The Gender Index
Gender Inequality in Israel
2016

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Advancement of Women
In the Public Sphere

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The Gender Index

The Gender Index is an innovative tool developed by **WIPS – The Center for the Advancement of Women in the Public Sphere** at the Van Leer Jerusalem Institute, which serves to evaluate gender inequality in Israel across a spectrum of fields over time.
The Gender Index is based on the calculation of gender inequality in Israel in key domains: education, the labor market, gendered segregation of professions, poverty, power, media and culture, health, violence against women, time and family status; as well as gender inequality in the periphery and gender inequality in Arab society in Israel. Every year the Index is developed and expanded.
The Gender Index addresses issues of diversity and social structures of inequality by looking at the intersections of gender with ethnicity and graphical location.
The Gender Index is a tool for decision-makers in the government and the public institutions.


Education


Labor Market


Gendered Segregation of Professions


Poverty


Power


Media and Culture


Family Status


Time


Violence against Women


Health



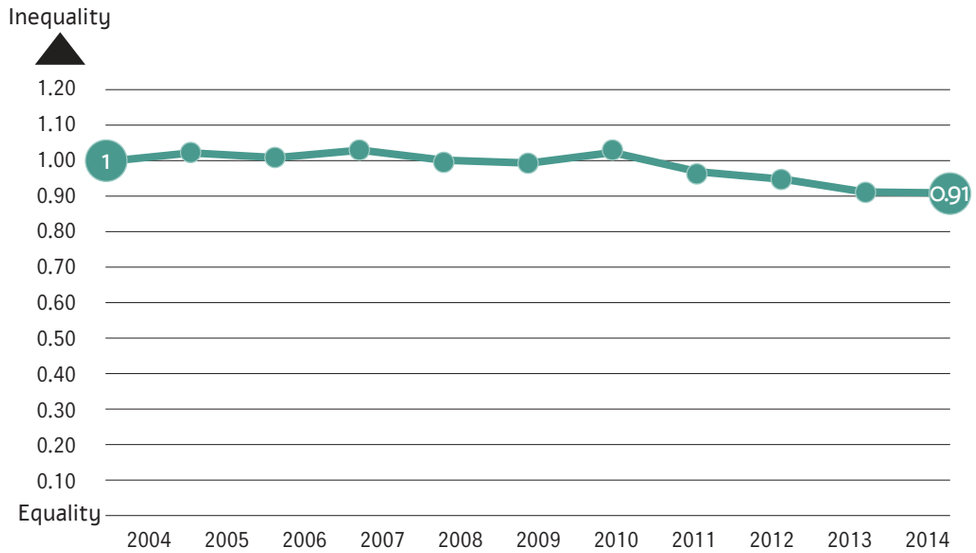
Arab Society


Periphery


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

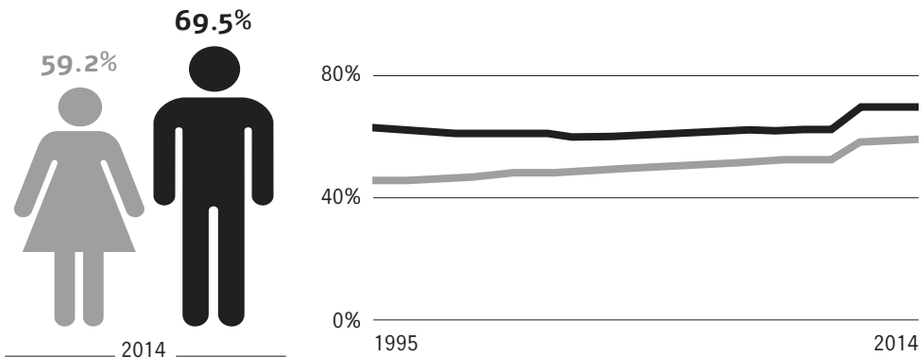
The Level of Inequality Over the Years

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

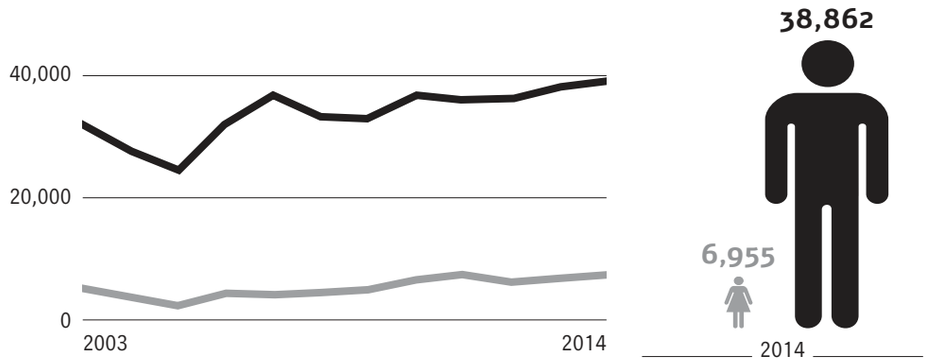


Continuous Gender Gap in All Areas of Life

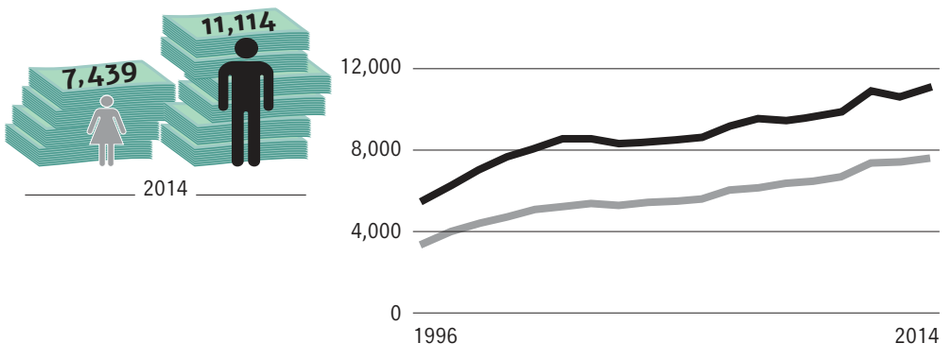
In most areas of life the gender gap is maintained in favor of men.
In some areas the gender gap even increases over time.



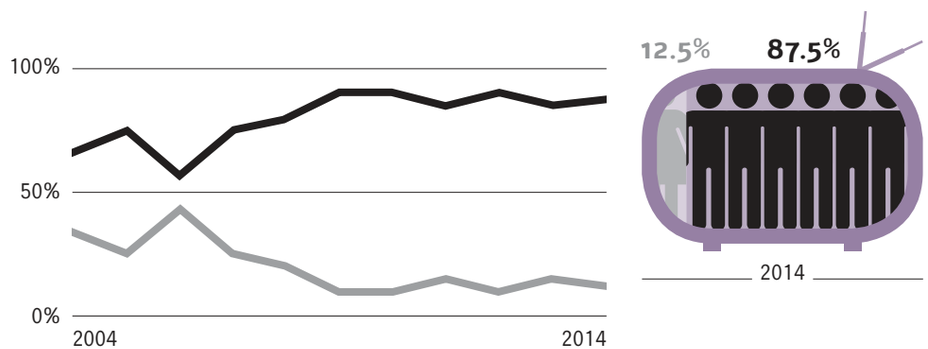
Labor Force Participation, by Gender



Number of CEOs

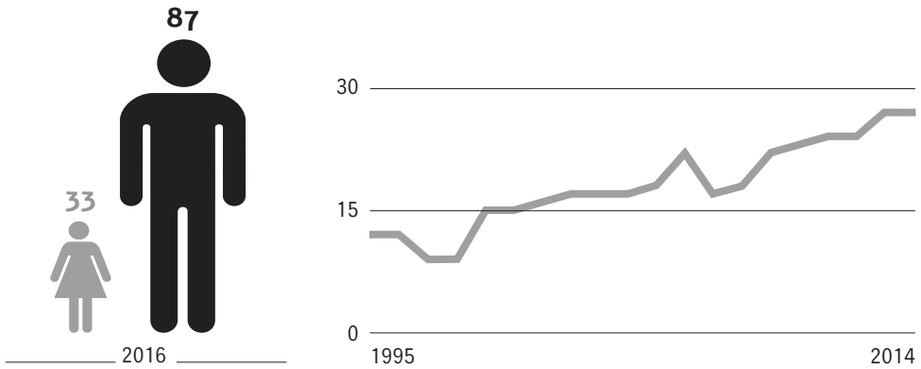


Average Monthly Salary, by Gender (NIS)

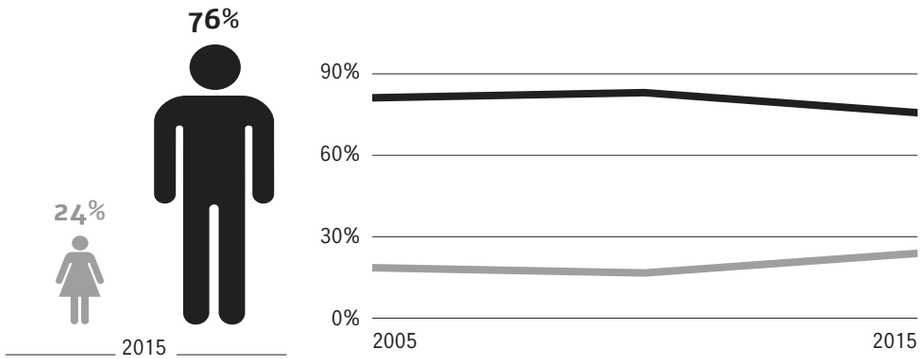


Popular Singers' Charts, by Gender

Continuous Gender Gap in All Areas of Life



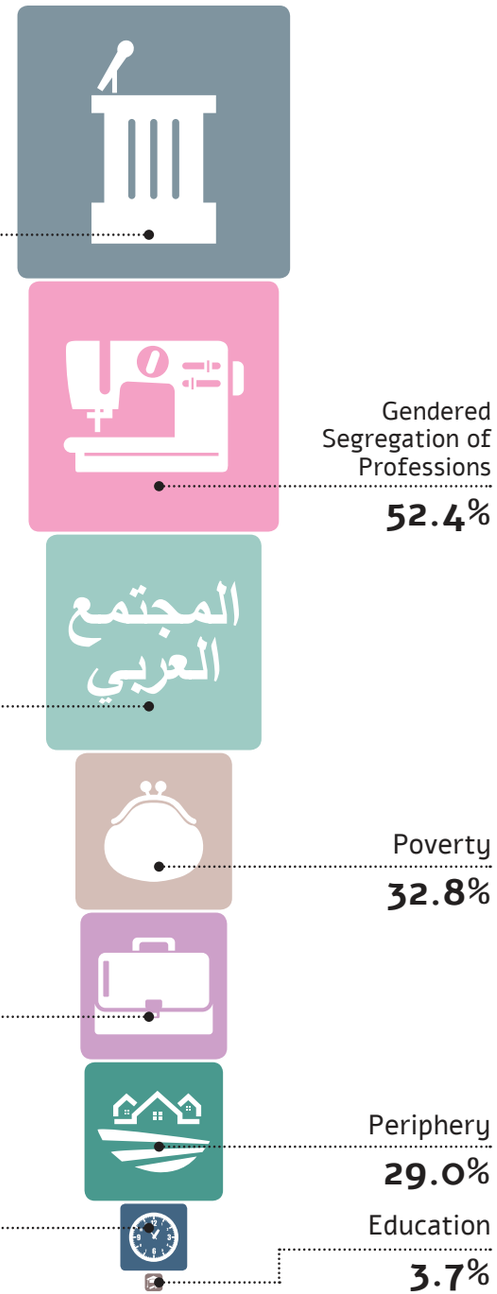
Number of Women in the Knesset



Women and Men in News Coverage

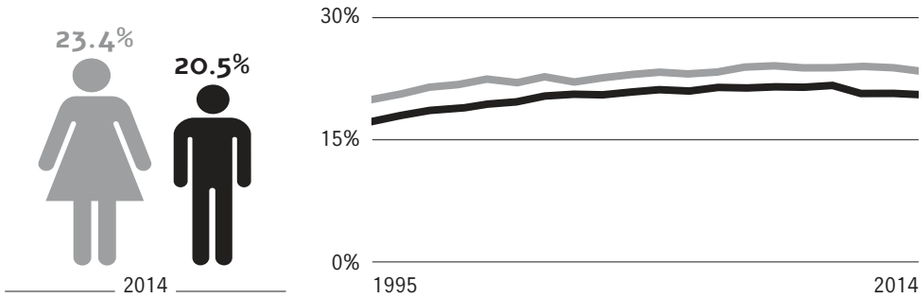
Magnitude of Inequality

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

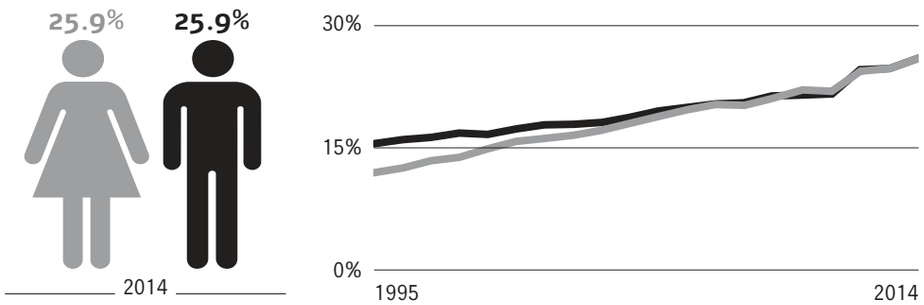


Education and Employment

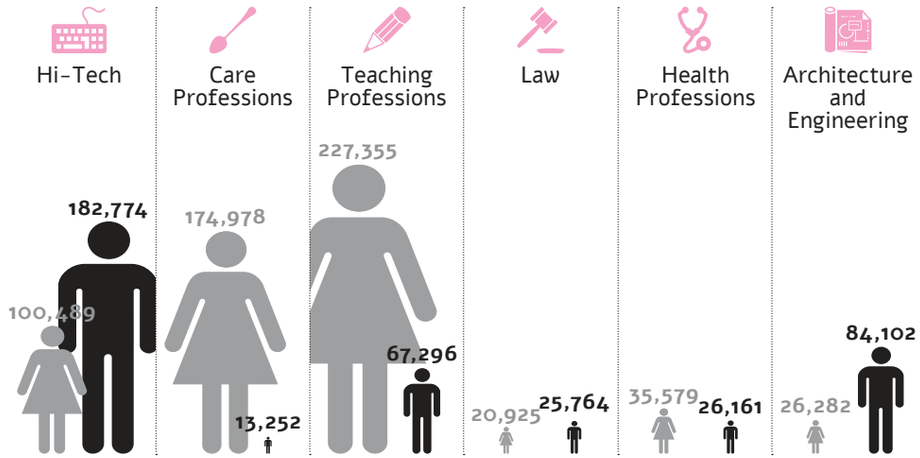
More and more women are acquiring higher education and expanding their fields of study. However, structural and cultural obstacles limit their ability to translate these achievements into improvements in the labor market and in attaining power positions.



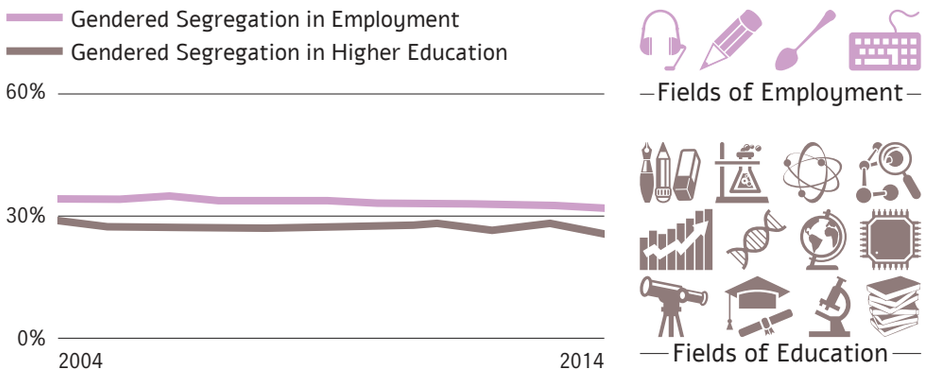
Rate of Those with 13–15 Years of Education



Rate of Those with 16+ Years of Education



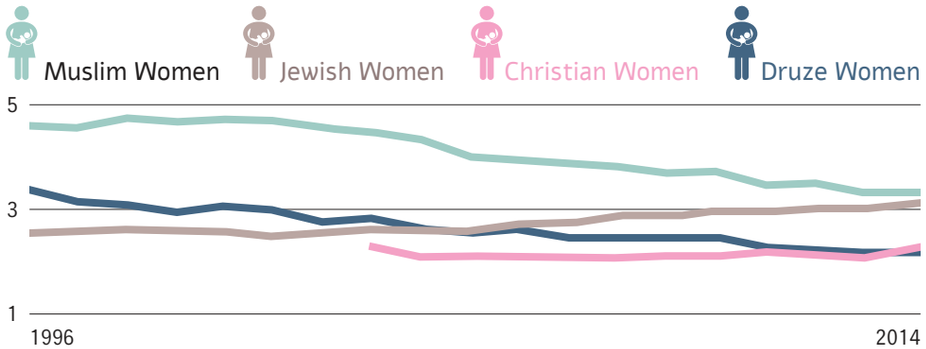
Gender Inequality in Professions



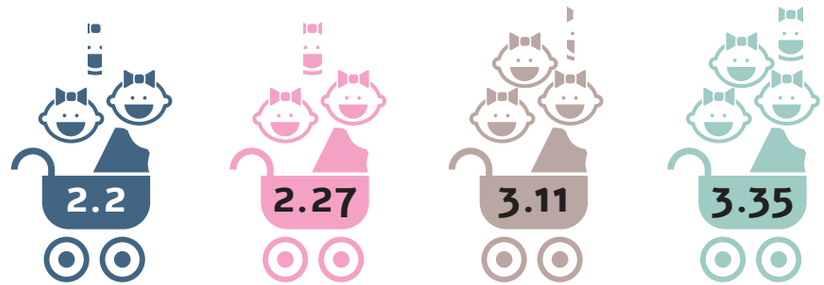
Gendered Segregation in Professions and in Higher Education

Work-Family Balance

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

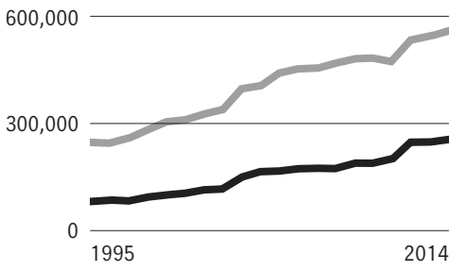


Fertility Rate by Population Groups

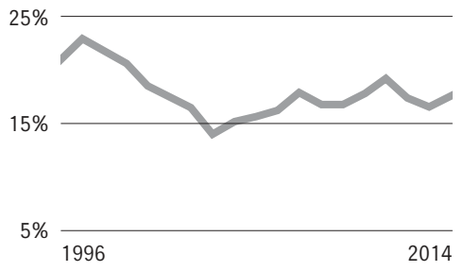


Fertility Rate, 2014

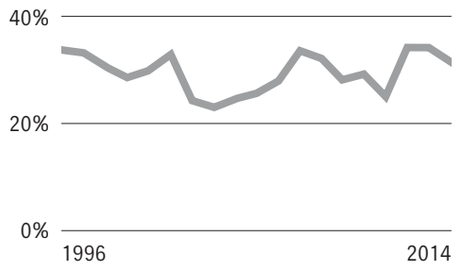




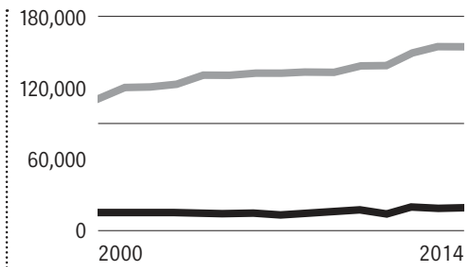
Number of Part-Time Workers, by Gender



Women Working Part-Time Due to Home-Making



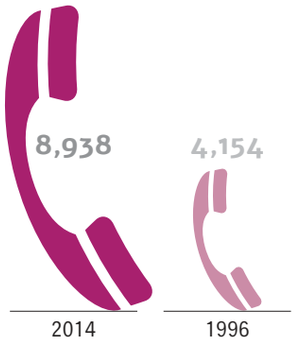
Women Unemployed Due to Home-Making

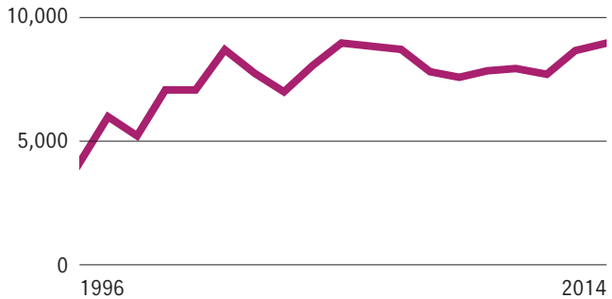


Heads of Single-Parent Families, by Gender

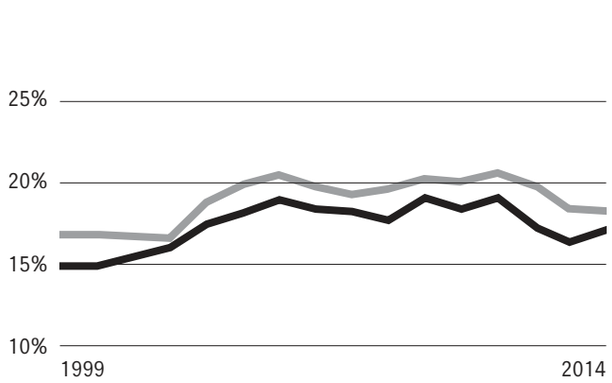
Vulnerability

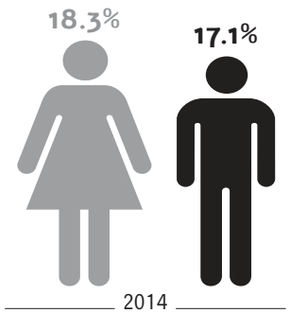
Women on the whole are poorer than men and are more exposed to gender-based violence. These facts affect their presence and positions in the public sphere.



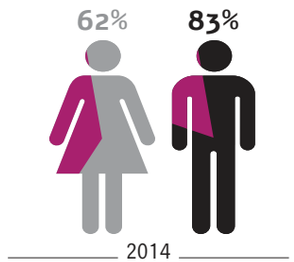


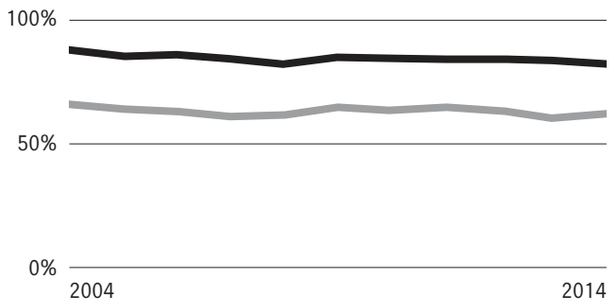
Number of New Calls to Rape Crisis Centers



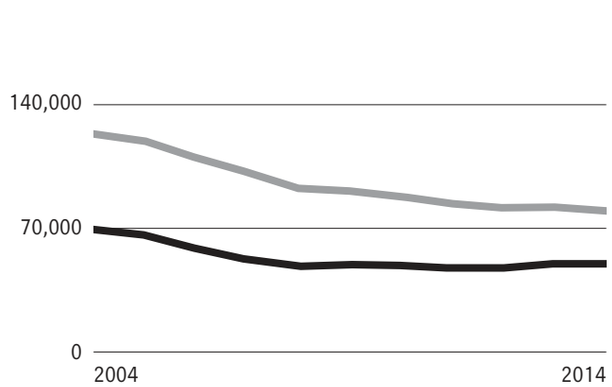


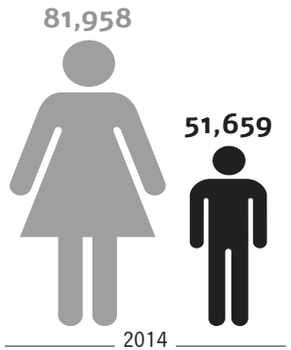
Incidence of Poverty after Transfer Payments and Taxes, by Gender





Feeling of Safety While Walking in the Street, by Gender

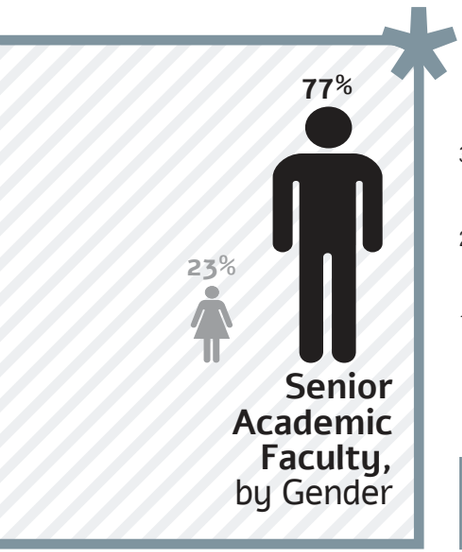


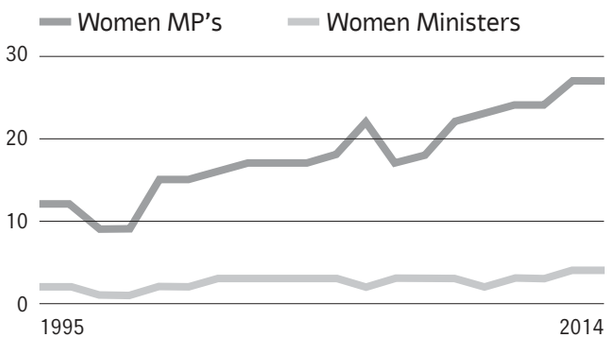


Recipients of Income Support, by Gender

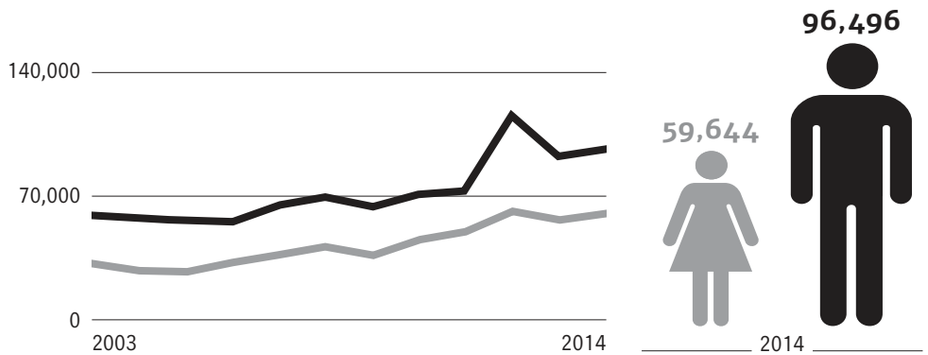
Economic and Political Power

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



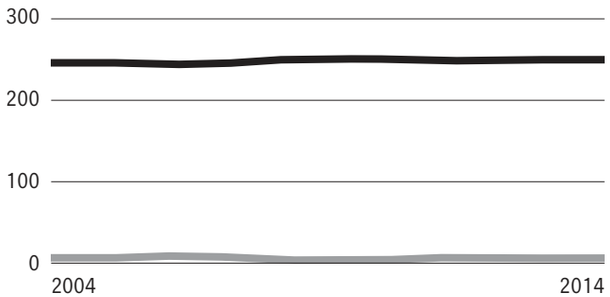


Number of Women in the Knesset and the Government

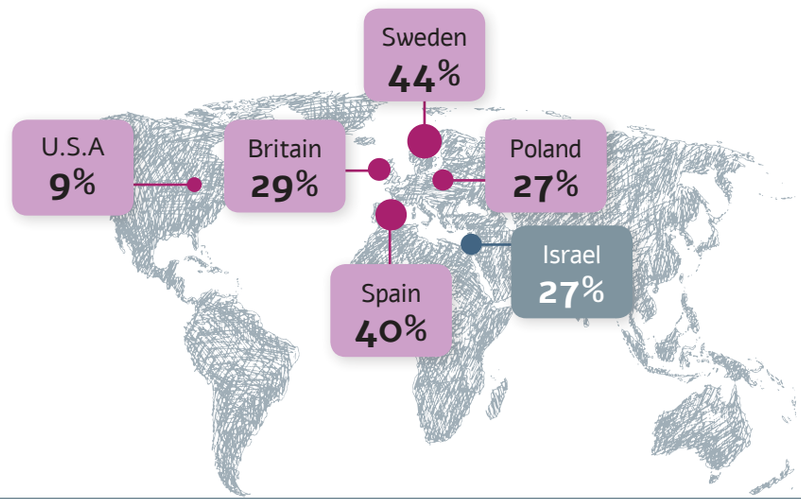


Senior Managerial Positions, by Gender





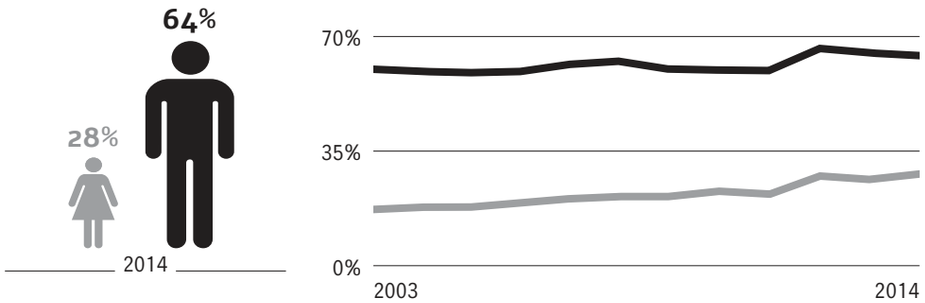
Heads of Local Municipalities, by Gender



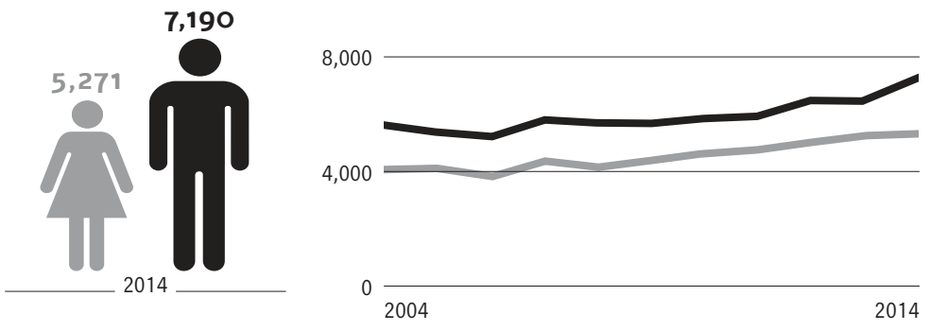
Women in Parliaments around the World, 2016

Diversity among Women

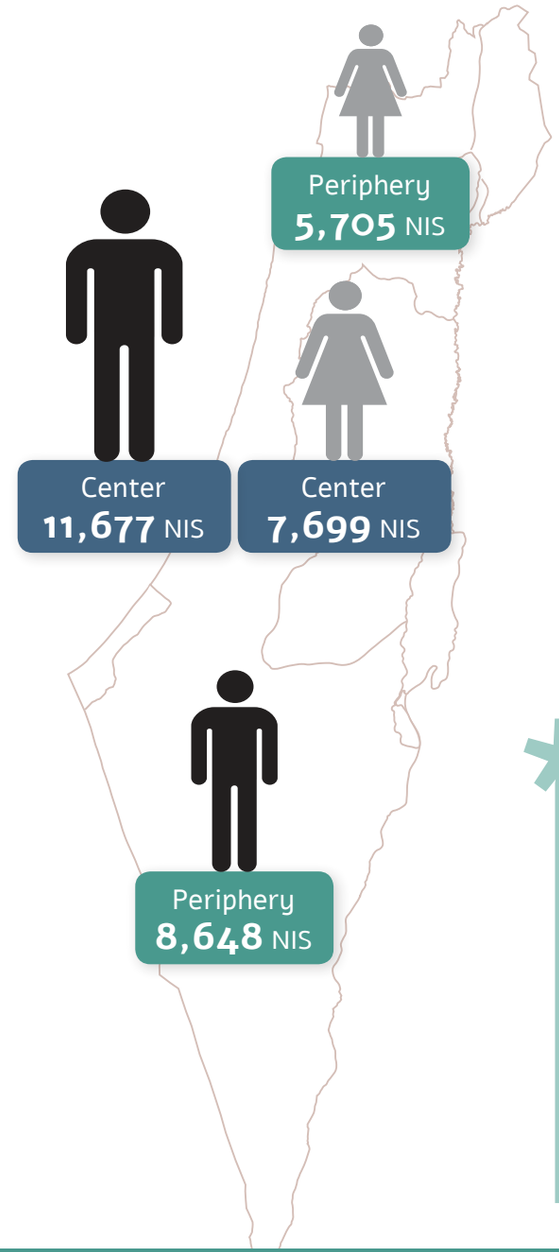
In order to fully understand the lives and perspectives of different women we also have to consider their ethnic and national identities, their economic status, geographic location, and exposure to violence. The intersection between gender and other social factors creates many differences among women,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

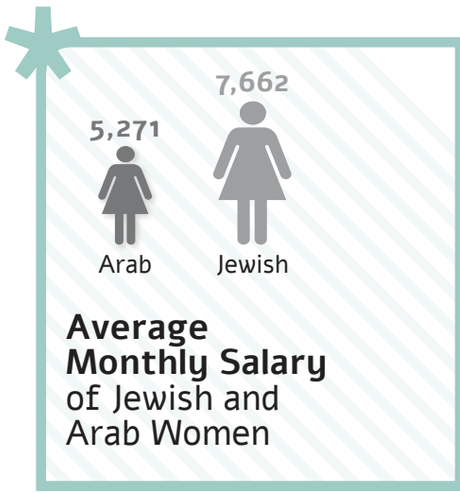


Labor Market Participation, by Gender



Average Monthly Salary in Arab Society in Israel, by Gender





Average Monthly Salary
in the Center and the Periphery

Policy Recommendations



1

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

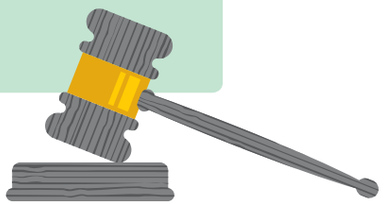


2

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

3

Promoting legislation that will ensure systematic data collection by gender



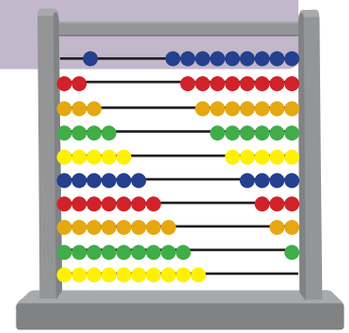


4

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

5

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



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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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