The Gender Index

Gender Inequality in Israel

2019

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WIPS • שווית
Advancement of Women
In the Public Sphere

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

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, economic security and poverty, power, media and culture, health, violence against women, time and family status. It also measures gender inequality in the periphery and gender inequality in Arab and Haredi societies 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, religion and geographic location.
The Gender Index is a major tool for decision-makers in government and public institutions.

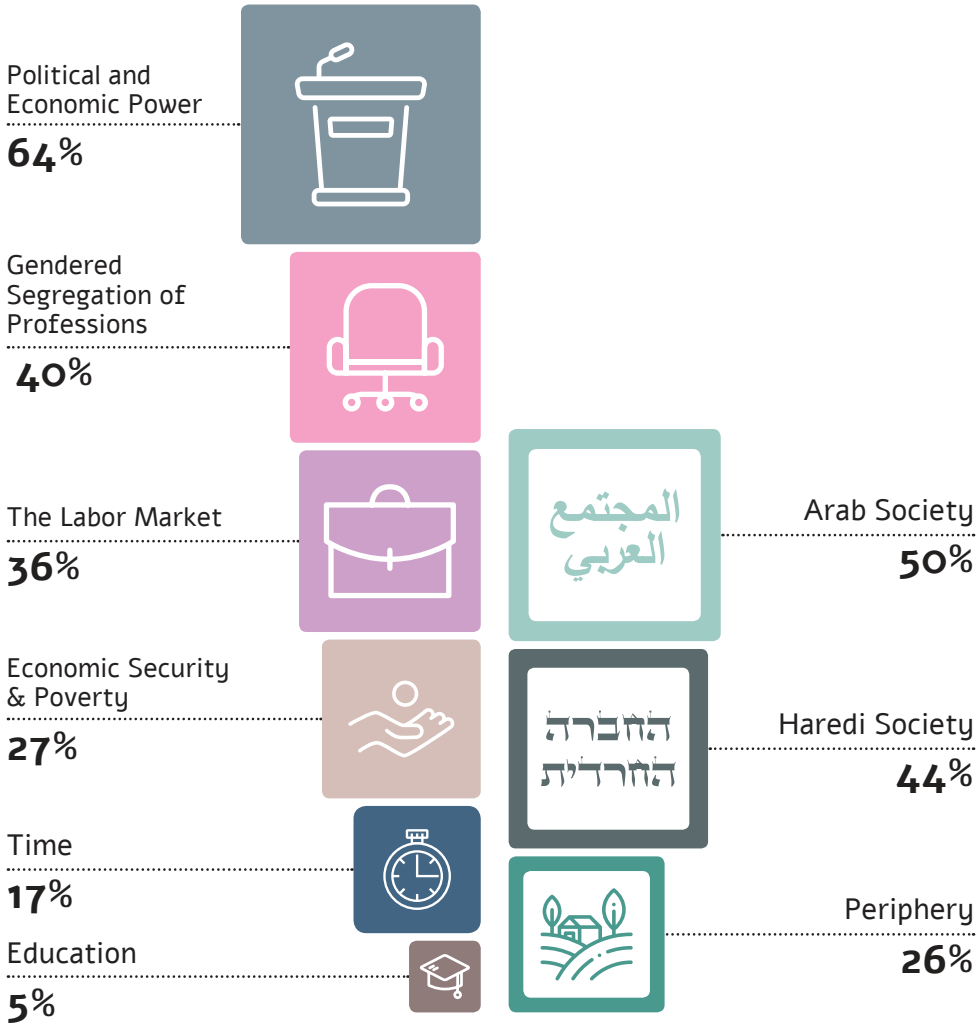




Throughout the booklet women are marked in gray and men in black

Extent of Inequality

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



Source: Gender Index 2019

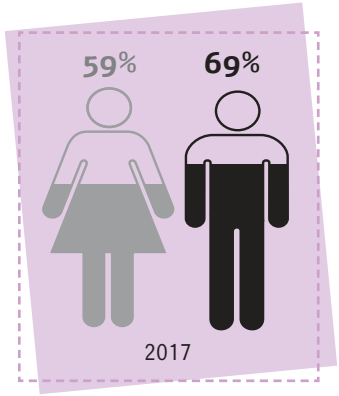


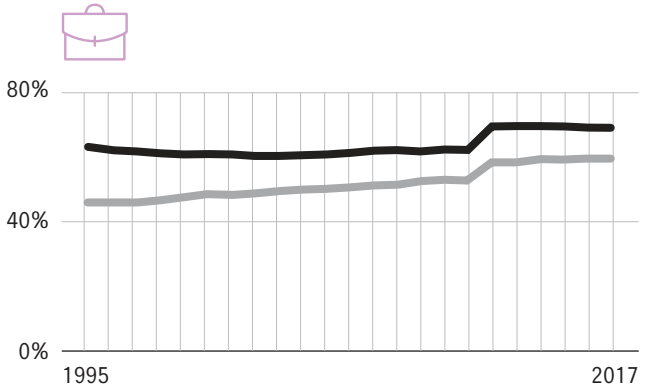


Continuous Gender Gap in All Areas of Life

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

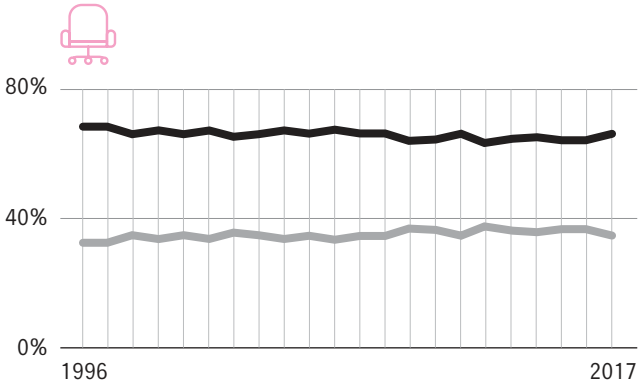
Labor Market Participation Rates by Gender

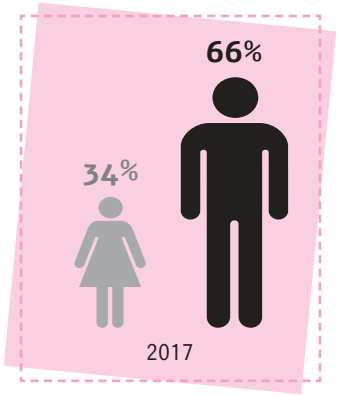




Source: CBS data compiled by authors

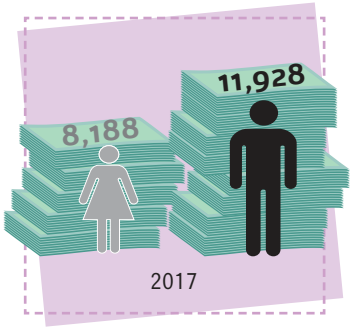
Rate of High-Tech Employees by Gender

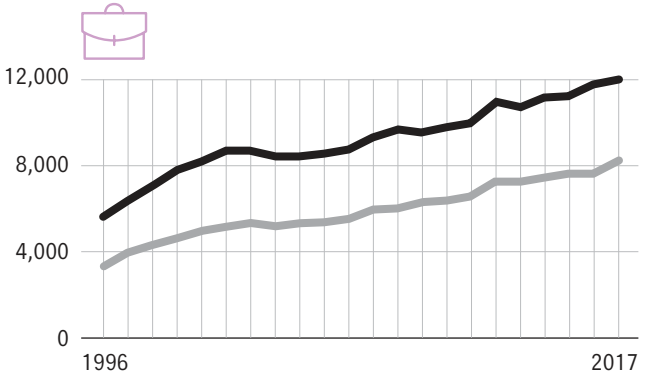




Source: CBS data compiled by authors

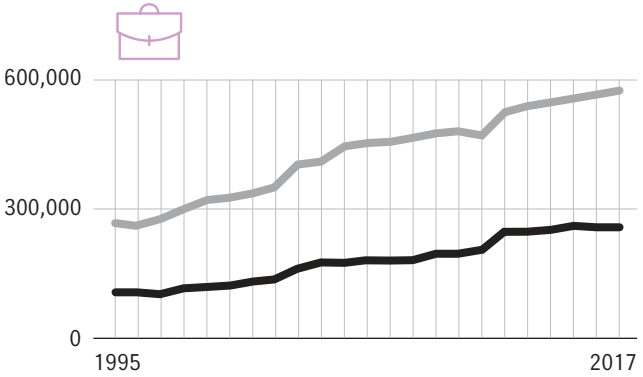
Average Monthly Salary NIS

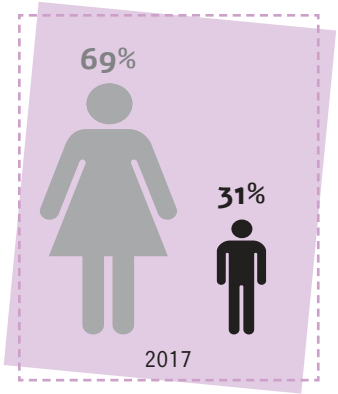




Source: CBS data compiled by authors

Number of Part-Time Workers

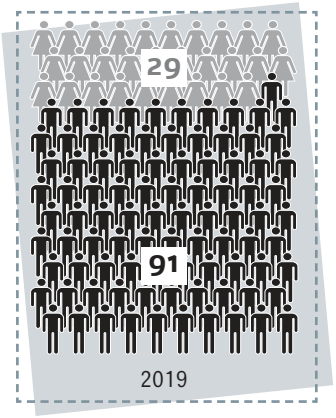


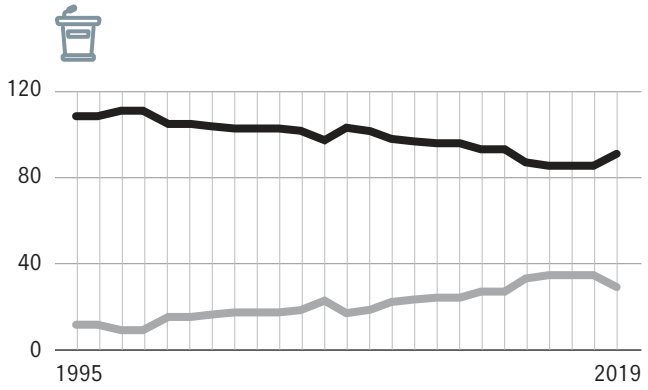


Source: CBS data compiled by authors

Continuous Gender Gap in All Areas of Life

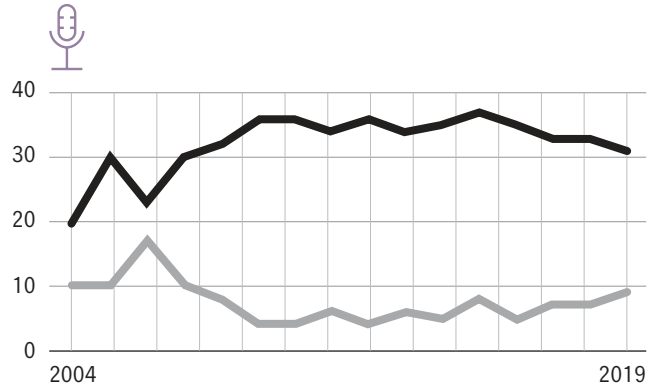
Number of Women and Men Knesset Members

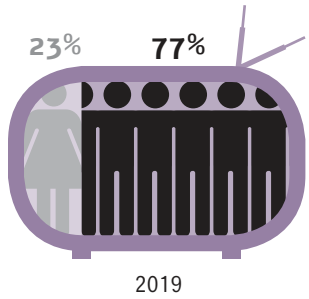




Source: Knesset data compiled by authors

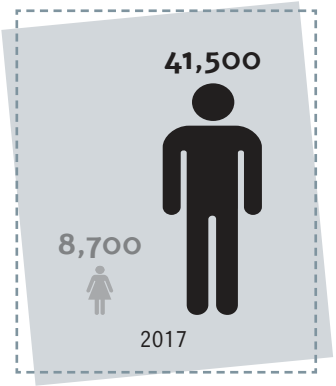
Popular Singers in Song Charts

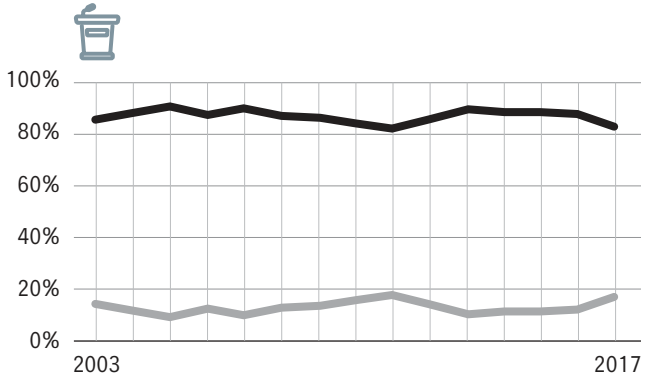




Source: compiled by authors

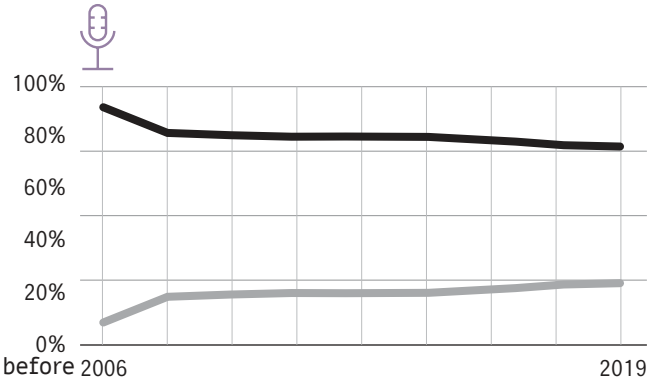
Rate and Number of CEO's

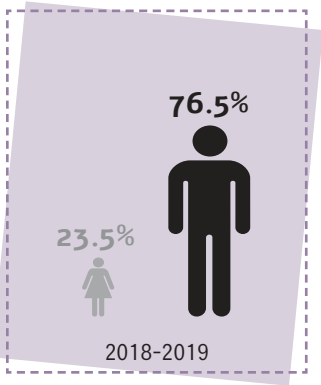




Source: CBS data compiled by authors

Rate of Athletes in Competitive Sports by Gender



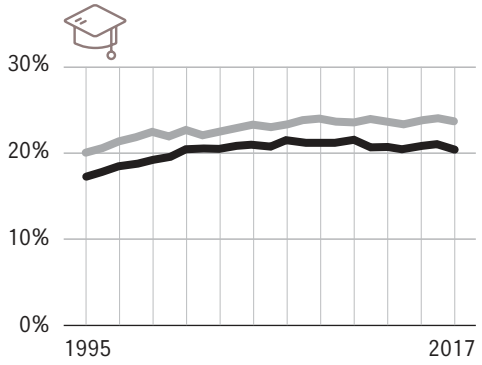


Source: Ministry of Culture and Sports

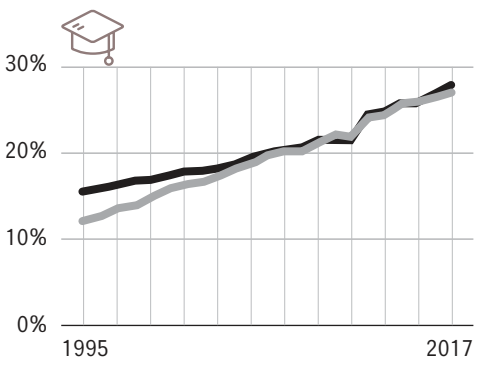
Education and Employment

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

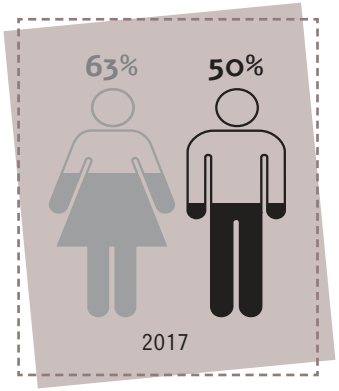


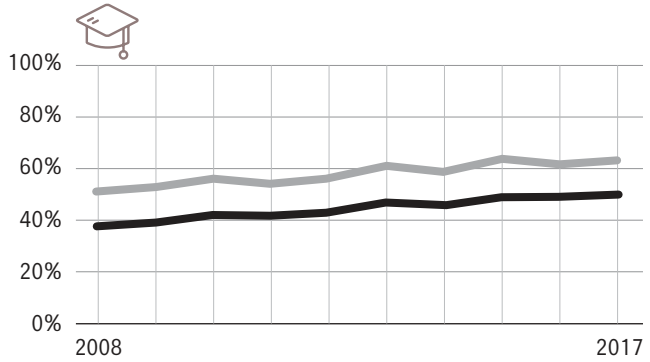
Rate of Those with 16+ Years of Education



Source: CBS data compiled by authors

Rate of Eligibility for a High School Diploma* by Gender





*Out of all members of the age group

Source: CBS data compiled by authors

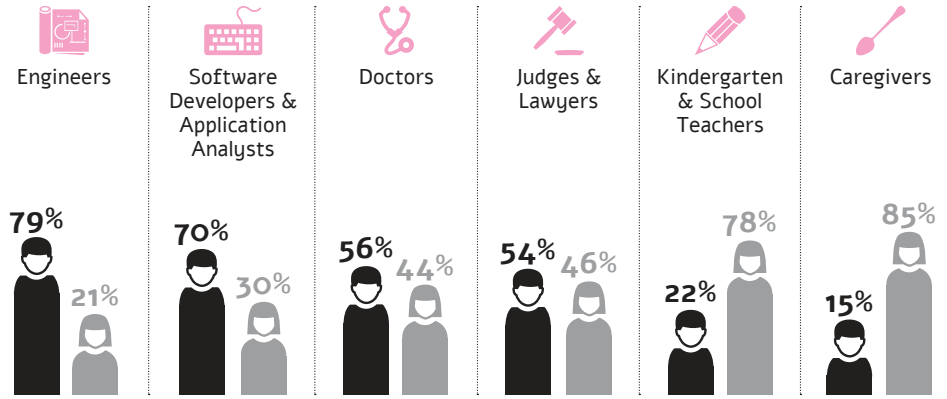
42.6%

of women need to change their profession to achieve gender equality in employment, so there will be no segregation at all.

28.2%

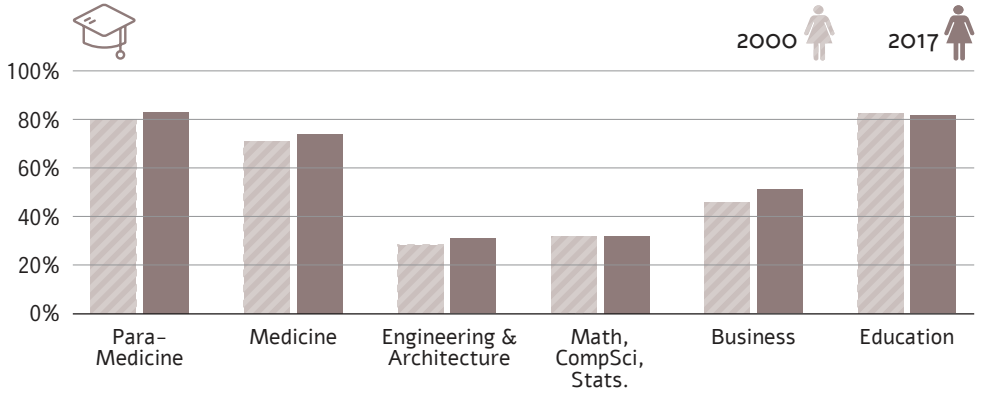
of women need to change their field of study to achieve gender equality in education, so there will be no segregation at all.

Gender Inequality in Professions 2017



Source: CBS data compiled by authors

Rate of Women Students by Fields of Study

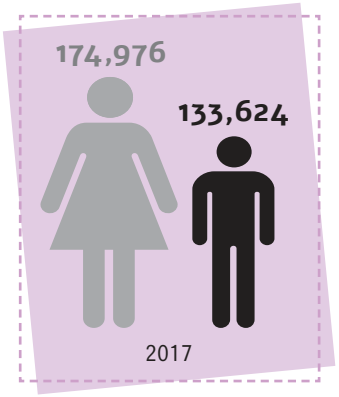


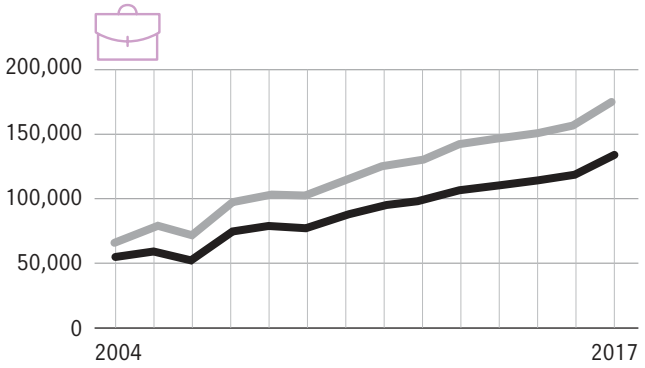
Source: CBS data compiled by authors

Precarious Employment

Precarious Employment refers to employment that is poorly paid, insecure, unprotected, and cannot support a household. A gendered perspective on this topic reveals that women are more exposed to precarious patterns of employment.

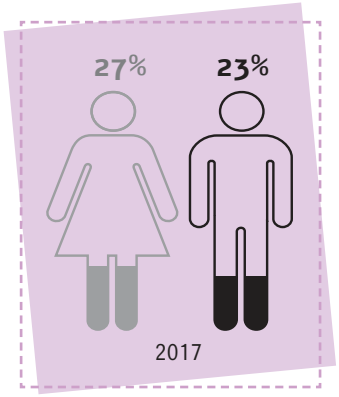
Number of Employees holding More than One Job

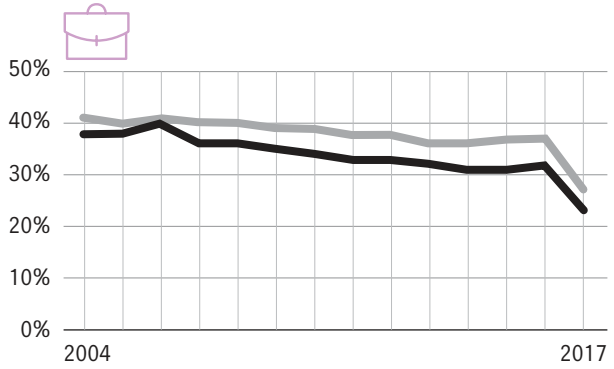




Source: NII data compiled by authors

Rate of Employees Receiving Less than 12 Monthly Salaries a Year



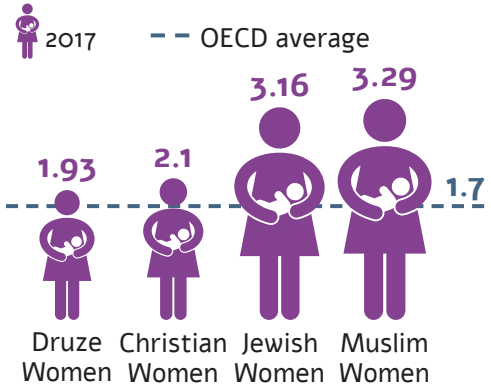


Source: NII data compiled by authors

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.

Average Number of Children per Woman by population group



Source: CBS data compiled by authors

Time Devoted Daily for Family Care in the EU*

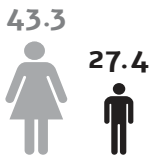


*Among ages 25-49

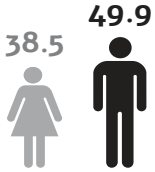
Source: EIGE, Gender Index 2019

Invisible Work: The Number of Weekly Hours Devoted to Household and Care Work

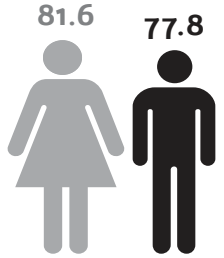
* Among families in which both partners work for pay, ages 25-65, with children up to 18 years old in the household.



Number of hours of care and household work (unpaid)



Number of hours of paid work

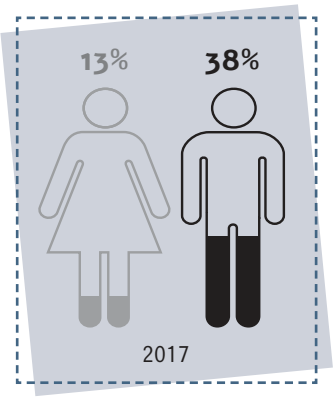


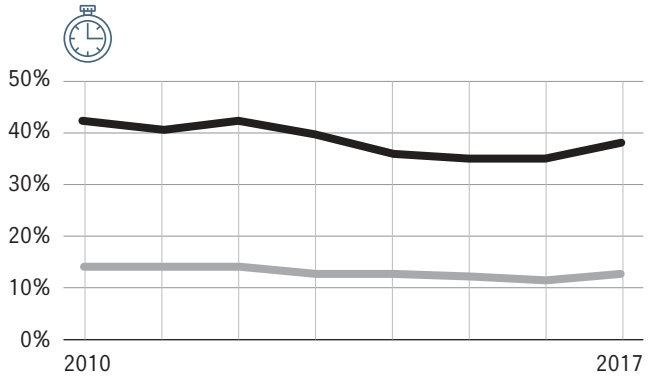
Total number of working hours: paid and unpaid work

Source: Dr. Amit Kaplan, WIPS and Academic College of Tel Aviv Yaffo, 2018

Work, Family and Time

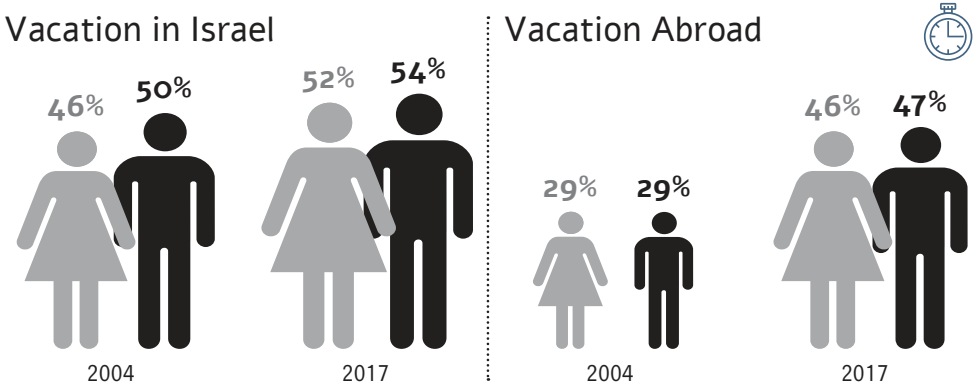
Employees Working More than 50 Hours per Week





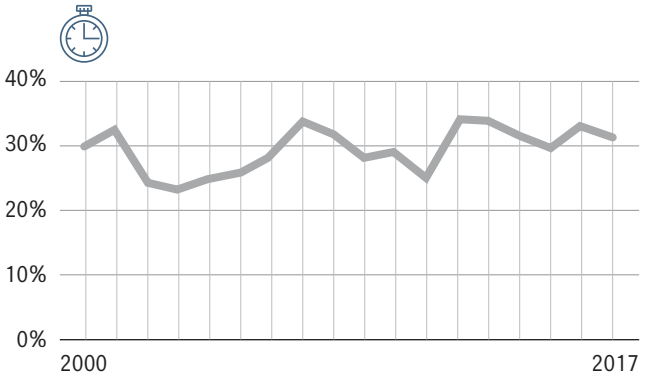
Source: CBS data compiled by authors

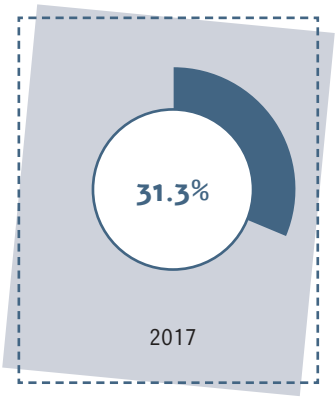
The Rate of Women and Men who went on Vacation



Source: CBS data compiled by authors

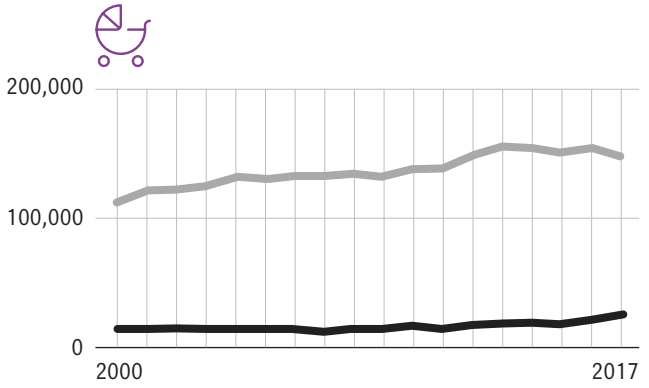
Women Unemployed Due to Domestic Obligations

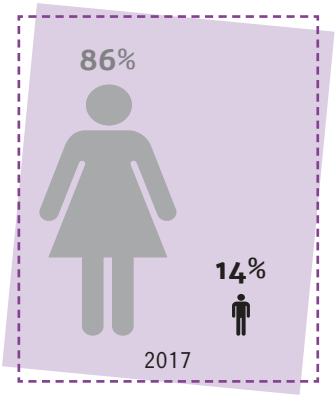




Source: CBS data compiled by authors

Heads of Single-Parent Families





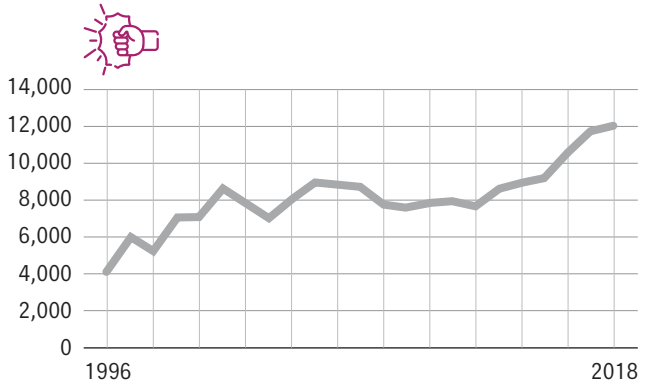
Source: CBS data compiled by authors

Vulnerability

Official data from state authorities on gender-based violence is lacking and difficult to obtain. Other countries and international organizations collect and publish data on the murder of women by an intimate partner and other types of gender based violence, but in most cases there is no comparative data from Israel.

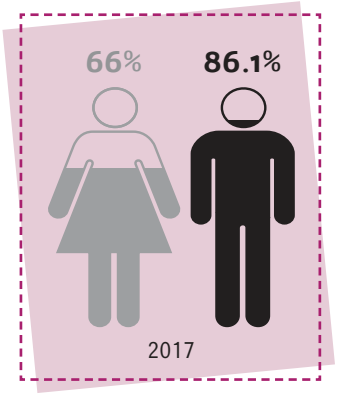
Number of New Calls to Rape Crisis Centers

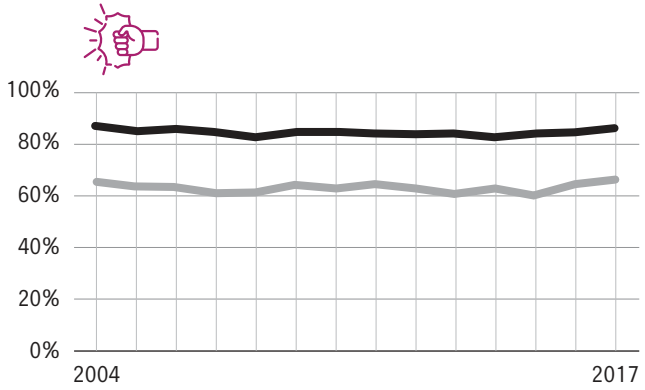




Source: ARCC data compiled by authors

Feeling Safe While Walking the Streets





Source: CBS data compiled by authors

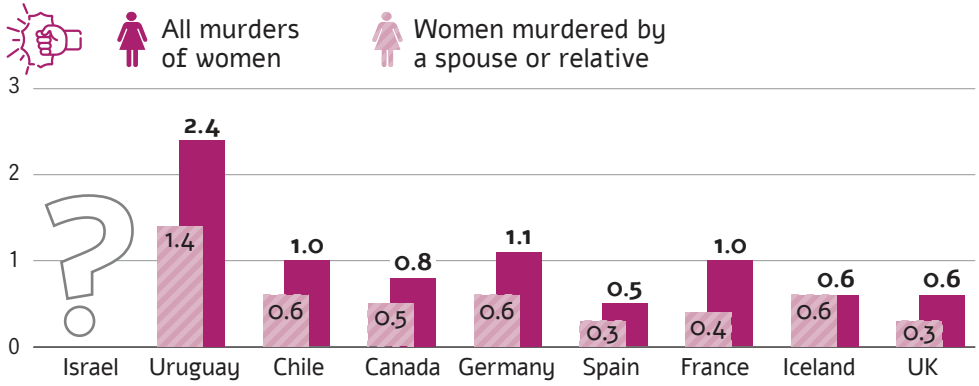
Women Murdered by Spouse or Relatives

Official data on gender-based violence is lacking and difficult to obtain. As a result, there are different data from various sources regarding the number of women murdered by a spouse or family member every year.



Source: Haaretz, Knesset Research and Information Center, Tizkor

Overall Murder of Women and Murder by a Spouse or Relative 2016, rate per 100,000 women

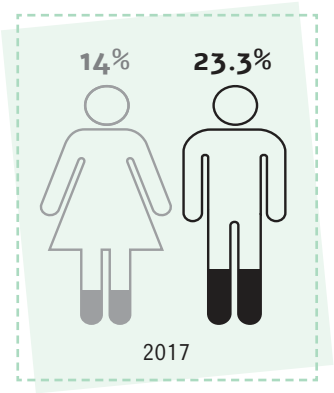


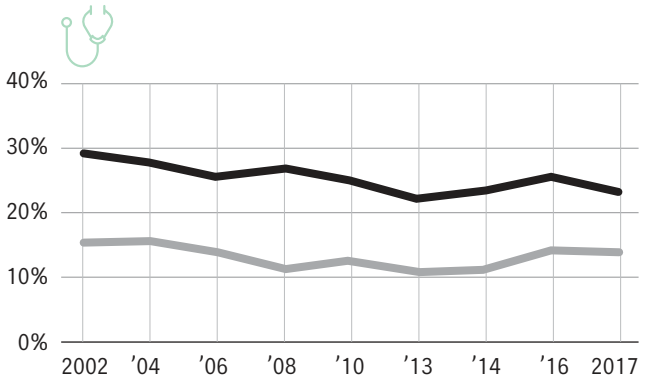
Source: UNODC Homicide statistics

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.

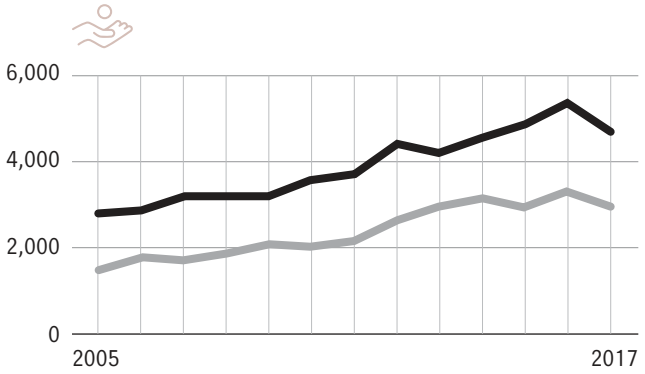
Rate of Smokers 21 or older

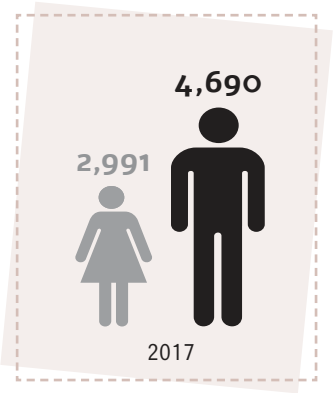




Source: CBS data compiled by authors

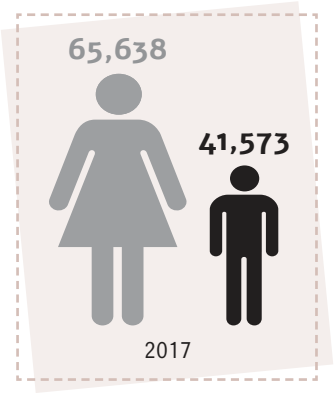
Average Monthly Pension NIS

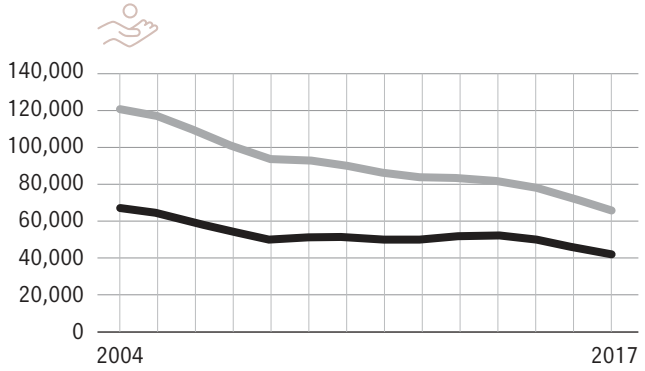




Source: NII data compiled by authors

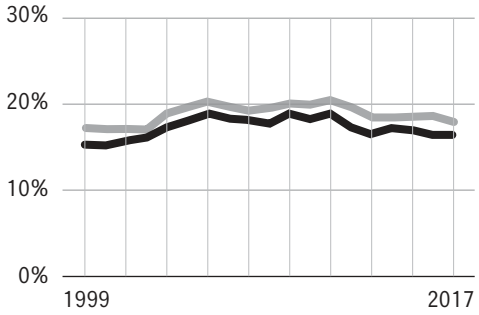
Recipients of Income Support





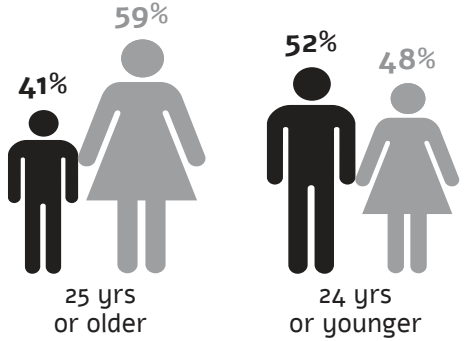
Source: CBS and NII data compiled by authors

Incidence of Poverty after Transfer Payments and Taxes



Source: NII data compiled by authors

Rate of Registered in Social Services Departments* 2016



*By age and gender

Source: Ministry of Labor

Economic and Political Power

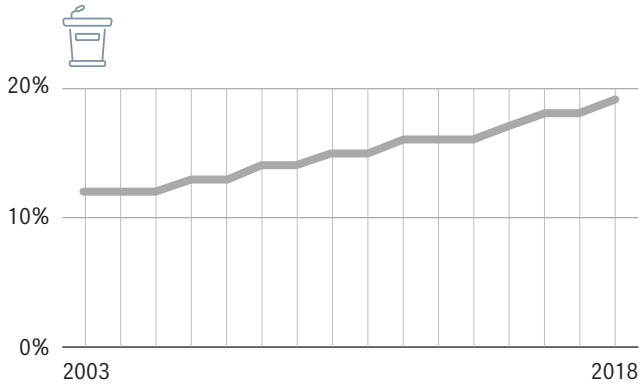
Key positions of power in the political and economic spheres are still largely held by men.

Heads of Local Municipalities 2018



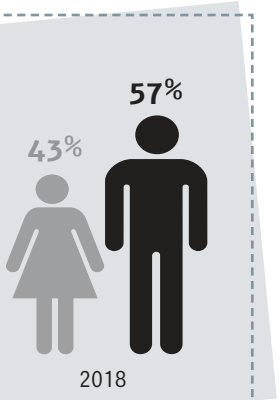
Source: Ministry of Interior
data compiled by authors

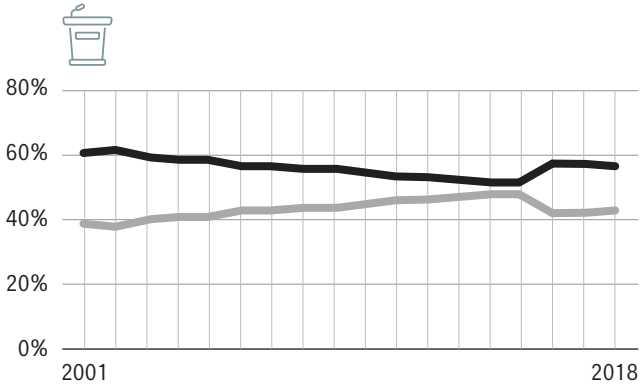
Full Professors in Academia



Source: CHE data compiled by authors

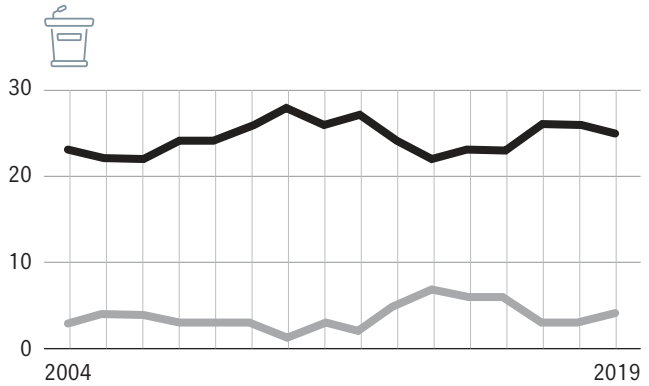
Top 3 Ranks of the Civil Service





Source: Gender Equality Division of the Civil Service

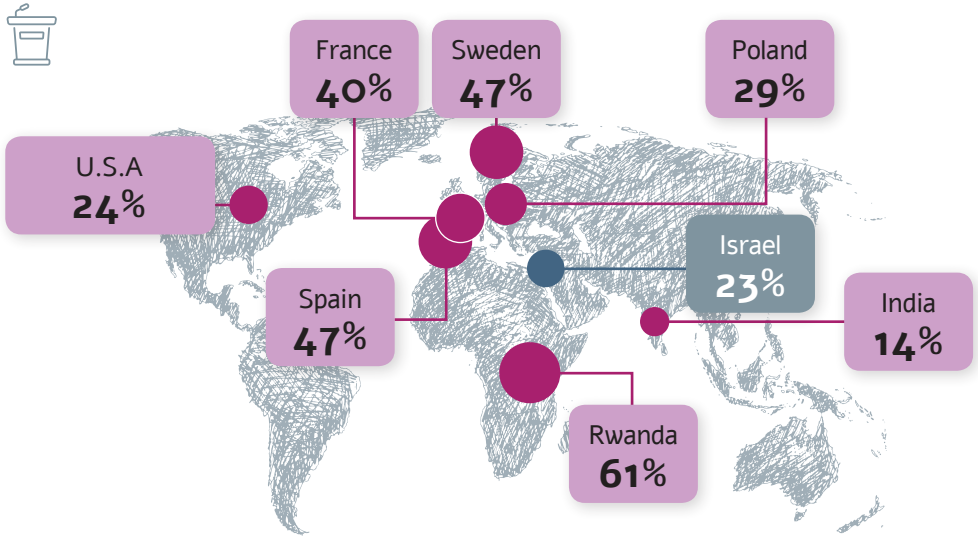
Number of CEOs of Government Ministries





Source: She Knows Knowledge Center, VLJI

Women in Parliaments around the World 2019

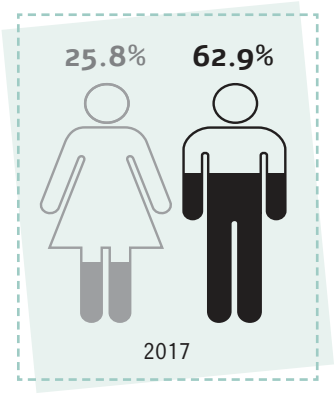


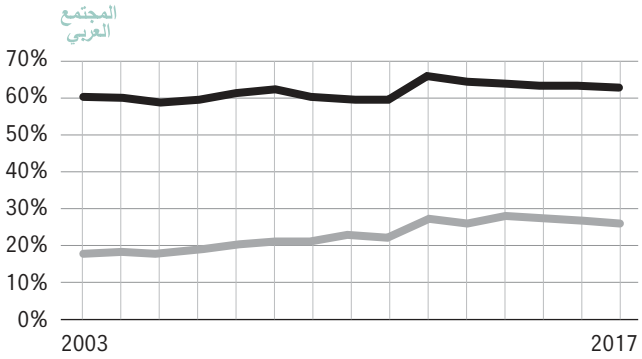
Source: Inter Parliamentary Union

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 highlights 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.

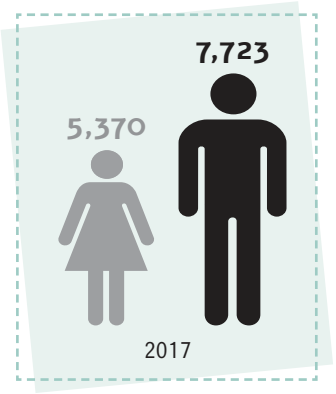
Labor Market Participation in Arab Society

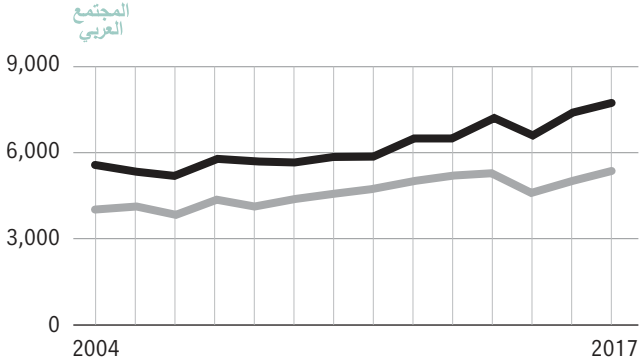




Source: CBS data compiled by authors

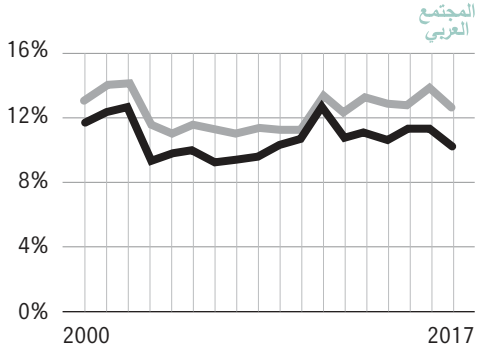
Average Monthly Salary in Arab Society NIS



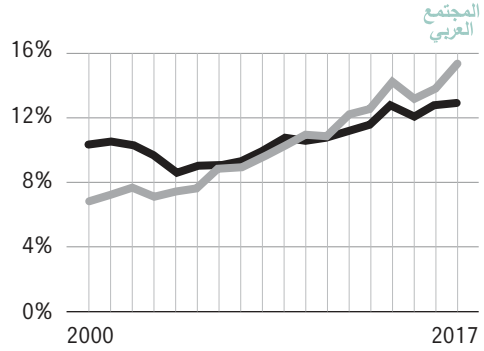


Source: CBS data compiled by authors

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



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



Source: CBS data compiled by authors

Average Monthly Salary in the Center and the Periphery

The periphery domain combines the distance from the center of the country and the socio-economic ranking of local municipalities.

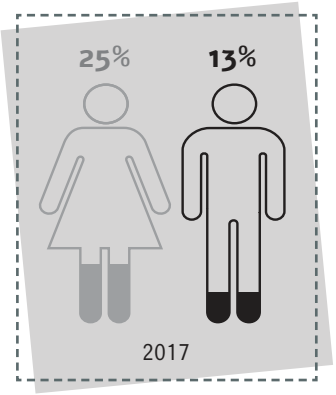


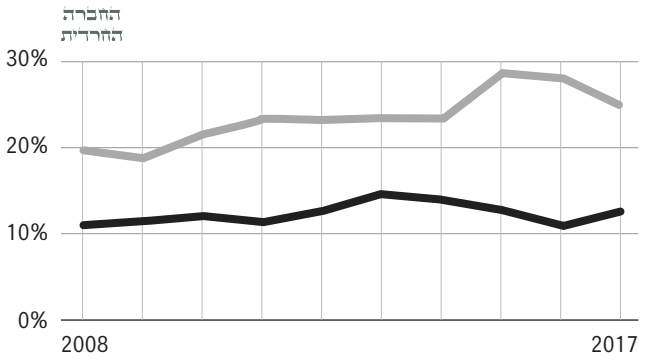
Source: NII data compiled by authors

Diversity among Women

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

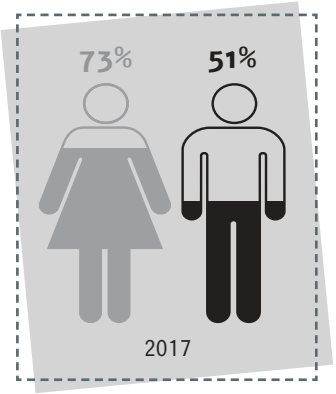
Academic Degree in Haredi Society Age 20+

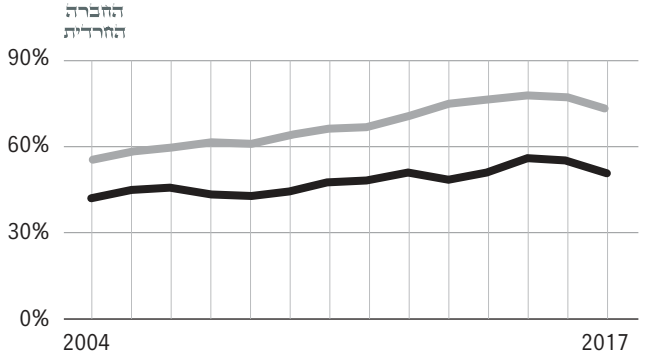




Source: IDI and CBS data compiled by authors

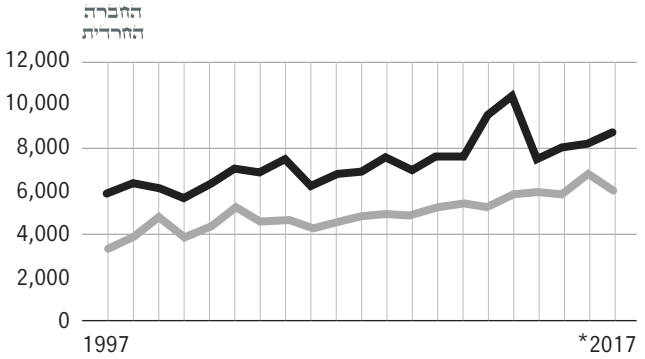
Haredi Society Participation in the Labor Market
Ages 25–64

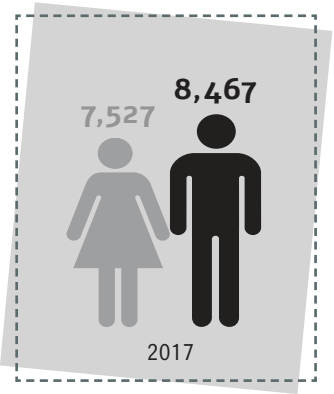




Source: IDI and CBS data compiled by authors

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





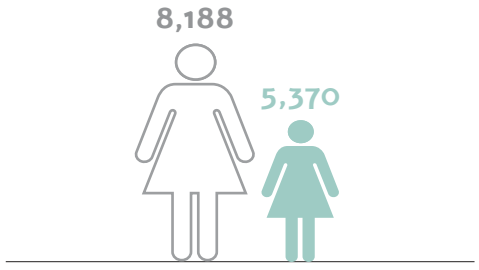
Source: IDI and CBS data compiled by authors

Women from Diverse Social Groups in the Labor Market

Average Monthly Salary

Women ages 15+

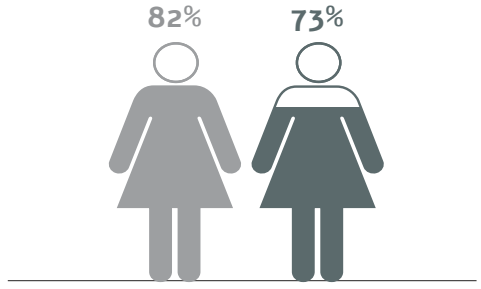
General Society | Arab Society



Labor Market Participation

Women ages 25–64

General Society | Haredi Society



Policy Recommendations

1. Setting **concrete measurable objectives** for reducing gender gaps in all fields of life and establishing a **monitoring mechanism** to track changes in gaps in light of the objectives set.

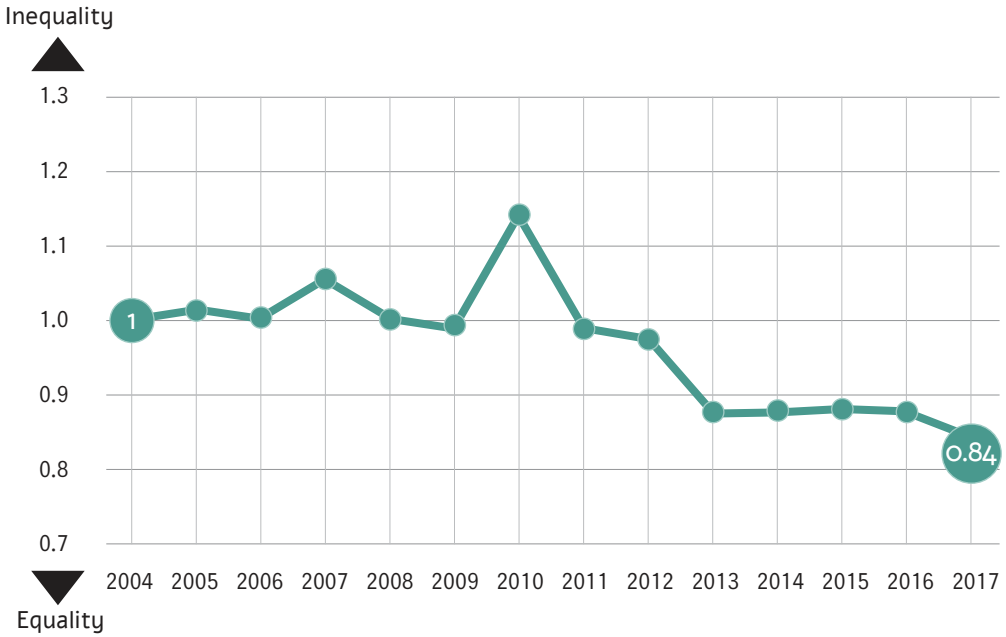
2. Using **gender mainstreaming strategies** to ensure equal representation for women and men in decision-making at all levels.

3. Rethinking the gendered structure of the **labor market** and designing systematic solutions to facilitate work-family life balance:
   a. Israel should **reduce the number of weekly working hours** as is common in other industrialized countries and give incentives to workplaces that encourage their employees, both women and men, to balance work and family life.
   b. Recalculating National Accounts to reflect and reward **women's invisible work** in the private sphere.

4. Systematic collection and publication of **gender-sensitive statistics** by all state institutions and authorities. This is true in all areas of life, with emphasis on data on gender violence. In addition, ensuring gender segmentation of information presented by government ministries in digital databases.

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.



Source: Gender Index 2019

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Design: Yael Katzeer, katzeery@gmail.com | Printiv Press Jerusalem





The Gender Index 2019:
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 PT employment

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

Segregation of Professions
1 High-tech employees
2 Seg' by occupation
3 Seg' by industry

Time
1 Vacations in Israel
2 Vacations abroad
3 Volunteerism
4 PT work – domestic oblig'
5 Unemployed – domestic oblig'
6 Watching television
7 Reading newpapers
8 Internet usage
9 Working 50+ hrs per week

Gender Violence
1 Calls to rape crisis centers
2 Status of new sex offense files
3 Women at centers for domestic violence
4 Domestic violence files opened
5 Sense of personal safety in public
6 Sexual harassment of ages 20+

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 Top 3 ranks of civil service
8 Senior contracts in civil service
9 CEOs of government ministries

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

Health
1 Life expectancy
2 Mortality rate
3 Subjective health
4 Smoking

Family Status
1. Teen pregnancies
2 Singleparent families
3 Age at marriage

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 PT employment
10 High school diploma
11 Difficulty in math
12 Smoking

Periphery
1 Labor market participation
2 Monthly salary
3 Occupational continuity

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

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:

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