

# The Gender Index

## Gender Inequality in Israel

2025

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**ידעת**  
she knows • هي تعرف

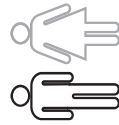
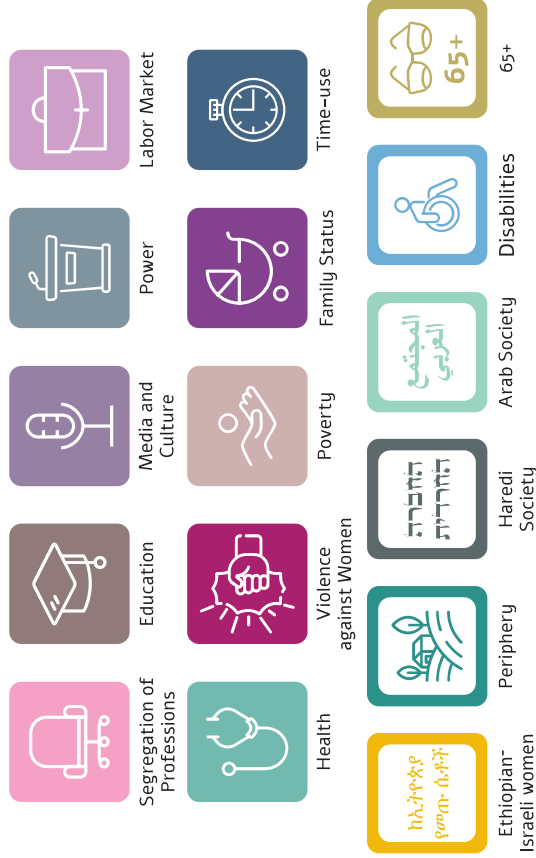
**שוות • WIPS**  
המרכז לקידום נשים בזירה הציבורית

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

## The Gender Index

This is the 13th 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**. The Index is a powerful measurement tool that monitors long-term changes in the gaps between women and men in Israel.

The Index presents a detailed picture of inequality across key spheres of life, including employment, education, poverty, political and economic power, culture and media, violence against women, time-use, family status, and health. New indicators added this year include a gender breakdown of comparisons between women from different social groups. The Gender Index also addresses issues of diversity by looking at the intersection of gender with ethnicity, religion, and age, highlighting gender inequality as 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 reduce gender gaps and strengthen Israel's democratic foundations.



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

**The 2025 Gender Index shows a 6% decline in the level of gender equality in Israel**, primarily due to a decrease in women's political and economic power and their exclusion from decision-making positions under the current government. This widening of gender gaps across different spheres of life in the wake of political, economic, social and security and security-related crises is a known phenomenon, yet it is not inevitable. It can be prevented through gender-sensitive policies and investment of resources in their implementation.

**The prolongation of the war and the increase in security expenditures exacerbate gender inequality.** Most women's employment is more precarious and less rewarding than that of men; the longer the war, the more economically disadvantaged women become. Wartime violence, alongside violence in the public sphere, seeps into domestic life where women are the primary victims. The increase in the spread of privately held firearms together with the absence of regulatory oversight fuel violence in society in general and against women in particular. The diversion of state resources to fund the war and respond to the economic crisis results in cuts to social services (where most employees are women), and in the shrinking of these services at a time of rising needs.

This situation is particularly alarming against the backdrop of **rising authoritarianism, illiberalism, and the erosion of democratic checks and balances in Israel. The disregard for gender considerations in policy formulation has broad and concrete negative consequences impacting women's lives.** Policy decisions fail to reflect the needs and priorities of half of Israel's population. 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 this systematic disregard for widening gender gaps are already evident, requiring **urgent action** to prevent even greater deterioration.

**This brochure presents the main findings of the Gender Index.**

The full database is available on [yodaat.org](https://yodaat.org)



## Key Findings of the 2025 Gender Index

- The overall level of gender inequality in Israel decreased by only 15% since 2004 – an annual improvement of less than 1%. The 2025 Index shows a rise in gender inequality in the domains of power, professional segregation, time-use, gender-based violence, and health.** A slight narrowing of gaps between women and men was recorded in the education, labor force participation, family status, and Arab society domains. The largest gender gaps remain in political and economic power, while the smallest disparities are found in educational attainment.
- There has been a dramatic drop in women's political representation** under the current government, including a decrease in the number of women Knesset members and ministers, a near total exclusion of women from director-general positions in government ministries. **In the economic arena**, there has also been a decline in women's representation among CEOs. The slow rise in women's representation on the boards of publicly traded companies continues, reaching 29%. In contrast, **in government companies** the trend is reversed, echoing the broader exclusion of women from positions of power.
- In the domain of gender-based violence, all indicators show deterioration:** a rise in new calls to rape crisis centers and in the number of women treated at centers for the prevention of domestic violence (alongside a decrease among men). The share of women reporting sexual harassment rose to 5.7%. The number of femicides also increased, with about half of perpetrators using firearms.
- In the labor market domain, the gender wage gap increased** between 2019 and 2022 from 32% to 35% – and **remains at this high level** in 2023–2024. Israel's gender wage gap is the fourth largest among OECD countries, but, in contrast, is not narrowing. Labor force participation remained nearly unchanged, although part-time employment rose (more sharply among men). The share of workers holding more than one job declined, mainly among men. The gender gap in commuter time grew: 28% of men commute to work 45 minutes or more, compared with 18% of women. Conversely, a higher share of women than men work close to home. This pattern reflects women's greater responsibility for invisible work – childcare and housework – limiting women's employment opportunities, professional development, and income.
- The Index shows deterioration in employment conditions** for both women and men, though gender gaps in most indicators remained

unchanged. Among those earning up to minimum wage (30% of men and 40% of women) and among the long-term unemployed, the gender gaps narrowed. At the same time, the gender gap increased among those working part-time involuntarily. Since 2021 the gender gap in income support claims has widened due to a greater drop among men. **The gender gap in poverty is the highest since the beginning of measurement.**

- Gender disparities in higher education have widened:** the share of women with 13–15 years of schooling increased, while those of men with 16 years or more declined. It is possible that the growing gender gap is related to men's extensive military reserve mobilization since the outbreak of the war.
  - The Index also measures gender segregation in the fields of study in higher education and in occupations in the labor market.** Many programs have been initiated over the years to encourage women to study and enter fields associated with higher labor-market returns, traditionally dominated by men. Nevertheless, the findings reveal that gender segregation in higher education has not declined over the past two decades. In the labor market, women have diversified their occupations more, but since 2021 gender segregation in occupations is on the rise.
  - The Gender Index also examines how gender inequality intersects with other societal factors.** These intersections generate different regimes of gendered inclusion and exclusion. For the first time, the 2025 Index presents **a comparison of the average monthly salary of women from different social groups**, revealing extensive disparities.
  - Gender inequality in Arab society continues to decline.** The gender gap in labor force participation narrowed because women's employment rose more sharply than men's (57% compared to 64%, respectively). More workers are employed part-time, and among women the percentage working part-time involuntarily increased. The gender gap in higher education widened. **In Haredi society, gender inequality increased** compared with the previous year.
- Overall, the findings of the Gender Index reinforce the trend evident in recent years: progress toward gender equality has stalled in most areas and, in many cases, has regressed.**



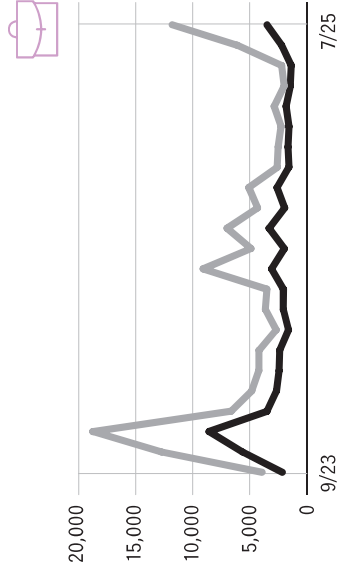
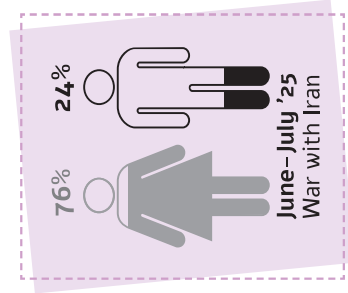


## Gender Aspects of Living in the Shadow of War

Up-to-date gender-sensitive data that can pinpoint the differential impact of the ongoing war on women and men and help formulate policies that address the unique needs of women is sorely lacking in Israel. Such data is vital to understanding such topics as women's leadership in civil society since October 7, the needs of displaced communities, the physical and mental health effects of the war, and invisible labor (unpaid family care and housework).

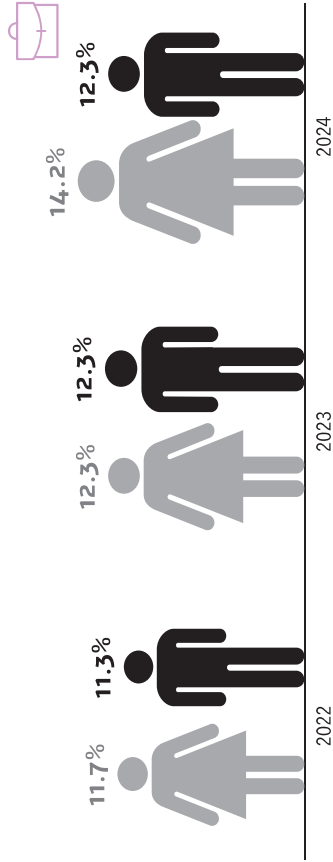


### Job seekers with an academic background by gender (in numbers)



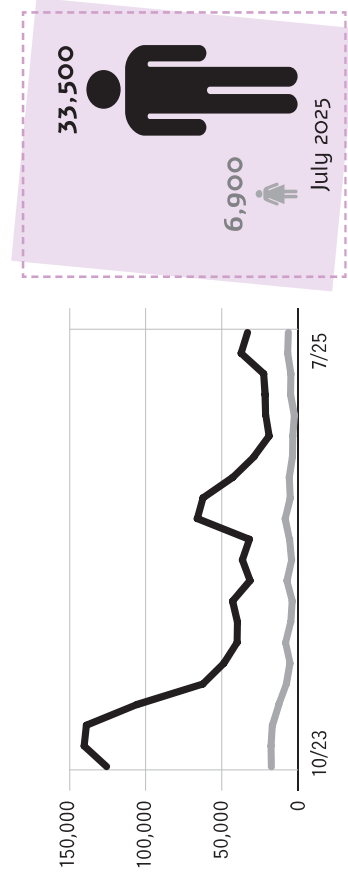
Source: Israel Employment Service, compiled by authors

### Working from home up to 2 days per week by gender



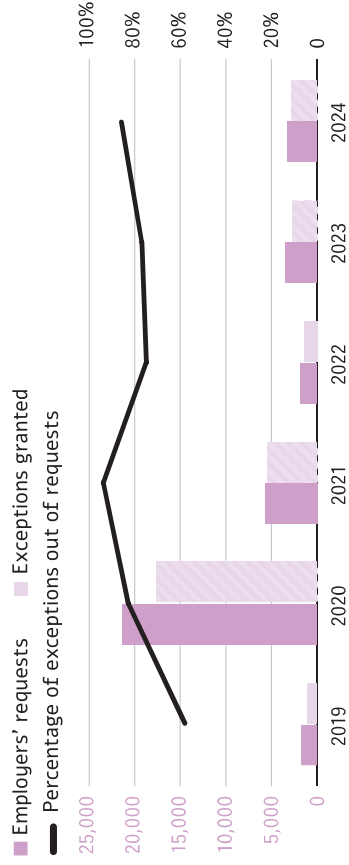
Source: CBS

### Employees temporarily absent from work due to reserve duty by gender (in thousands)



Source: CBS data compiled by authors

### Violations of women's employment during a protected period & exceptions granted\*



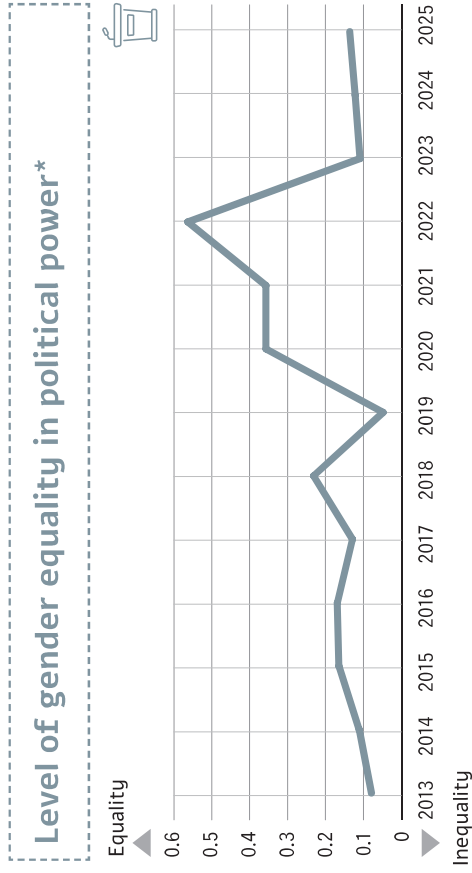
\* Protected period: fertility treatments/pregnancy/after birth/breastfeeding period/period of stay in a shelter for victims of violence  
Source: Ministry of Labor





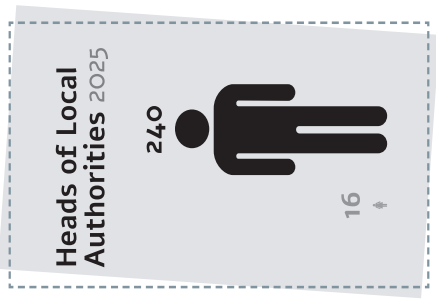
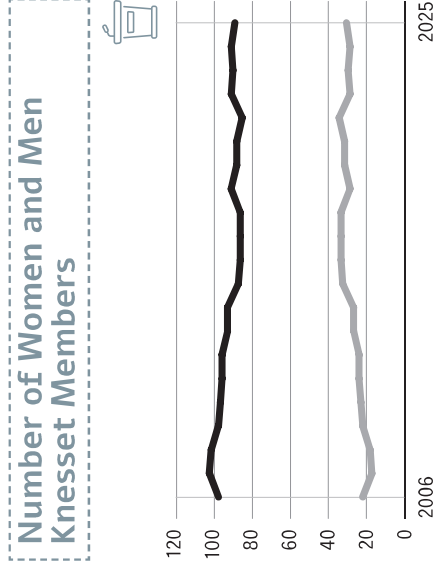
## Economic and Political Power

Positions of management, influence, and decision-making in the political and economic arena are mostly held by men.



\* Political power index is composed of the gender gap in the number of parliament and cabinet members, heads of local municipalities and general-directors of government ministries.

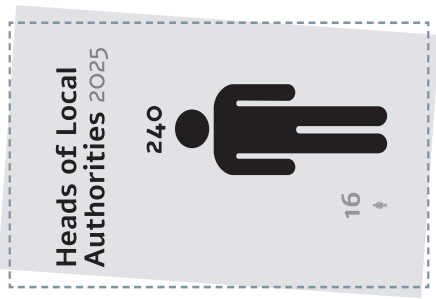
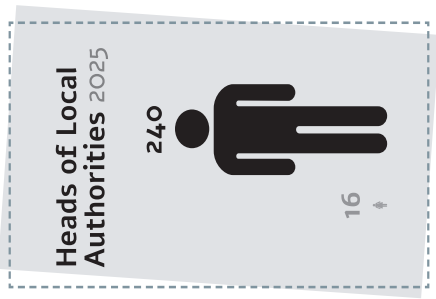
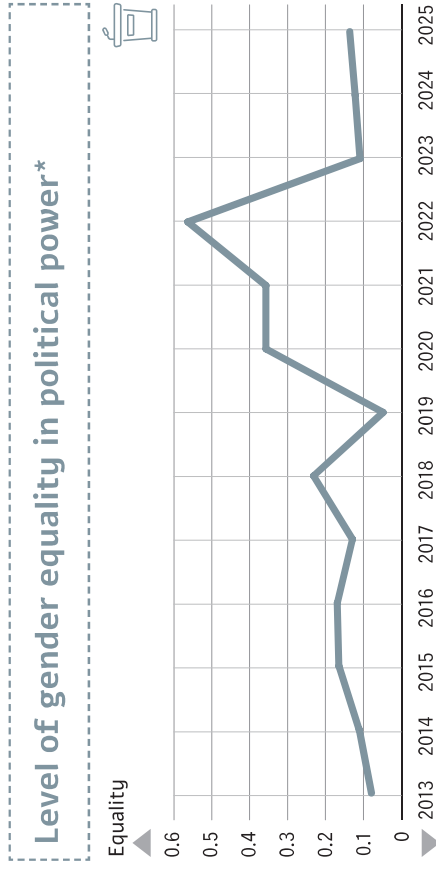
The level of gender equality in political power remains very low due to the underrepresentation of women in elected office and the appointment of only a handful to positions in the public sphere since the 2022 elections.



Source: The Knesset and Ministry of the Interior

## Government Ministers by Gender

The 37th Government has 28 men and 5 women in ministerial positions.



Source: The Knesset and Ministry of the Interior

source: The Knesset

Source: CBS

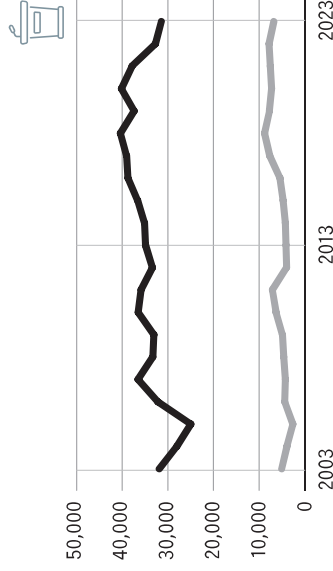
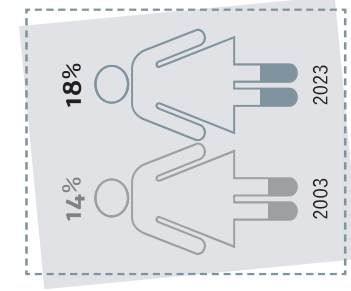
Source: She Knows, VLIJ

## Economic and Political Power

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

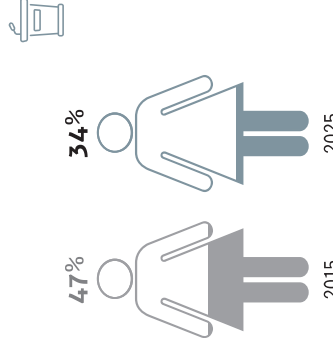


### CEO's in the Private Sector by Gender



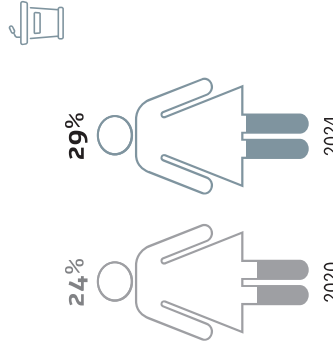
Source: CBS

### Women on Boards of Government Companies



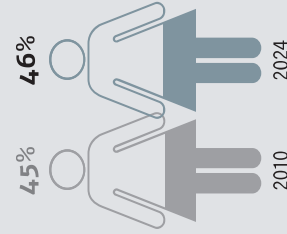
source: Data.gov

### Women on Boards of Public Companies



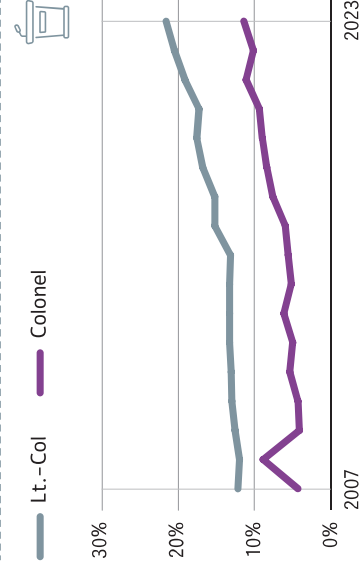
Source: ISA

### Women in senior positions in the public sector



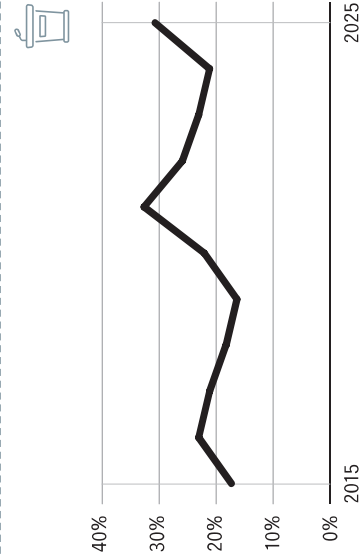
Source: CBS data compiled by authors

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



Source: IDF

### Government companies in which women were not appointed as directors by the government

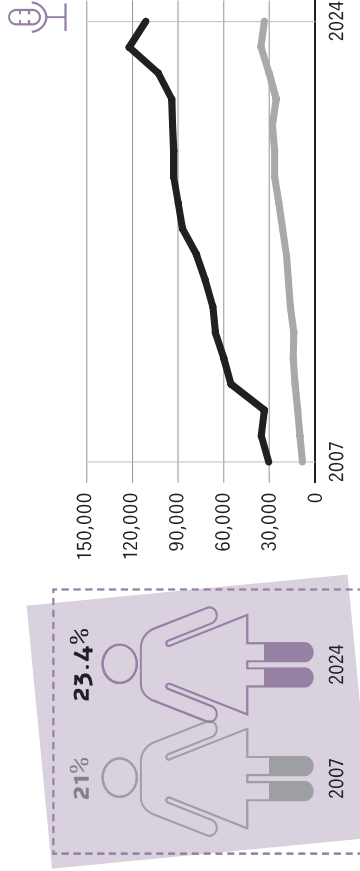


Source: Data.gov

## Persistent Gender Disparities in Arts and Music, the Media, and Sports

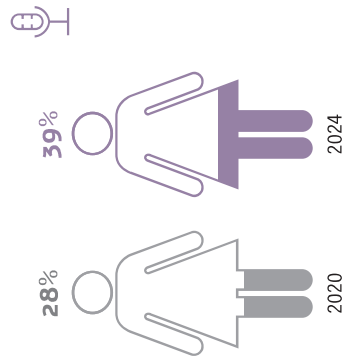
The gaps between women and men in leadership and influence in the fields of culture, sports, and the media contribute to the creation of images, symbols, and myths that preserve gender hierarchies in Israeli society.

### Number of Competitive Athletes by Gender



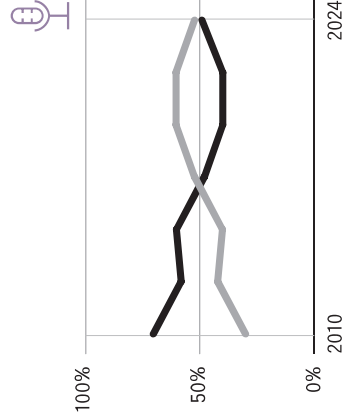
Source: Ministry of Culture and Sports

### Proportion of women in management of sports associations



Source: Ministry of Culture and Sports

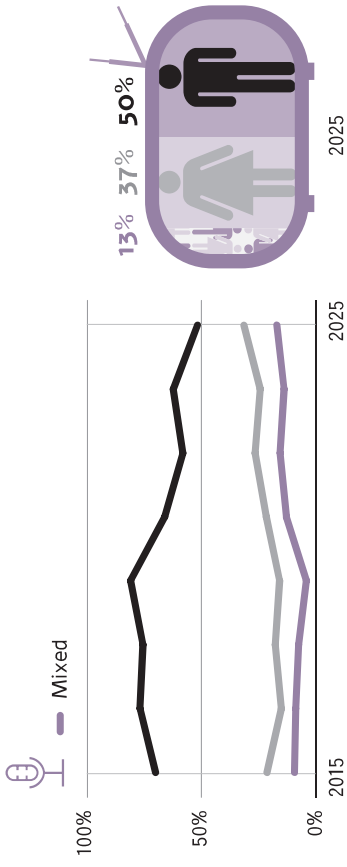
### Authors of prose and poetry books by gender



Source: National Library



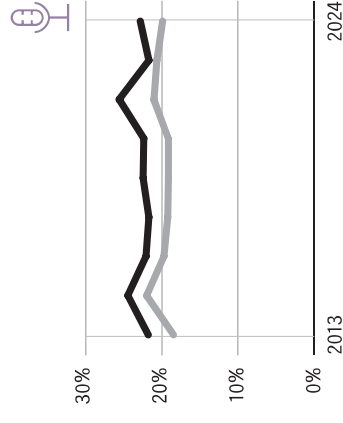
### Israeli Singers Most Played on Radio Stations by Gender



\*Data updated until 31.8.25

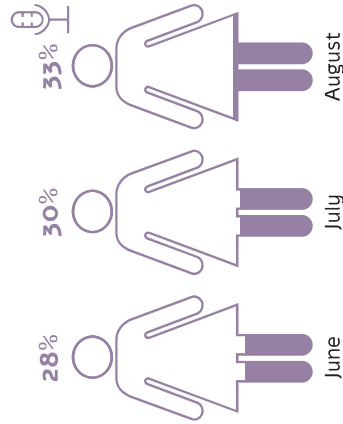
Source: Media Forest, compiled by the authors

### Engagement in Voluntary Activity by Gender



Source: CBS

### Women's representation on TV evening news 2025



Source: 50:50 Initiative for Gender Equality

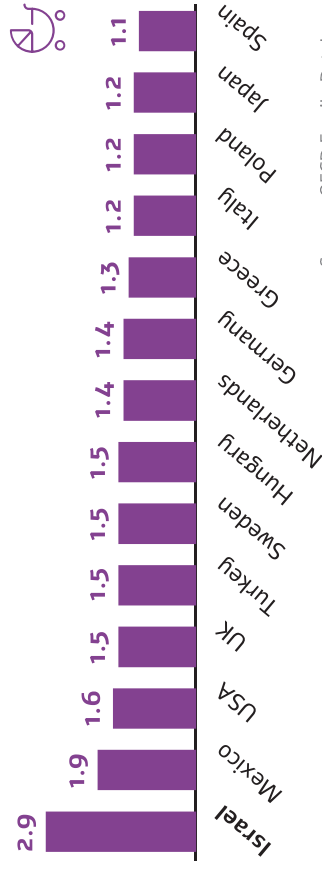




## Work, Family and Time-Use

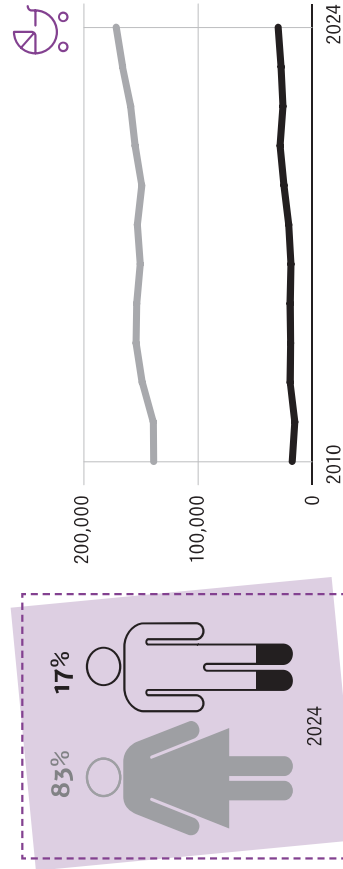
Women's employment is closely related to the gendered division of labor in the family and at home. Women are still primarily responsible for invisible work—housework and family care. These tasks often constitute a barrier to their full integration into the labor force. This is especially significant in light of Israeli women's high fertility levels compared to those in other developed countries.

### Average number of children per woman in selected OECD countries 2023



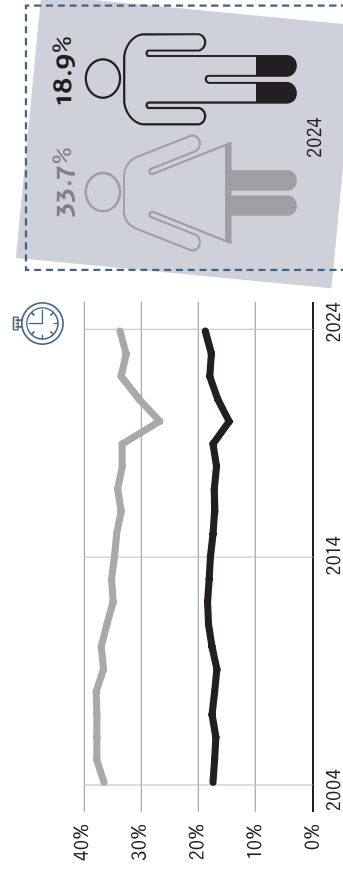
Source: OECD Family Database

### Heads of Single-Parent Families by Gender



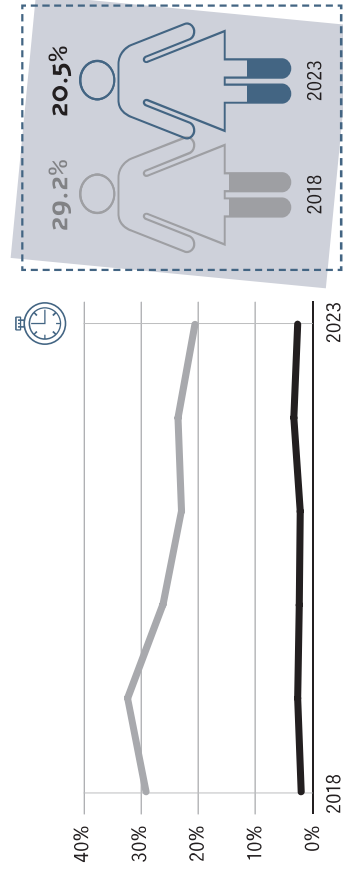
Source: CBS data compiled by authors

### Part-time Employment by Gender



Source: CBS data compiled by authors

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



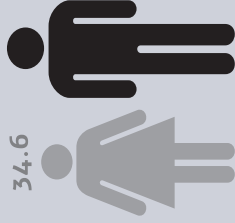
Source: CBS data compiled by authors



## Work, Family and Time-Use

Average working hours per week

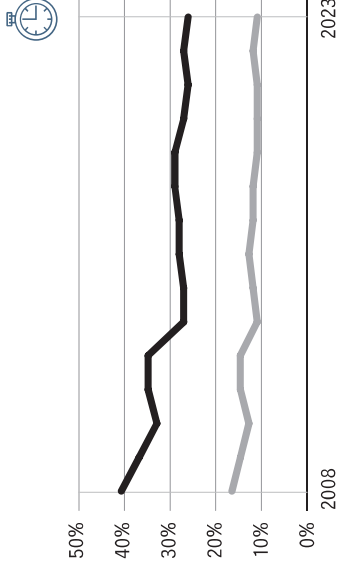
34.6



2024

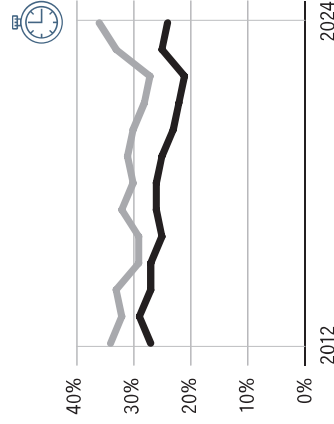
Source: CBS data compiled by authors

Employees Working More than 50 Hours per Week



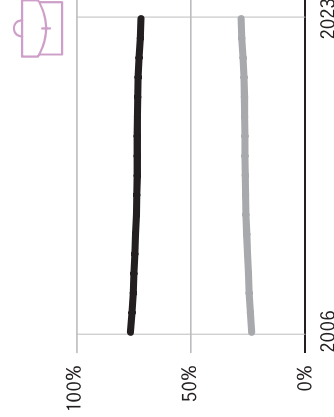
Source: CBS data compiled by authors

Traveling to work 15 minutes or less



Source: CBS data compiled by authors

Small business ownership by gender



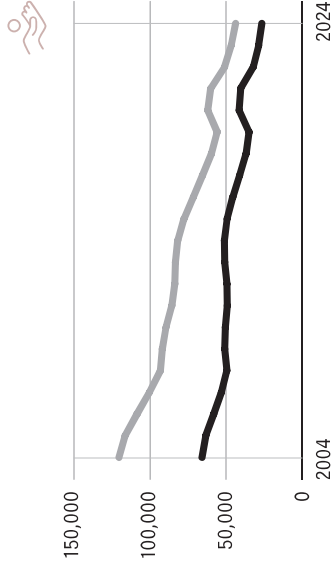
Source: CBS data compiled by authors



## Vulnerability and economic insecurity

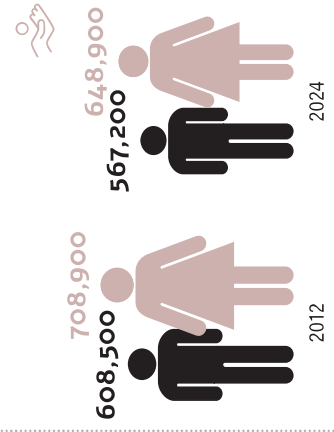
Women are poorer than men and more dependent on the social security system.

Number of income support benefit claims



Source: NII data compiled by authors

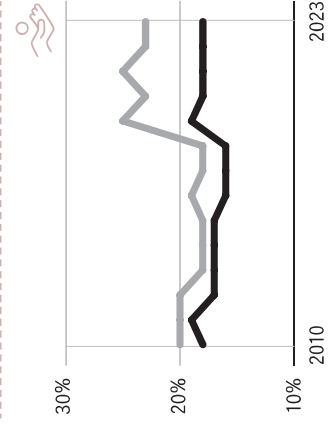
Number of Registered in Social Services Departments\*



\*Of the Welfare Ministry

Source: CBS data compiled by authors

Incidence of Poverty after Transfer Payments and Taxes



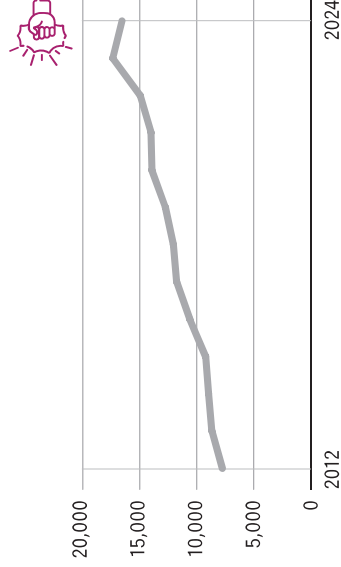
Source: NII data compiled by authors



## Gender-Based Violence

Gender-based violence in all its diversity—sexual, physical (including femicide), domestic, psychological, and economic—is difficult to estimate given the paucity of up-to-date official data. The figures presented are reports of GBV and a basis for an informed estimates of the scope of the problem.

### Number of New Calls to Rape Crisis Centers



Source: ARCC data compiled by authors

### The number of women's homicides

include gender-based homicides (femicide – murder by spouse or relative, as part of a conflict between families/criminals) and other homicides



\* 2025 data is updated through November 30th

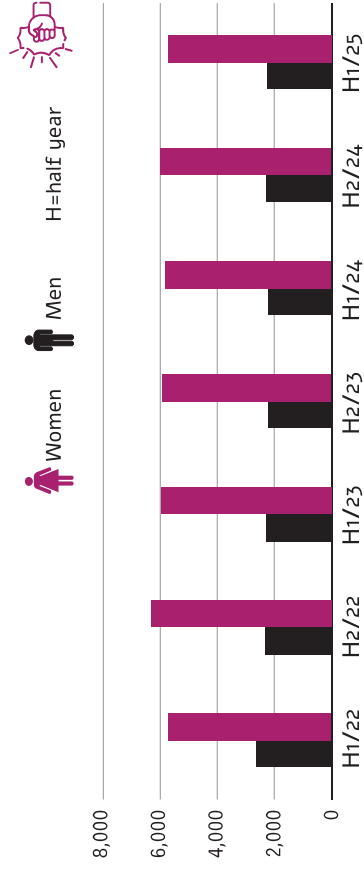
Source: Tizkor, IWN, RIC, Israel Police



## Gender-Based Violence

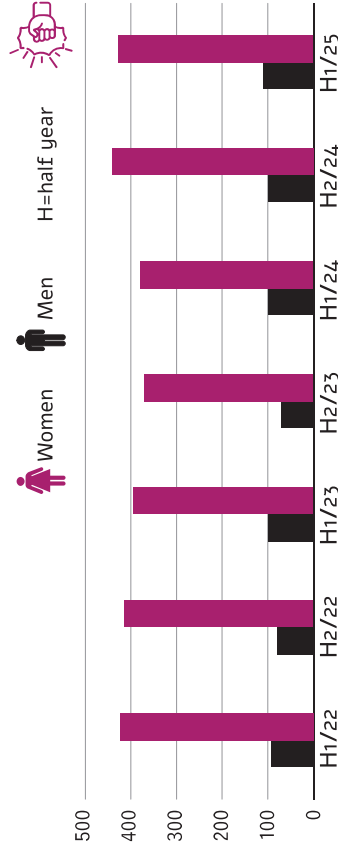
The statistics on domestic violence—sexual and physical—are presented in six-month intervals for the period between January 2022 and June 2025. H1 represents the first six months of each year; H2 stands for the last six months.

### Cases opened for physical domestic violence by victim's gender



Source: Israel Police

### Cases opened for sexual domestic violence by Victim's gender



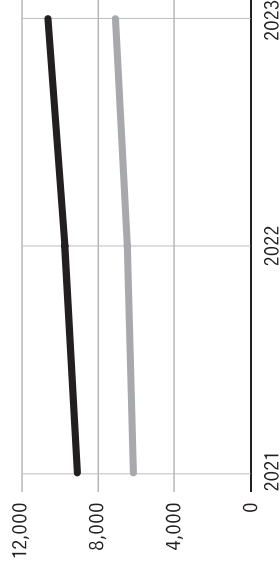
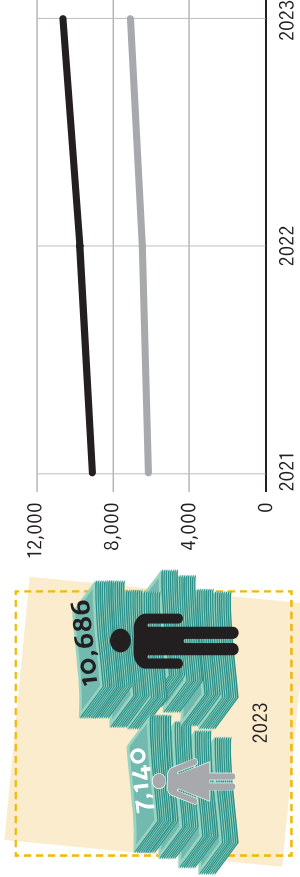
Source: Israel Police

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## Intersections: Gender Gaps and Comparisons Between Women from Different Social Groups

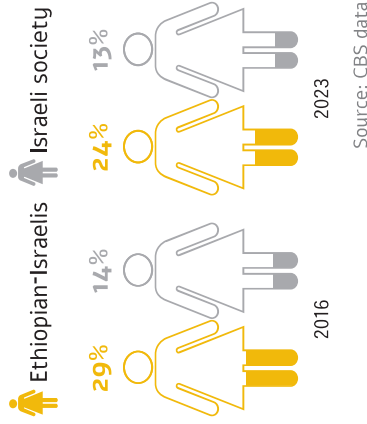
Comparing women from diverse social groups makes it possible to identify differences in women's socioeconomic status in Israeli society and to understand how the intersection of gender and social location amplifies the marginalization of some women relative to others. For the first time, the Gender Index presents data on Ethiopian-Israeli women in Israel\*.

**Average monthly salary among Ethiopian-Israelis** by Gender (Employees ages 18-64, in NIS)



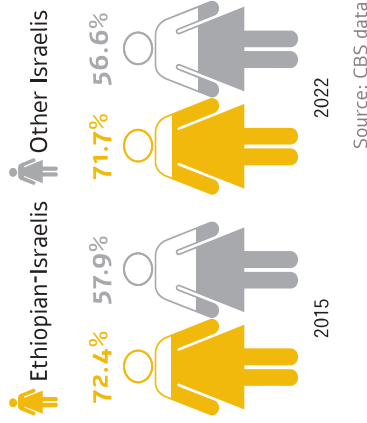
Source: Occupational Diversity Index

**Single-parent families** (%)



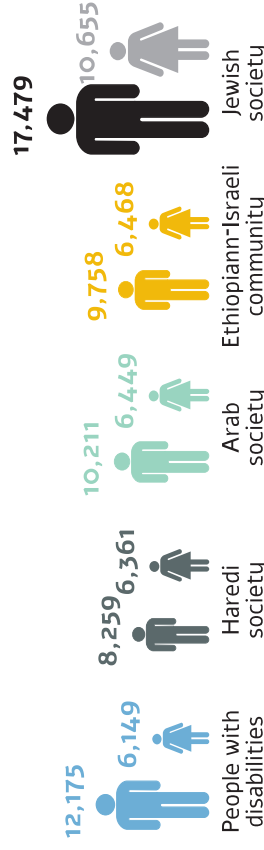
Source: CBS data

**Women first degree students** (%)



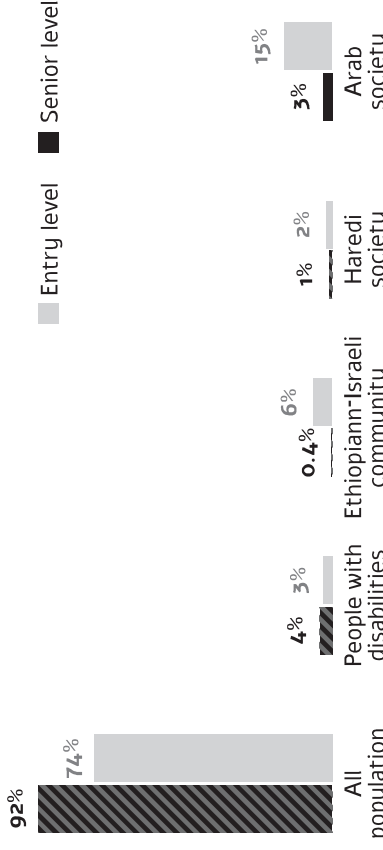
Source: CBS data

**Average monthly salary** by gender and social group (Employees ages 18-64, 2022, in NIS)



Source: Occupational Diversity Index

**Women in the civil service** by seniority and social group, 2023



\* There is little official gender-sensitive data published about the Ethiopian-Israeli community.

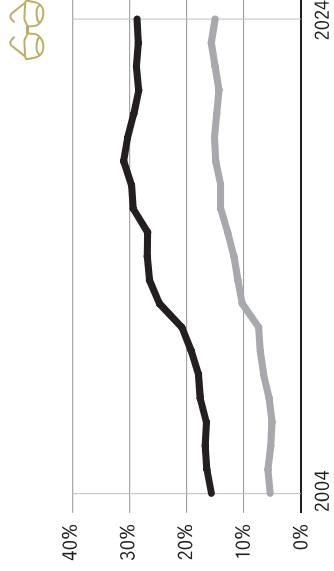
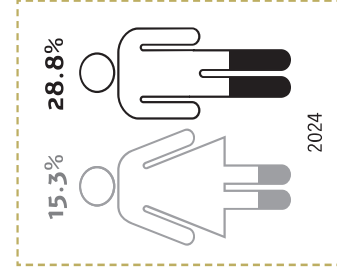
Source: Civil Service Commission



## Intersections: Gender Gaps at Age 65+

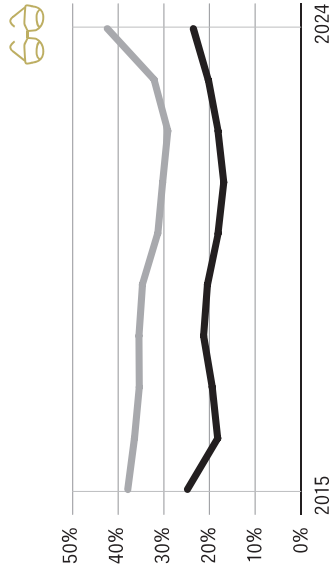
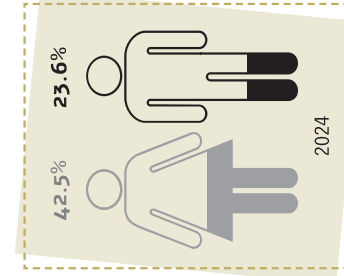


### Labor force participation age 65+



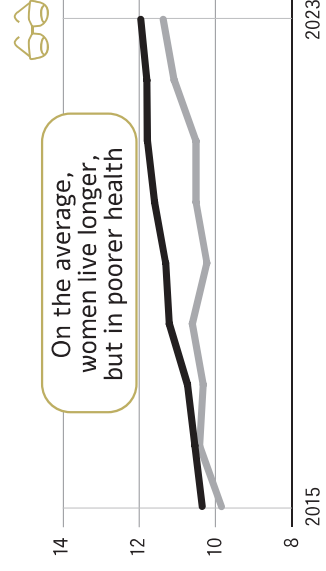
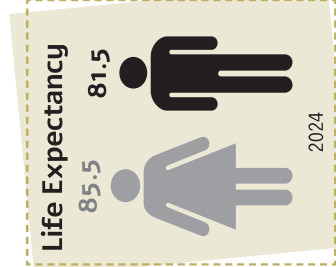
Source: CBS data compiled by authors

### Subjective feelings of depression age 65+



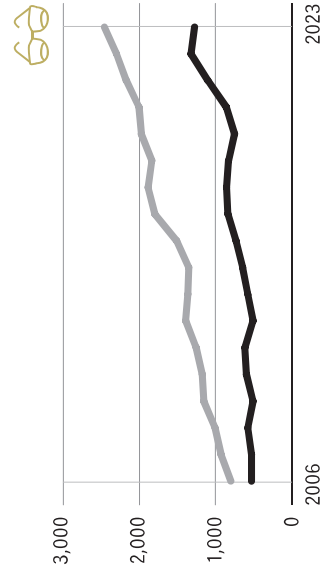
Source: CBS data compiled by authors

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

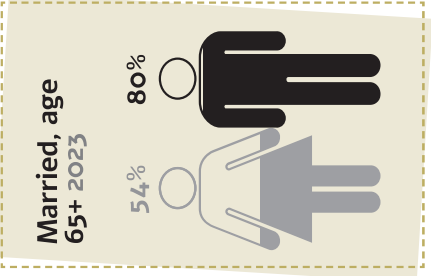


Source: CBS data compiled by authors

### Never married age 65+, in thousands



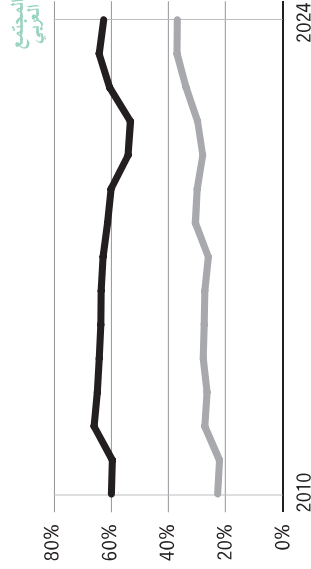
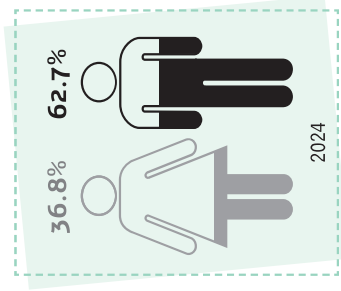
Source: CBS data compiled by authors



## Intersections: Gender Gaps in Arab Society

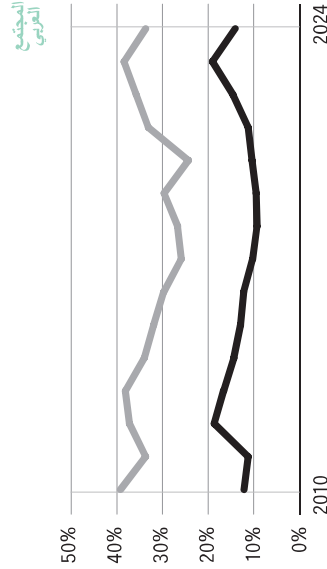
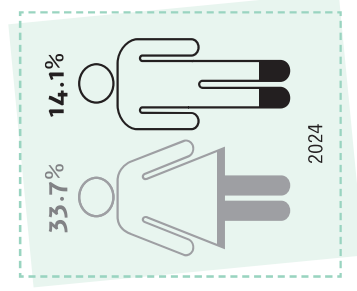
The gender gap in higher education attainment has increased slightly over the years (a higher proportion of women than men have an academic degree), and the gender gap in employment has narrowed, although only a little over a third of Arab women are employed. Over all, however, the status of Arab women in the country is lower than most social groups.

### Labor Market Participation in Arab Society



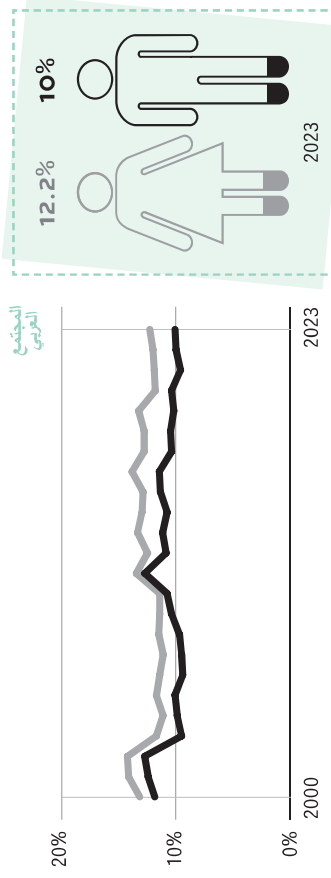
Source: CBS data compiled by authors

### Part-time Employment in Arab Society



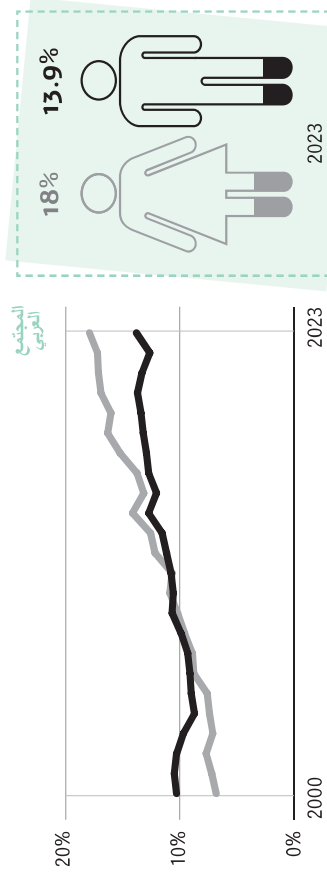
Source: CBS data compiled by authors

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



Source: CBS data compiled by authors

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



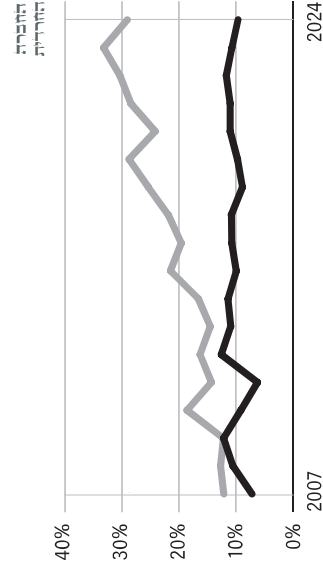
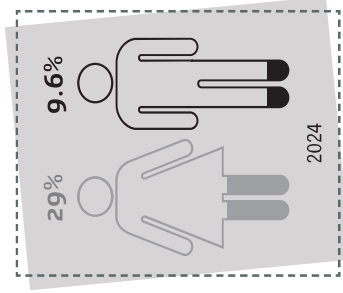
Source: CBS data compiled by authors



## Intersections: Gender Gaps in Haredi Society

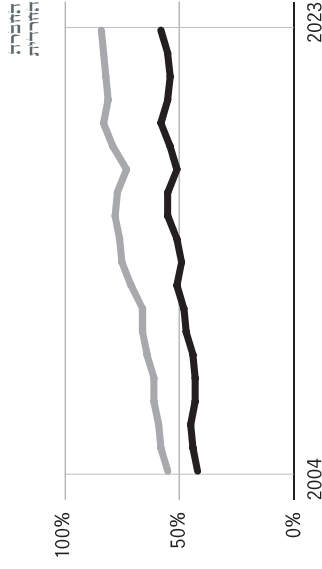
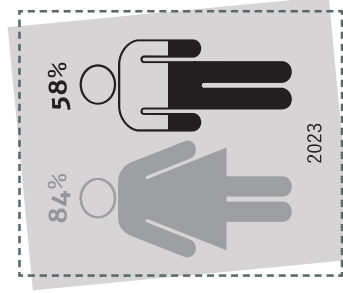
In Haredi (Ultra-Orthodox) society, more women than men acquire academic education and participate in the labor market, but their average monthly salary is lower than men's.

### Academic Degree in Haredi Society Age 20+



Source: IDI and CBS data compiled by authors

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

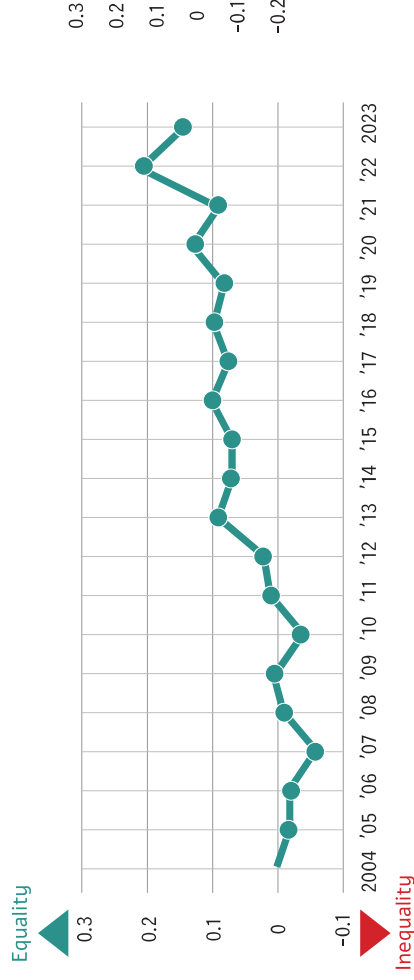


Source: IDI and CBS data compiled by authors



## Level of Overall Gender Inequality

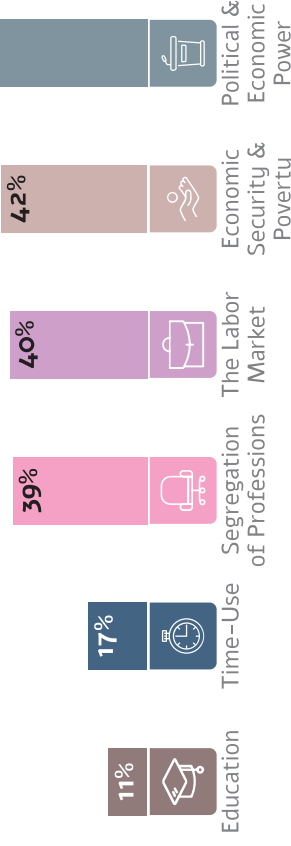
The level of gender equality in Israel has increased by only 15% since the beginning of measurement in 2004 (an average of 0.75% per year). Between 2004 and 2010, no significant improvement occurred. From 2010 to 2013, modest progress was made. Between 2013 and 2021, gender equality remained largely unchanged. In 2022, the power dimension improved due to a significant increase in women's political representation in the Bennett-Lapid government, raising gender equality by 12%. However, since the formation of the present Netanyahu government in late December 2022, gender equality in Israel has declined by 6% as a result of the sharp drop in women's representation in the political arena.



Source: 2025 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: 2025 Gender Index

## Policy Recommendations

# 1

The last few years have demonstrated the overall **fragility of past achievements** in gender equality. Under the present government **women in Israel are being marginalized from positions of political and economic power**. The data presented in the Gender Index show a close correlation between the increase in feminist political power and the reduction in gender gaps in diverse fields. However, the forthcoming 2026 general elections are unlikely to alter prevailing patterns unless **formal mechanisms** that ensure women's equal representation and a **binding feminist agenda** in political parties are put in place. Legislation mandating equal gender representation at all levels is needed to bring about significant change.

# 2

The **weakening of democratic gatekeepers** and the disregard for independent oversight mechanisms constitute a major shift in the rules of the democratic game in Israel – with far-reaching consequences for women's status and rights in all spheres of life. As a result, feminist civil society organizations act as alternative gatekeepers, seeking to prevent further harm to the position of women in the public sphere while their access to resources is further constrained. These groups must be strengthened. The rapid increase in the **proliferation of firearms is a source of growing violence** in Israeli society. Therefore, it is necessary to reduce the prevalence of firearms. Effective control mechanisms are required before approving private firearm licenses.

# 3

In normal circumstances, and even more so during wartime, there is an urgent need for systematic **solutions to balance the dual challenges of work and family life**. These require structural changes in the labor market (including reducing the number of work hours per week), providing free early childhood education for ages 0–3, and recalculating national accounts to reflect and reward the invisible work of women in the private sphere. These are essential steps to ensure that women (and men) can earn a decent living and raise children with dignity.

# 4

**Gender segregation in higher education and in the labor market** reflects deeply entrenched gendered structures and the persistence, if not intensification, of traditional discriminatory practices. The changes suggested for the labor market are also essential for diversifying the fields of educational specialization of both women and men and expanding their occupational choices. These structural patterns may be outcomes of the broader effects of women's exclusion from positions of power which reinforces conservative gender norms in additional spheres of life as well.

# 5

Increased security expenditures and accompanying political pressure severely **reduce the availability of social services**. Women are disproportionately affected because they are the majority of workers in the fields of health, welfare, and education, and because they are more economically vulnerable and therefore rely more heavily on these services than men. **Budget cuts must be reevaluated through a gender lens** to avoid further harm to women. Moreover, mechanisms designed to express appreciation and recognition for **reserve service**, such as direct financial compensation, academic benefits, or priority in public tenders, may further institutionalize inequality in opportunities and compensation. Such arrangements should be re-examined in light of their long-term implications for gender and social equity.

# 6

Israel is undergoing a multi-faceted crisis with significant gendered effects. Policies that consider the needs of women from diverse social groups and address unique gender-specific needs are urgently required. These policies must be regularized and based on **gender-sensitive data**. Hence the systematic collection and timely publication of gender-differentiated statistics is crucial. This imperative applies to all parties involved in the collection and publication of data: state and local authorities, research institutes, and civil society organizations.



## The Gender Index 2025: 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



### 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
- 10 Books' authors



### Health

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



### Time-Use

- 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



### 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



### 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



### 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



### Ethiopian-Israelis

- 1 Representation in Civil Service
- 2 Ave. monthly salary
- 3 Undergrad students
- 4 Single-parent families



### 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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