diploma



Source: CBS data compiled by authors

### Women in universities\* by Field of study



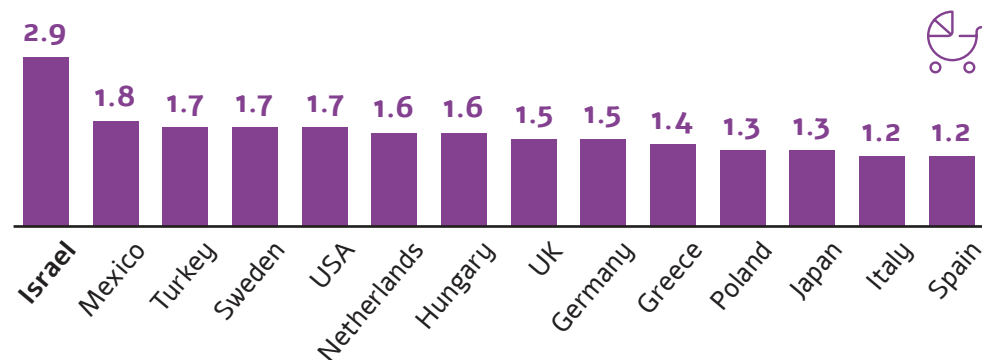
Source: CBS data compiled by authors



## Work, Family and Time-Use

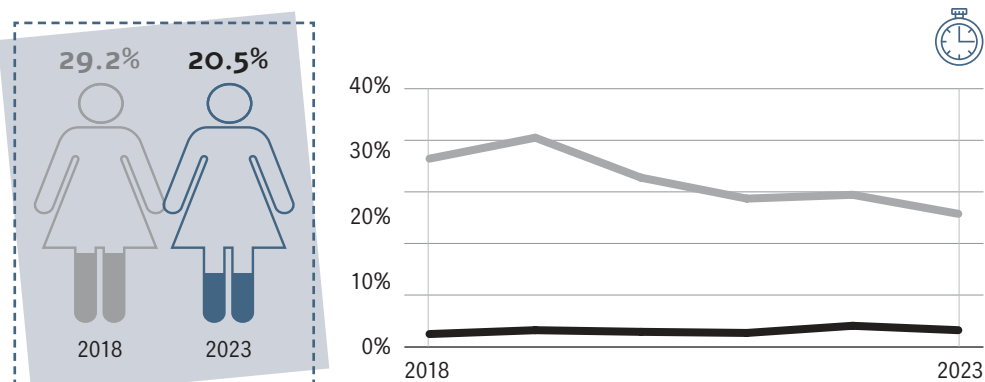
Women are still primarily responsible for invisible work – housework and family care. This responsibility often serves as a barrier to women's full and equal participation in the labor market and the public sphere. In Israel this is a particularly significant barrier considering women's high fertility rate compared to other developed countries.

### Average number of children per woman in selected OECD countries 2022



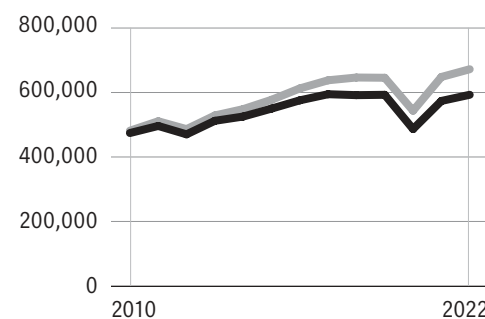
Source: OECD Family Database

### Part-time Employment due to Home and Family Care



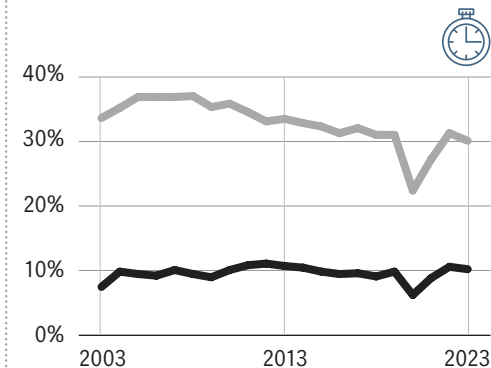
Source: CBS data compiled by authors

### Employed in multiple jobs by Gender



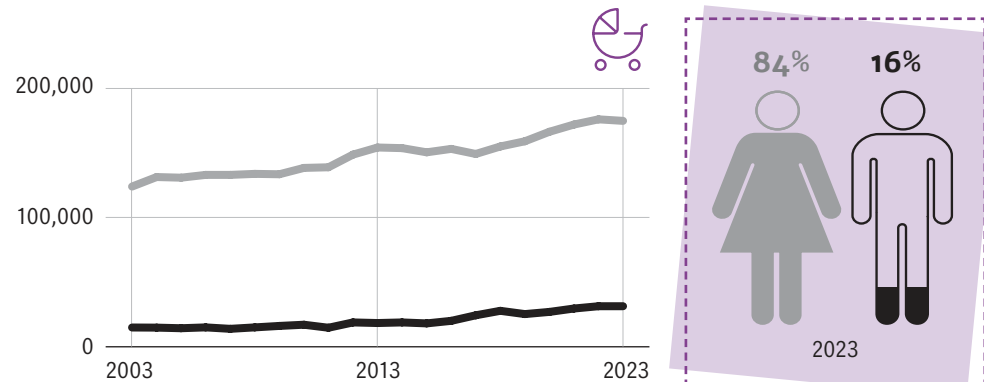
Source: CBS data compiled by authors

### Part-time Employment by Gender



Source: CBS data compiled by authors

### Heads of Single-Parent Families by Gender

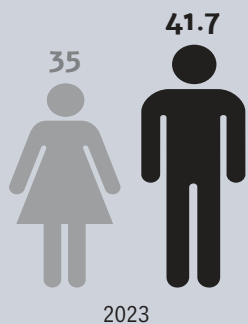


Source: CBS data compiled by authors



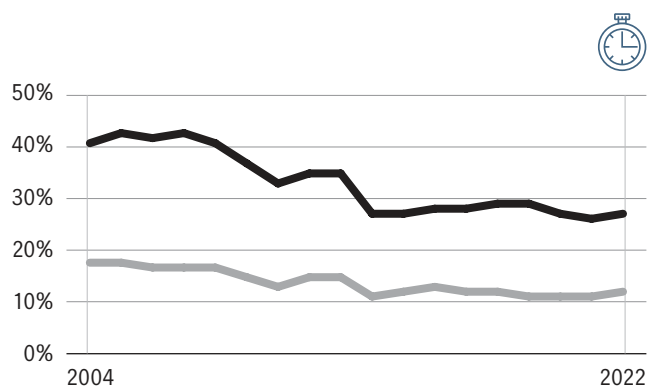
## Work, Family and Time

### Average working hours per week



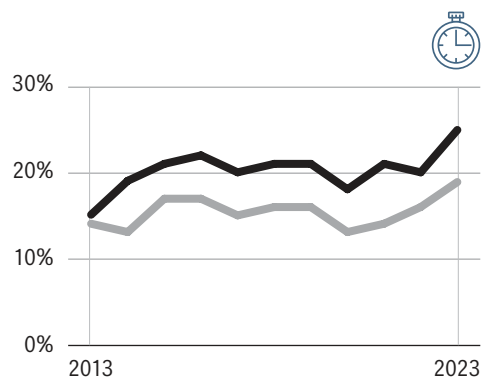
Source: CBS data compiled by authors

### Employees Working More than 50 Hours per Week



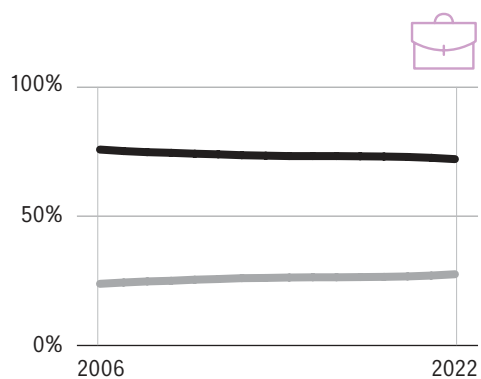
Source: CBS data compiled by authors

### Traveling to work 45+ minutes



Source: CBS data compiled by authors

### Small business ownership by gender

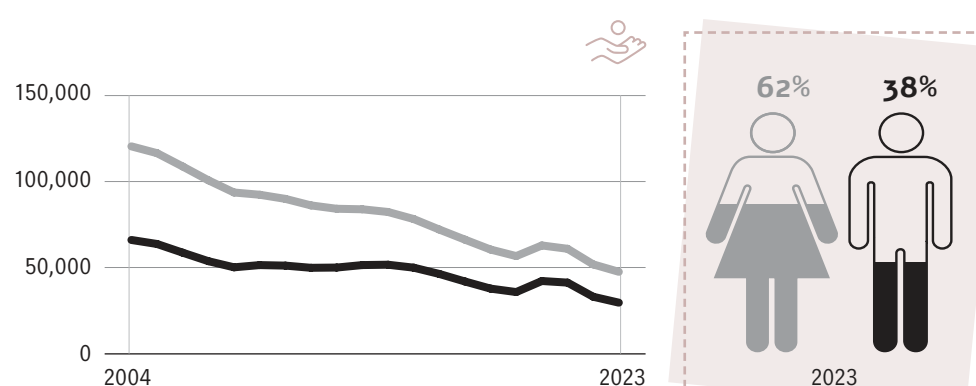


Source: CBS data compiled by authors

## Vulnerability and economic insecurity

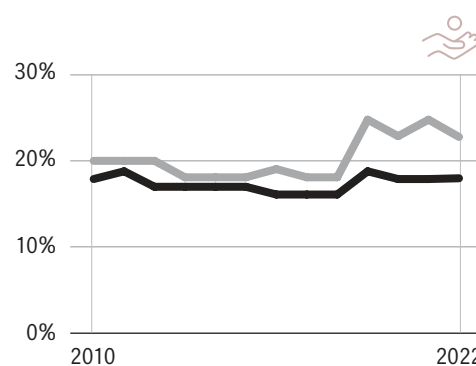
Women on the whole are poorer than men and rely more on the social security system at various stages of life.

### Number of income support benefit claims



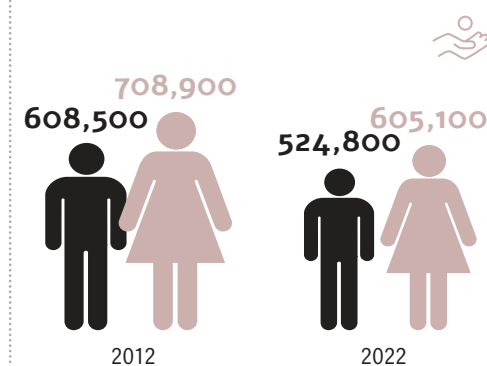
Source: NII data compiled by authors

### Incidence of Poverty after Transfer Payments and Taxes



Source: NII data compiled by authors

### Number of Registered in Social Services Departments\*



\*Of the Welfare Ministry

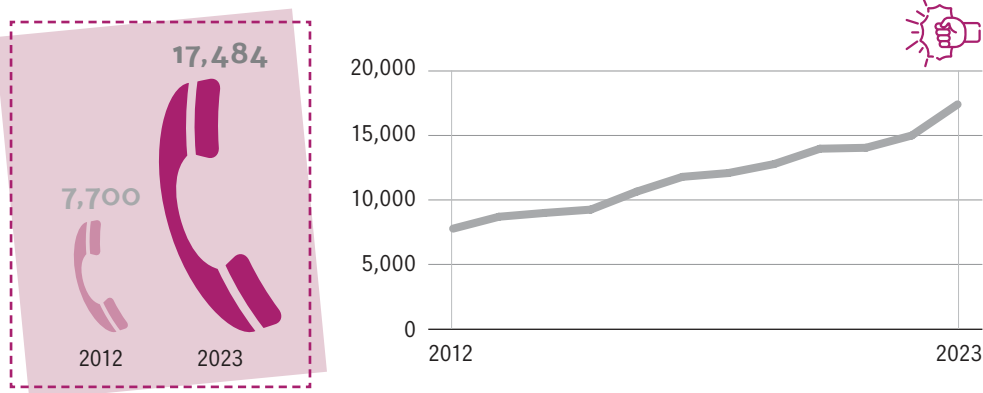
Source: CBS data compiled by authors



## 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.

### Number of New Calls to Rape Crisis Centers



Source: ARCC data compiled by authors

**Gender-based homicide** (including femicide – murder by spouse or relatives, as part of a conflict between families/criminals, or as a result of attempted assassinations of others)



\* 2024 data is updated through December 13th

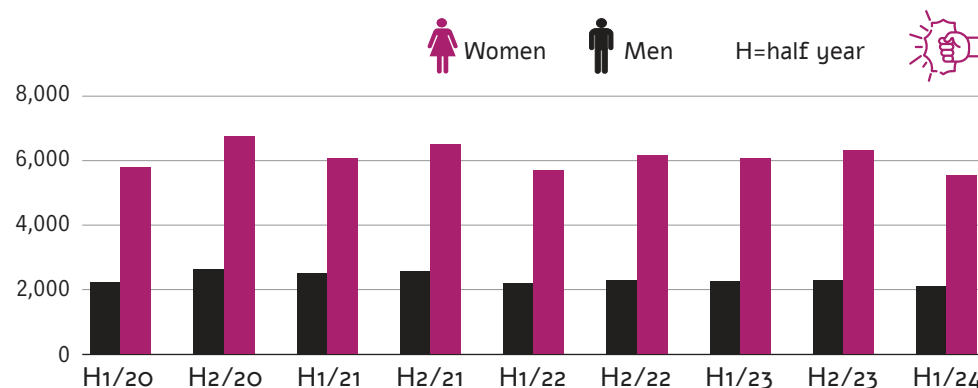
Source: Tizkor, IWN, RIC, Israel Police



## Gender-Based Violence

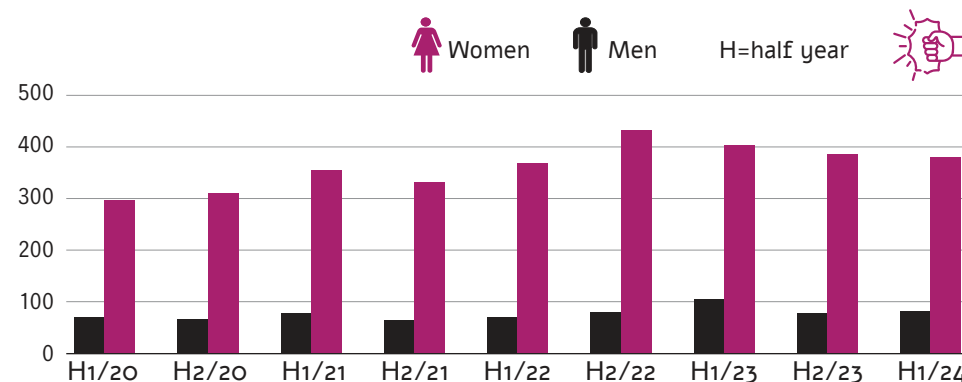
The data on physical and sexual domestic violence are presented in six-month periods, from September 2019. In each year, the first half-year (H1) is September to February, and the second half-year (H2) is March to August.

### Physical domestic violence: cases opened by victim's gender



Source: Israel Police

### Sexual domestic violence: cases opened by victim's gender

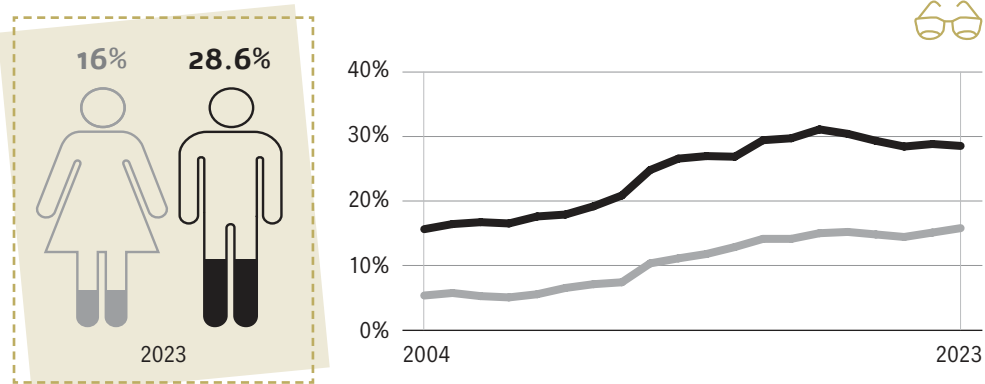


Source: Israel Police

## Intersectionality: Gender Gaps in Diverse Social Groups

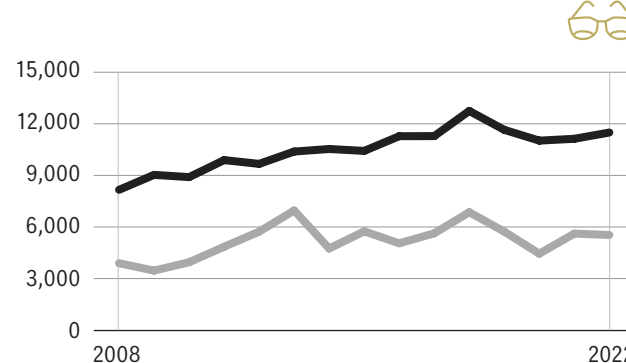
In order to fully understand the lives and perspectives of different women we have to consider their ethnic and national identities, their economic status, geographic location, and other social factors. The intersection between gender and these factors enhances vulnerabilities of women from disadvantaged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

## Labor force participation age 65+



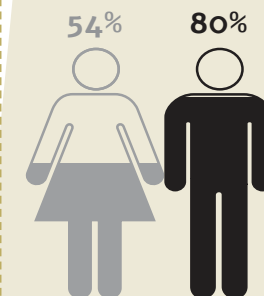
Source: CBS data compiled by authors

Average monthly salary age 65+

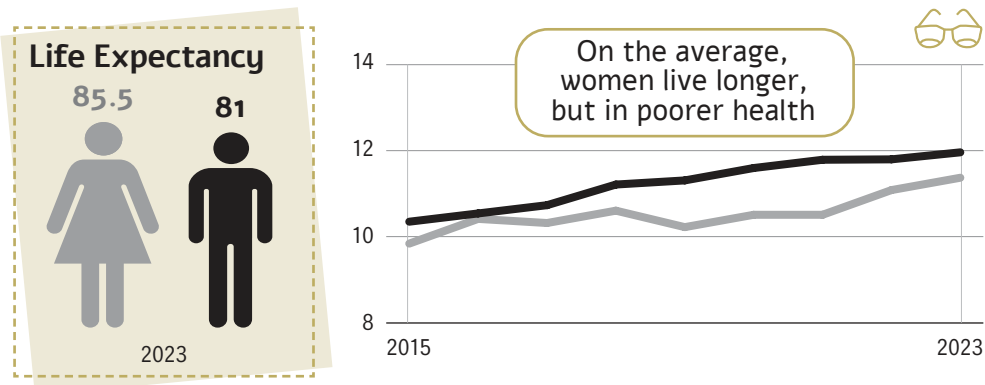


Source: CBS data compiled by authors

**Married people**  
age 65+, 2023

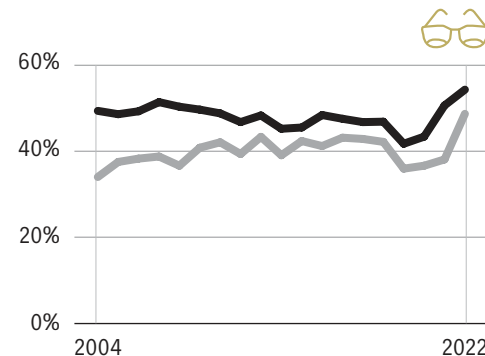


**Healthy life expectancy:** Average number of years people age 65 are expected to live without health problems



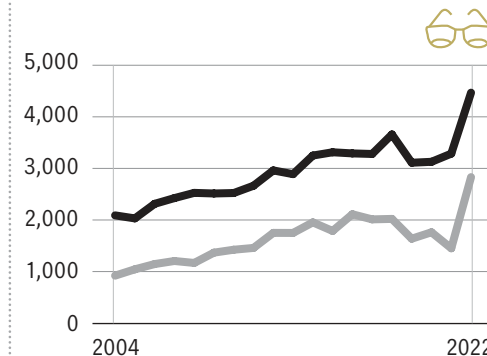
Source: CBS data compiled by authors

Rate of pension beneficiaries age 65+



Source: CBS data compiled by authors

### Pension compensation age 65+ (NIS)



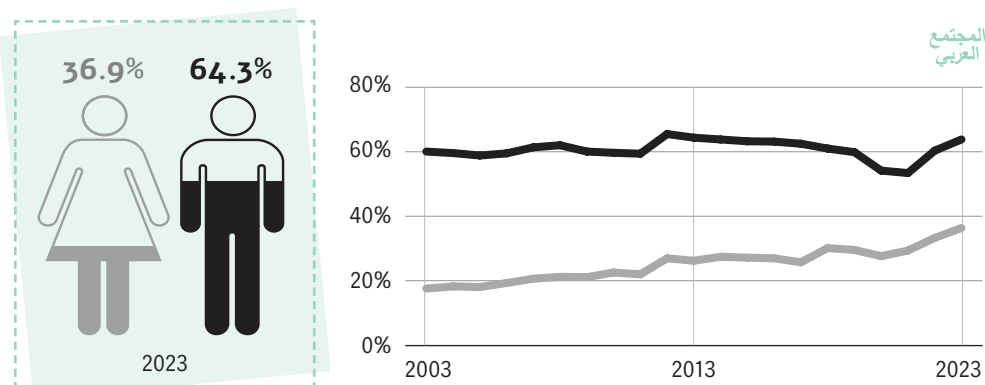
Source: CBS data compiled by authors



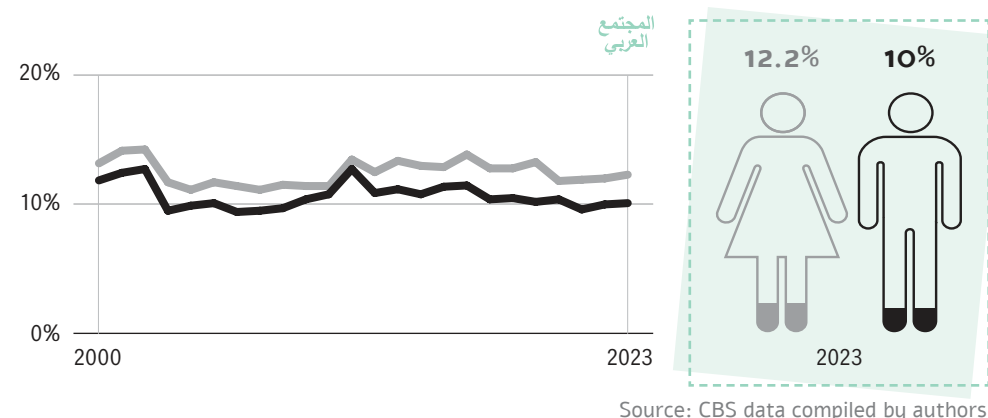
# Intersectionality: gender gaps in Arab Society

The gender gap in higher education attainment in the Arab society has increased slightly over the years (a higher proportion of women than men have an academic degree), and the gender gap in employment has narrowed, although less than a third of Arab women are employed.

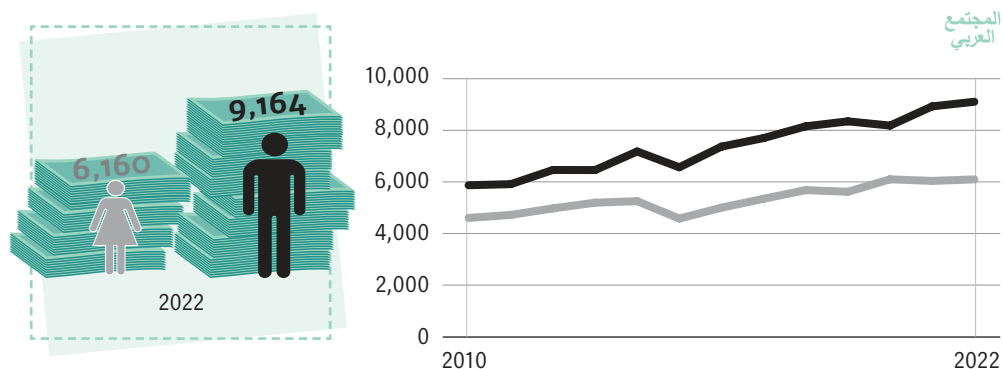
## Labor Market Participation in Arab Society



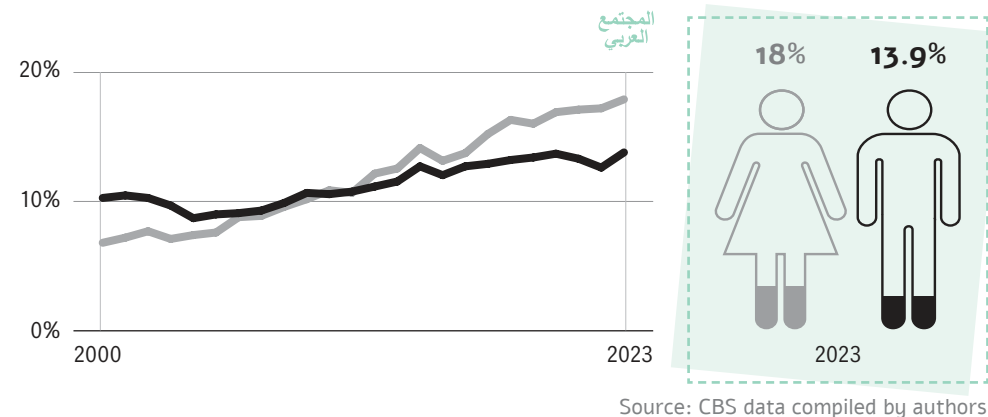
## Rate of Those with 13–15 Years of Education in Arab Society



## Average Monthly Salary in Arab Society NIS



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

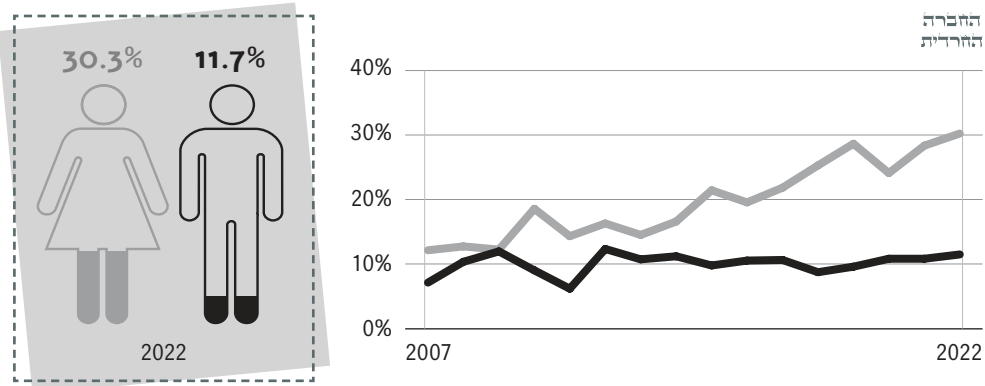




# Intersectionality: gender gaps in Haredi Society

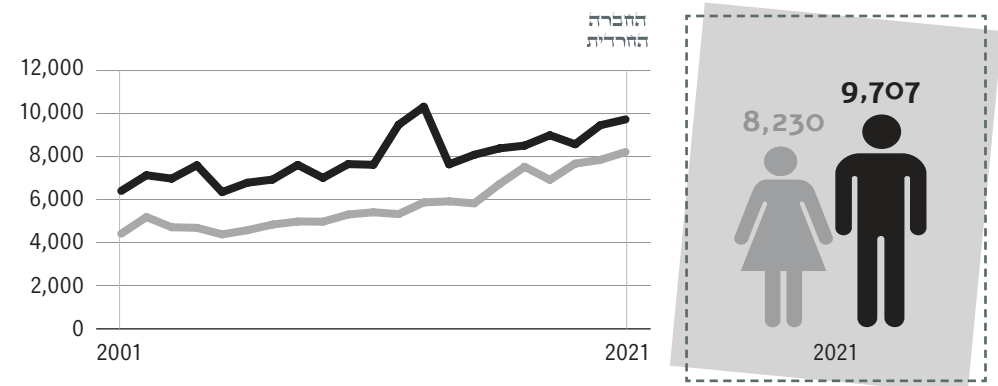
In Haredi (Ultra-Orthodox) society, more women than men acquire academic education and participate in the labor market, but their average monthly salary is lower than men's.

## Academic Degree in Haredi Society Age 20+



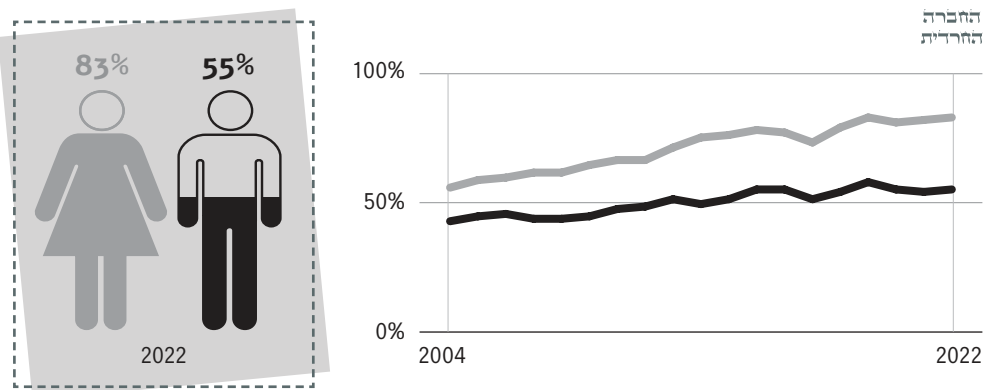
Source: IDI and CBS data compiled by authors

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



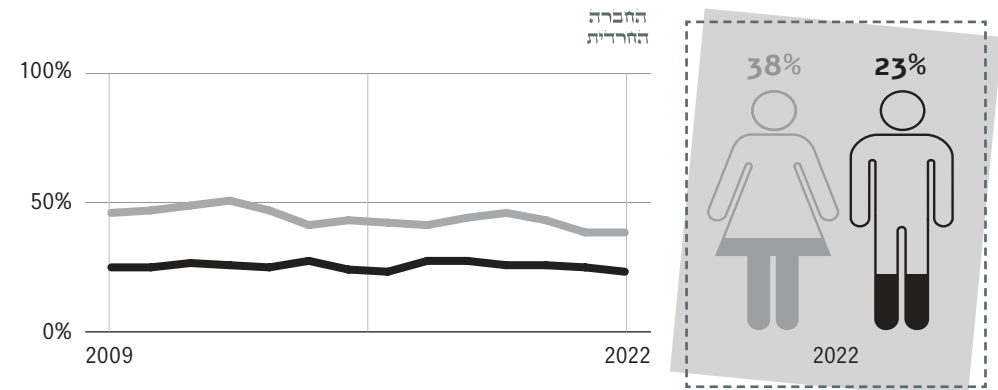
Source: IDI and CBS data compiled by authors

## Haredi Society Participation in the Labor Market Ages 25-64



Source: IDI and CBS data compiled by authors

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

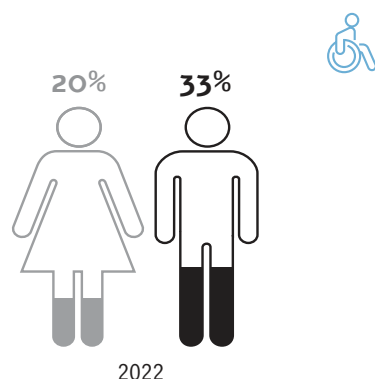


Source: IDI and CBS data compiled by authors

## Intersectionality: gender gaps among people with disabilities

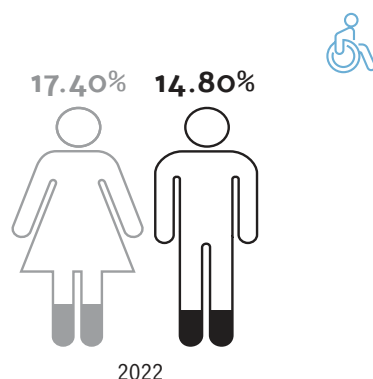
Significant gender gaps exist among people with disabilities. Although women with disabilities are more educated, they participate less in the labor market and earn, on average, about half as much as men with disabilities.

## Labor force participation age 15 and older



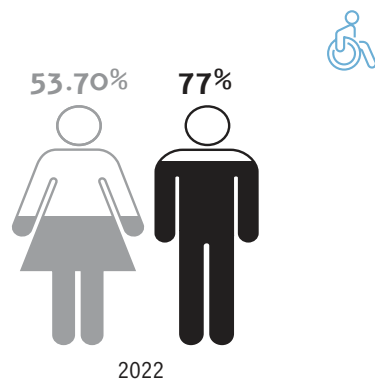
Source: CBS data compiled by authors

## Academic degree



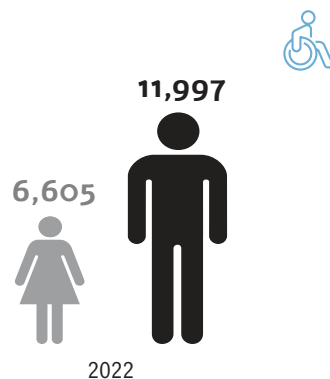
Source: CBS data compiled by authors

## Feeling safe walking in the dark in their neighborhood



Source: CBS data compiled by authors

Average monthly wage\*  
NIS

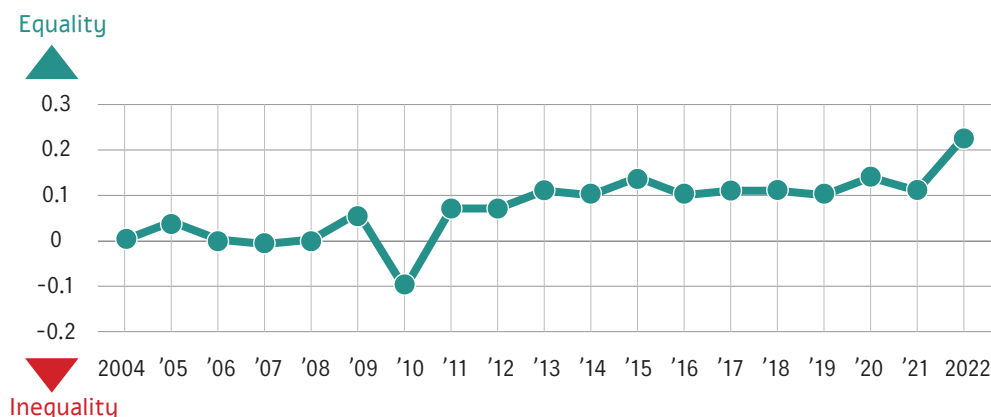


\* women 18-62,  
men 18-67

Source: CBS data  
compiled by authors

## Level of Overall Gender Inequality

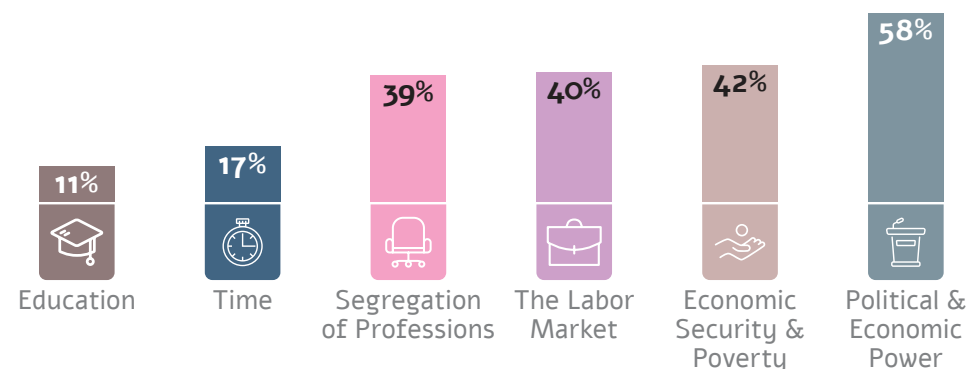
The level of gender equality in Israel has increased by 23% since 2004 (an improvement of 1.2% on average per year). In the years 2004–2008 there was no significant change in the level of gender equality. From 2009 to 2013, there was a slow increase in gender equality (except for a drop in 2010 due to a decrease in equality in the power domain). In the years 2013–2021, the level of equality remained relatively unchanged. In 2022 gender equality in the power domain has increased due to a significant rise in women's political representation (in the 36th government), and the overall level of gender equality increased by 12%. The political representation of women decreased dramatically in 2023–2024, so this improvement did not last.



Source: 2024 Gender Index

## Extent of Inequality

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



Source: 2024 Gender Index





## Policy Recommendations

1

The multi-layered crisis that Israel is experiencing has significant gendered effects. Policies that consider **the needs of women** (including women from diverse social groups) and address unique gender-specific needs are urgently required. These policies must be consistent and based on **gender-sensitive data**. Therefore, systematic collection and real-time publication of gender-differentiated statistics is crucial. This is relevant to all parties involved in the collection and publication of data – **state authorities, research institutes and civil society organizations**.

2

The war (and the ensuing political, economic, and social crisis) magnifies the need for **mainstreaming a gender perspective in policymaking, resource allocation and education**. The lack of implementation of the 2014 Government Resolution 2331 and the violation of other regulations dealing with equal representation of women and the prevention of women's exclusion from the public sphere point to the urgent need to refresh and update policies and create effective enforcement and monitoring mechanisms to ensure gender equality. The proliferation of civil initiatives since the outbreak of the war raises the need to **integrate gender considerations into civil projects** as well (including relief and assistance, civic oversight, and rehabilitation projects).

3

The last few years have demonstrated the overall **fragility of gender equality achievements**, especially in politics. An analysis of the Gender Index data over time shows that **feminist political power** leads to a reduction in gender gaps in diverse fields. Hence, various ways of **institutionalizing such power** must be examined, including expanding legislation mandating equal gender representation to additional areas, setting measurable objectives for reducing gender gaps, and formulating a binding feminist agenda in political parties.

4

Women and men differ in their patterns of **labor force participation** and absence from paid work since the war began. These different patterns emphasize the need to find systematic solutions to facilitate the dual challenges of work and family life so that women (and men) can earn a living and raise children with dignity, including reducing the number of **work hours** per week and recalculating national accounts to reflect and reward **the invisible work of women** in the private sphere. Conducting an annual **time-use survey** to track gender differences in the amount of time women and men devote to paid and unpaid work is crucial in this context.

5

Mechanisms designed to express **appreciation and recognition for reserve service**, such as direct financial compensation, academic benefits, or priority in public tenders, may become **institutionalized as gender inequality in opportunities and compensation**. Therefore, such arrangements should be examined in light of their long-term implications for equality between women and men.

6

The **rapid increase in the presence of firearms** in both public and private spheres is a source of **increased violence** in Israeli society. The experience from other countries shows that the assumption that "the more firearms the more security" is invalid. Therefore, in the **long term**, it is necessary to reduce the extent of firearms in the public sphere. **Effective control mechanisms** are required before approving private firearm licenses. This includes the integration of critical information from the welfare and health systems to prevent granting them to unqualified or high-risk citizens who may endanger themselves or their environment, and to protect women suffering from domestic violence.

# The Gender Index 2024:

## 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
- 16 Ownership of small business



### 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
- 8 Time Traveling to work



### 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



### Health

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



### Disabilities

- 1 Academic degree
- 2 Workforce participation
- 3 Monthly salary
- 4 Married
- 5 Sense of safety after dark



### 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



### 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



### 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
- 11 Colonels in IDF



### 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



### 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



### Periphery

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



### 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



### 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 Receiving a Pension
- 10 Pension (NIS)
- 11 Depression

**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.

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