The Gender Index
Gender Inequality in Israel
2021

Spotlight:
Gender Implications of COVID-19

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Yulia Basin | Ronna Brayer-Garb | Hadass Ben Eliyahu

יודעת
she knows • هي تعرف
WIPS • שווה
המרכז לקידום נשים בזירה הציבורית
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 monitor gender inequality in Israel across a spectrum of fields and over time. The Gender Index is based on the calculation of gender inequality in key domains: education, the labor market, gendered segregation of professions, economic security and poverty, power, media and culture, health, violence against women, time, and family status. It also addresses issues of diversity and social structures of inequality by looking at the intersections of gender with ethnicity, religion, age and geographic location. This is the 9th publication of the Gender Index, and it includes a special focus on the implications of **Covid-19** on women and men. The Index enables us to see how gender inequality is a deeply rooted principle of Israeli society, and is therefore a vital tool for decision-makers in government and public institutions.

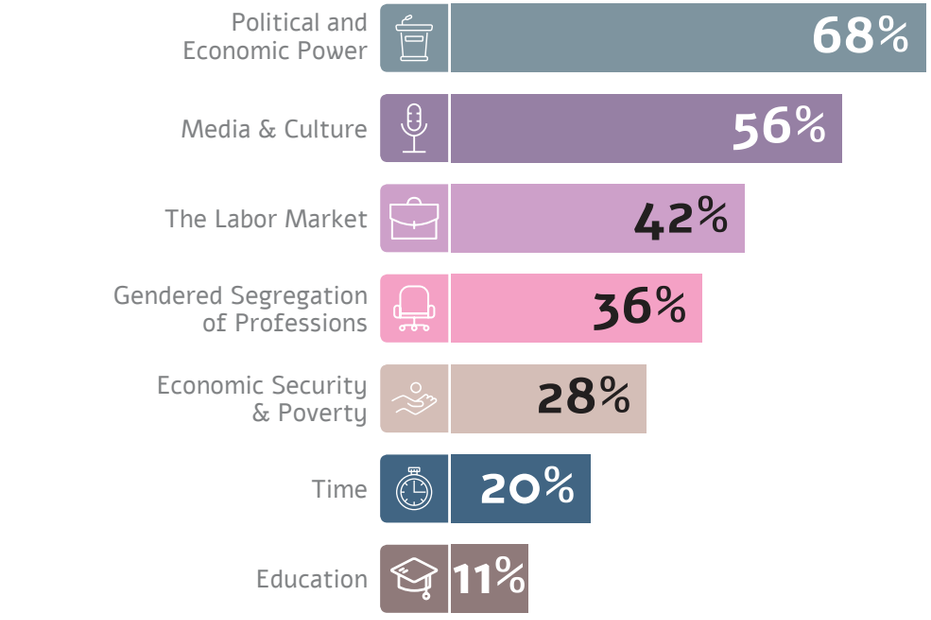


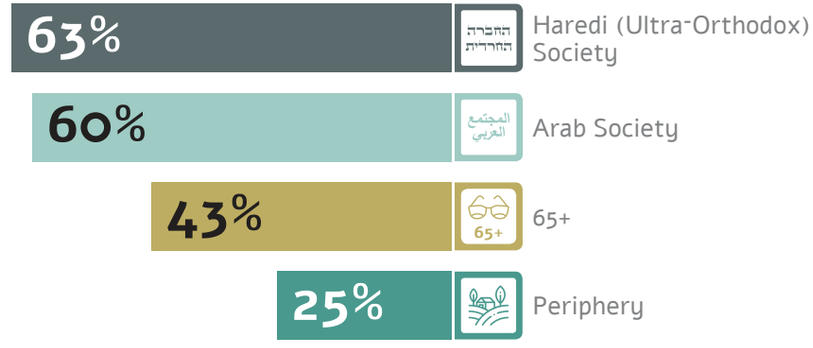


Throughout the booklet women are marked in gray and men in black

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.



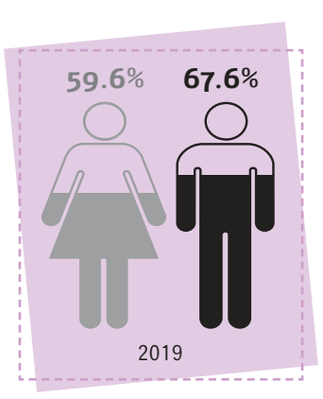


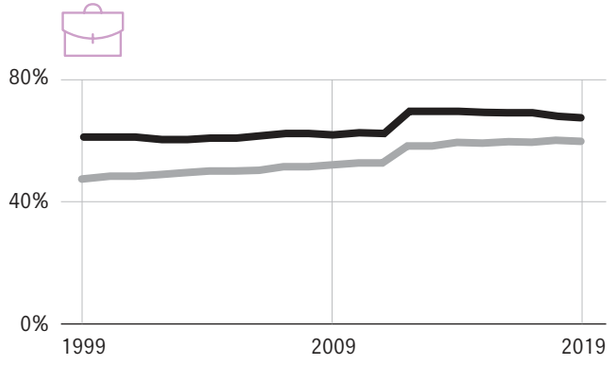
Source: Gender Index 2021

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.

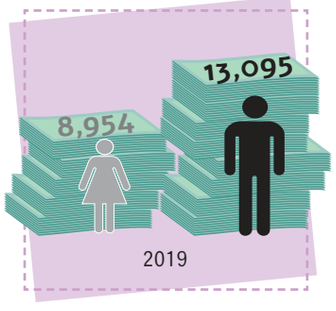
Labor Market Participation Rates by Gender

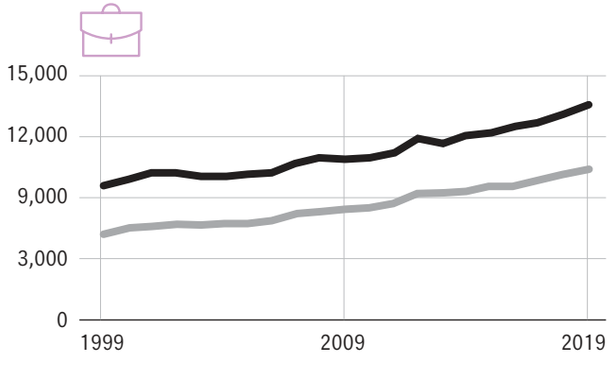




Source: CBS data compiled by authors

Average Monthly Salary NIS





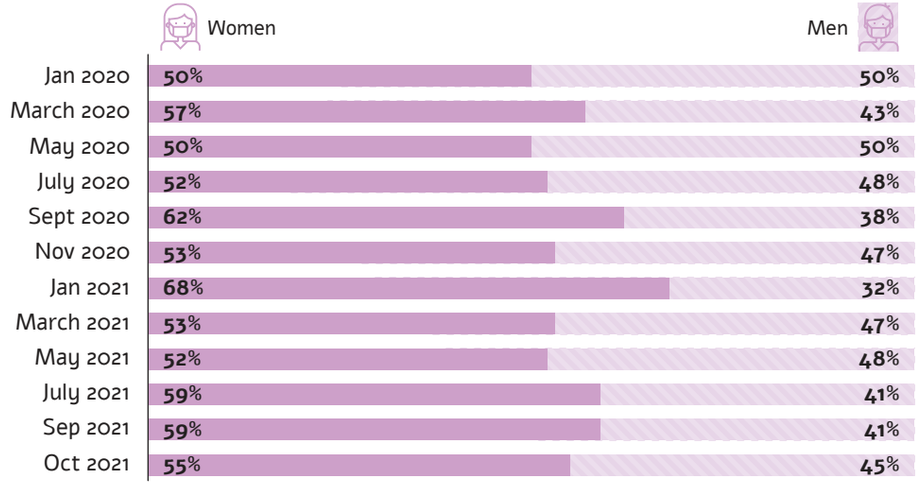
* Wage data for 2019 have not yet been published and the data for this year is based on extrapolation.

Source: CBS data compiled by authors

Gender Gap in Employment during COVID-19

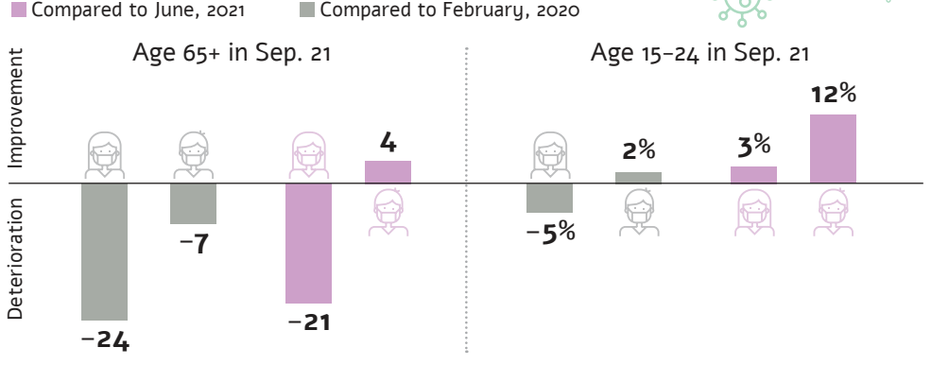
Since the outbreak of the pandemic, the fluctuation of women exiting and reentering paid employment was much greater than that of men. This pattern may be an outcome of frequent closures imposed on the school system and on women-dominant workplaces.

Looking for Work by Gender



Source: Israel Employment Services

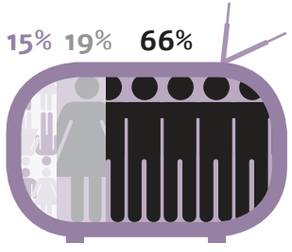
Change in Employment During Covid-19

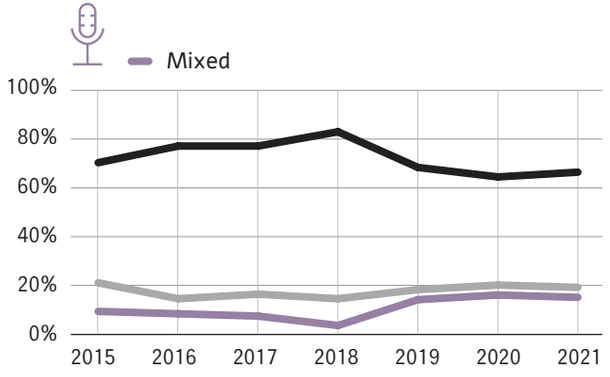


Source: Ministry of Finance

Continuous Gender Gap in All Areas of Life

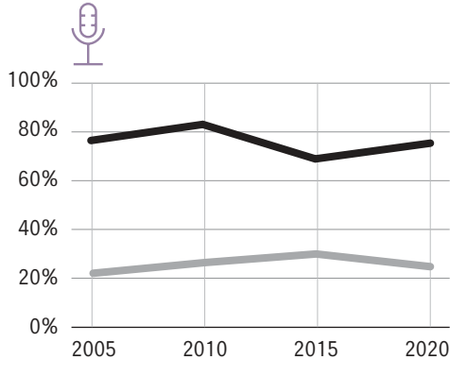
Israeli Singers Most Played on Radio Stations by Gender



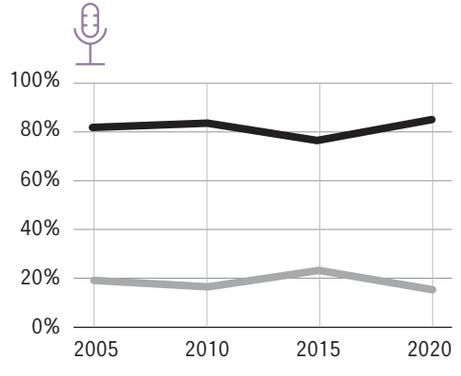


Source: Media Forest, compiled by the authors

Journalists in Israel by Gender



Women and Men in News Reports

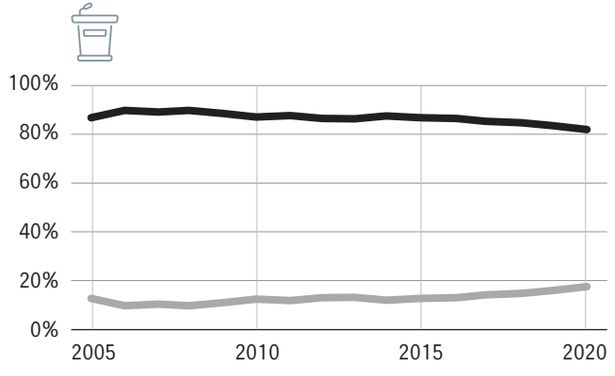


Source: Prof. Einat Lachover, GMMP

Economic and Political Power

Key positions in management and influence in the public sector are held by men.

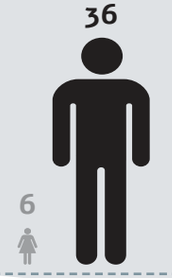
Full Professors in Academia by Gender



Source: CHE data compiled by authors

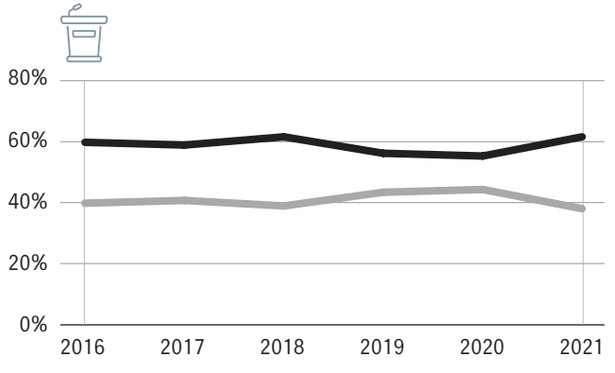
Managers of General Hospitals

2021



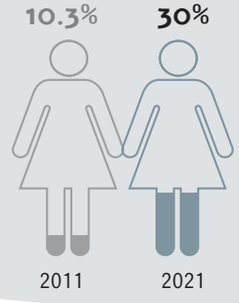
Source: She Knows Knowledge Center, VLJI

Management Positions in Public Sector



Source: CBS data compiled by authors

Percentage of Women CEOs of Government Ministries

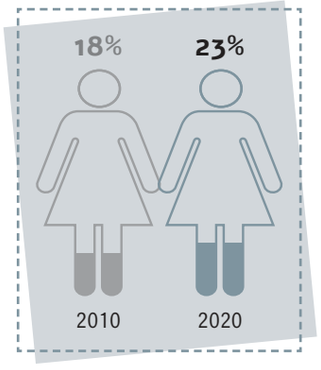


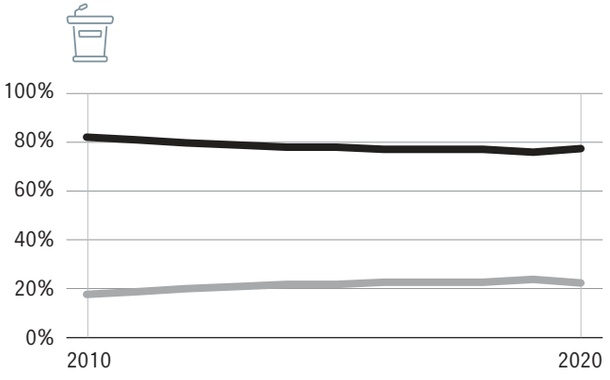
Source: She Knows Knowledge Center, VLJI

Economic and Political Power

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

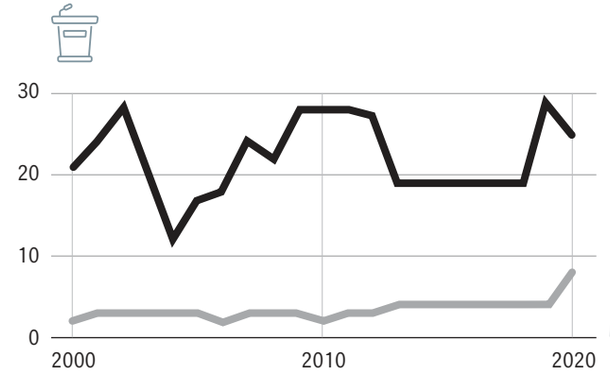
Boards of Public Companies by Gender

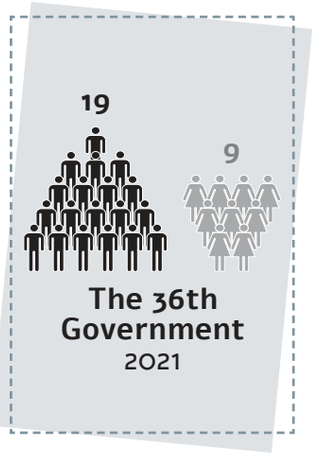




Source: Hagar Zemach, ISA website

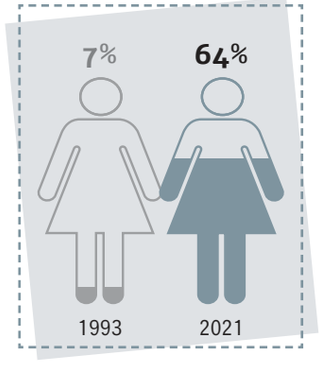
Government Ministers by Gender

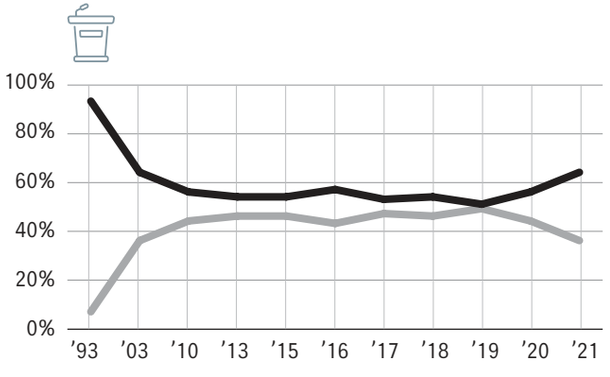




Source: The Knesset

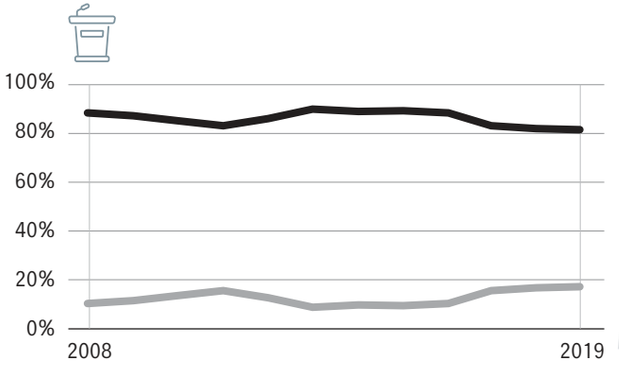
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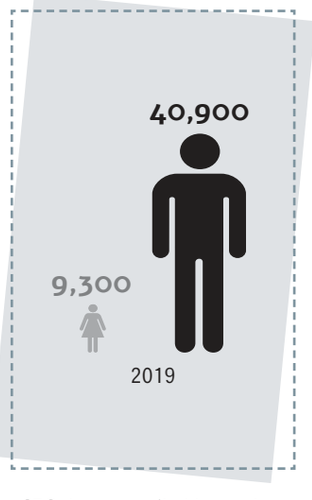




Source: Hagar Zemach, GCA website

Rate and Number of CEO's by Gender

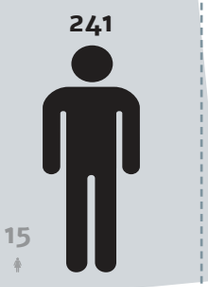




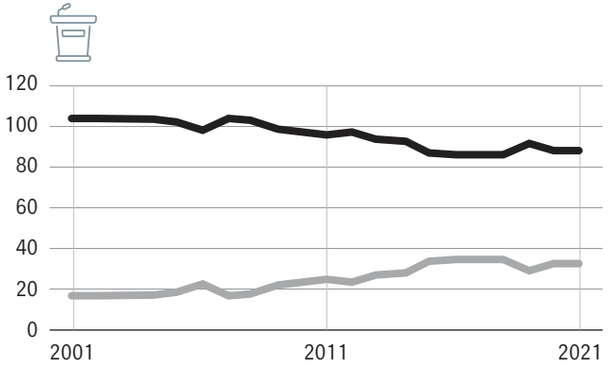
Source: CBS data compiled by authors

Political Power

Heads of Local Municipalities
2021

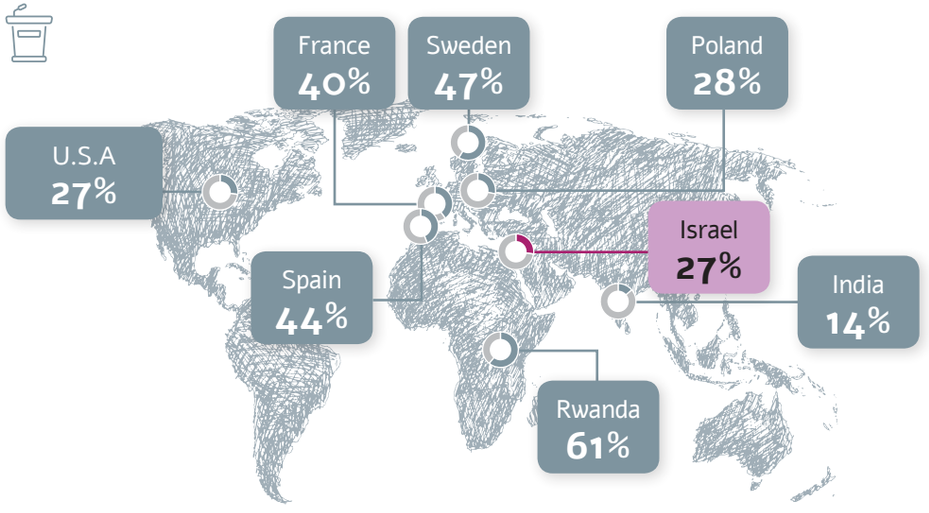


Number of Women and Men Knesset Members



Source: Ministry of Interior
data compiled by authors

Women in Parliaments around the World 2021

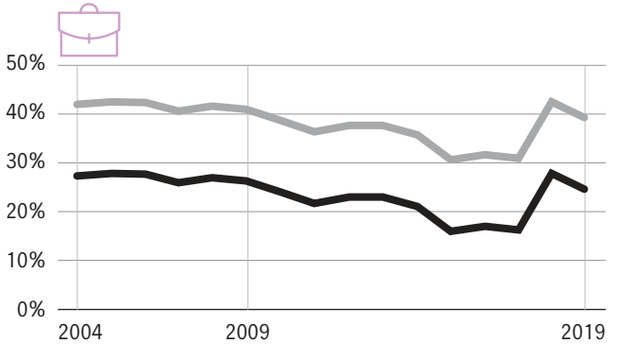


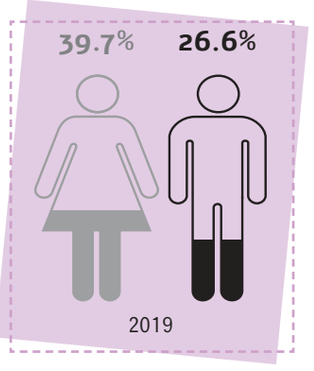
Source: Inter Parliamentary Union

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.

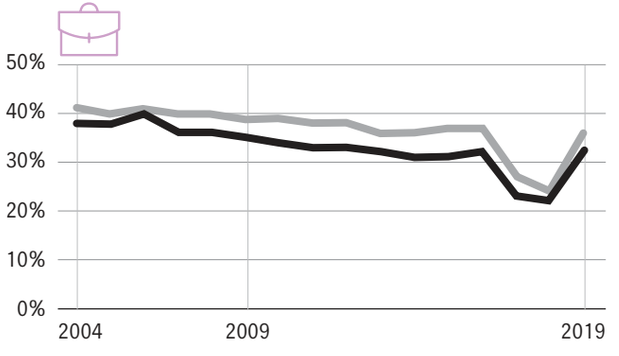
Rate of Employees Receiving Minimum Wage or Less by Gender

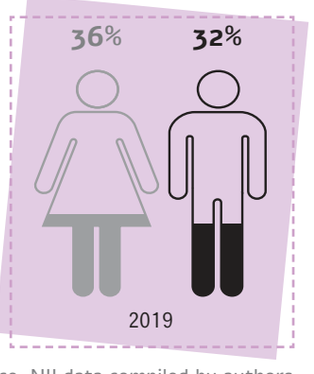




Source: NII data compiled by authors

Rate of Employees Receiving Less than 12 Monthly Salaries a Year



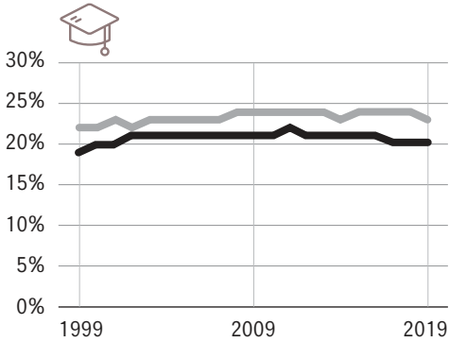


Source: NII data compiled by authors

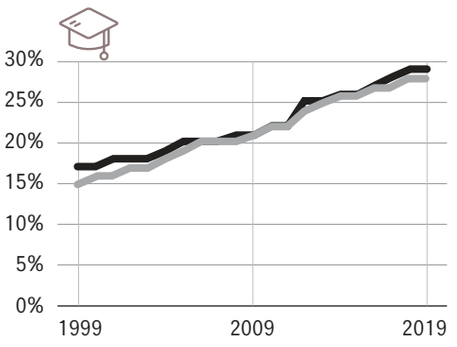
Education and Employment

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

Rate of Those with 13–15 Years of Education

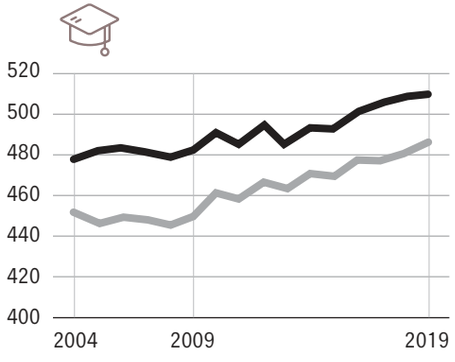


Rate of Those with 16+ Years of Education



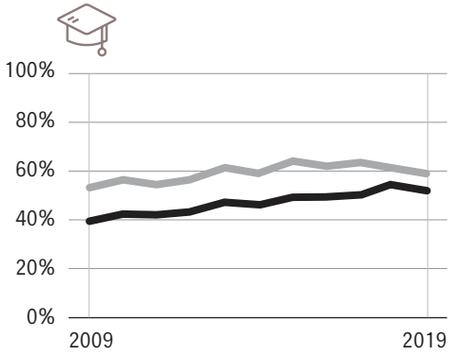
Source: CBS data compiled by authors

Average Score on Psychometric Tests



Source: MALO data compiled by authors

Eligibility for a High School Diploma*



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

Source: CBS data compiled by authors

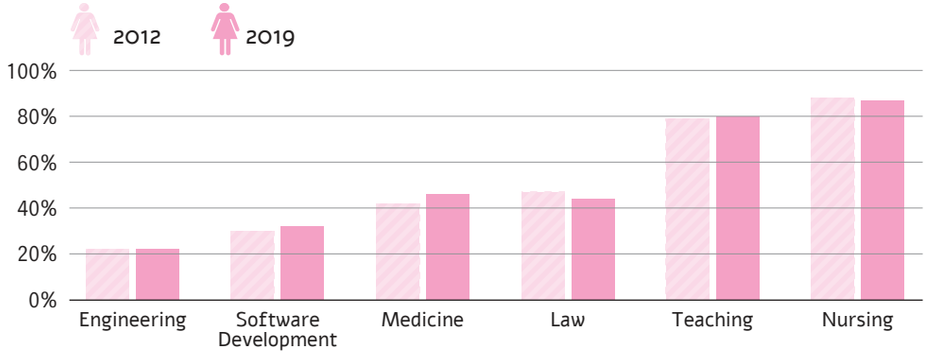
41.4%

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

27.9%

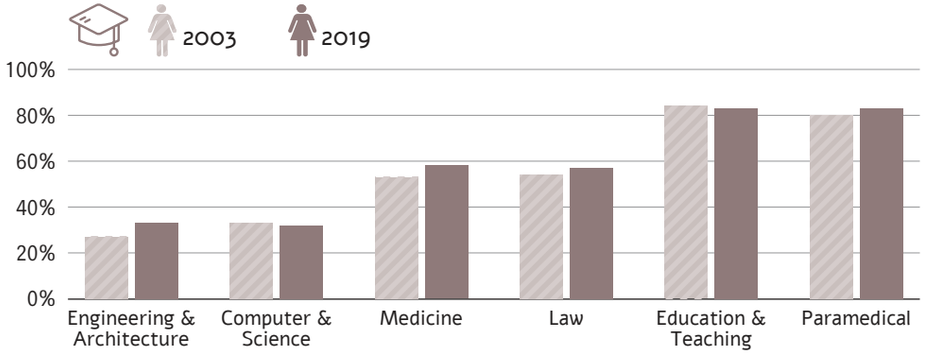
of women need to change their field of study to achieve gender equality in education, so there will be no segregation at all.

Rate of Women in Selected Professions



Source: CBS data compiled by authors

Rate of Women in Academic Fields of study



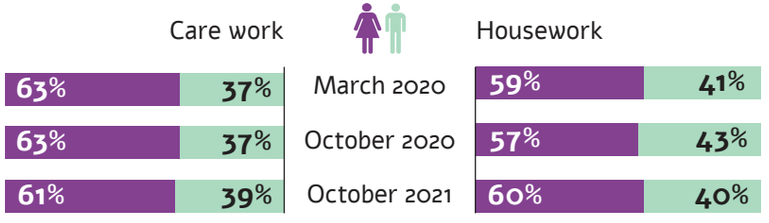
* Math, Statistics, Computer Science

Source: CBS data compiled by authors

Work, Family and Time

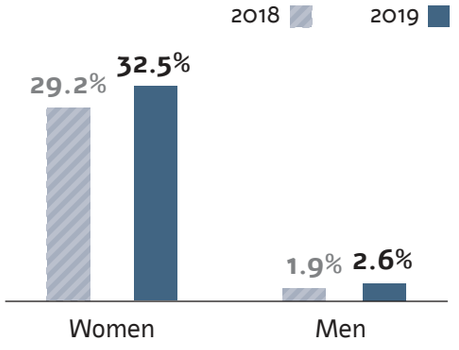
Women are still primarily responsible for family care and house work. This is **Invisible Work** which is unrecognized and unpaid, but functions as a barrier for women to full and equal participation in the labor market and the public sphere.

In Israel: Percentage of women and men who perform invisible work in households where both spouces are employed



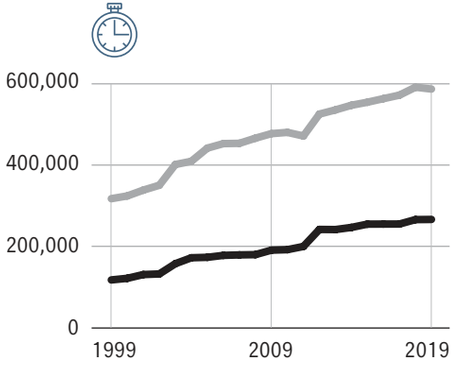
Source: Efrat Herzberg-Druker, Meir Yaish, Tali Kristal, Haifa University

Part-time Emplyment due to Home and Family Care



Source: CBS data compiled by authors

Part-time Emplyment



Source: CBS data compiled by authors

Average number of Children per Woman



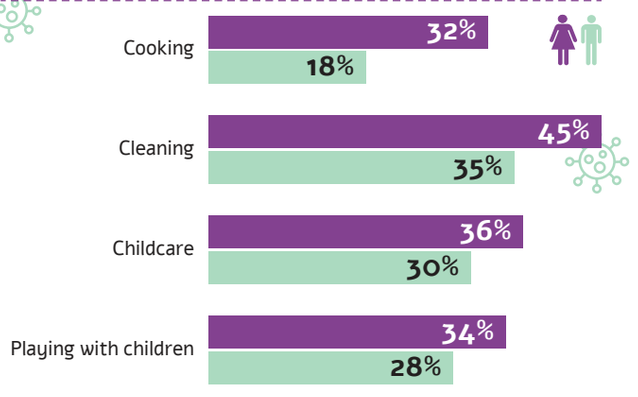
3.01 Israel



1.6 OECD

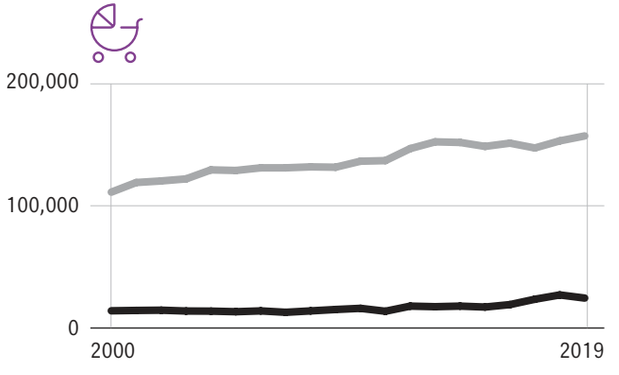
Source: CBS Data

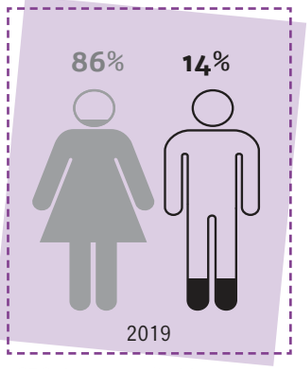
In the world: Percentage of women and men who spend more time on invisible work during Covid-19



Source: UN Women, April–November 2020

Heads of Single-Parent Families by Gender

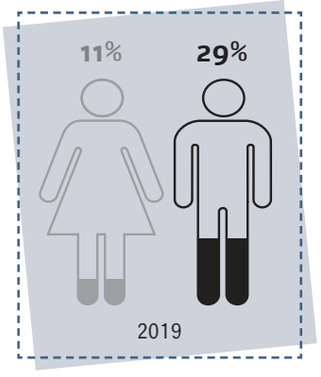


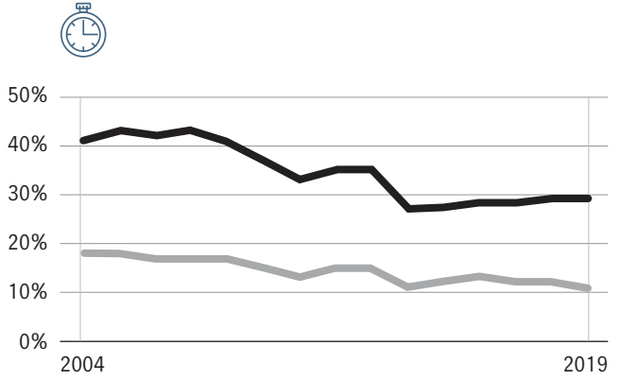


Source: CBS data compiled by authors

Work, Family and Time

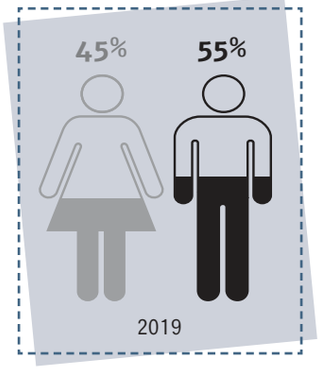
Employees Working More than 50 Hours per Week

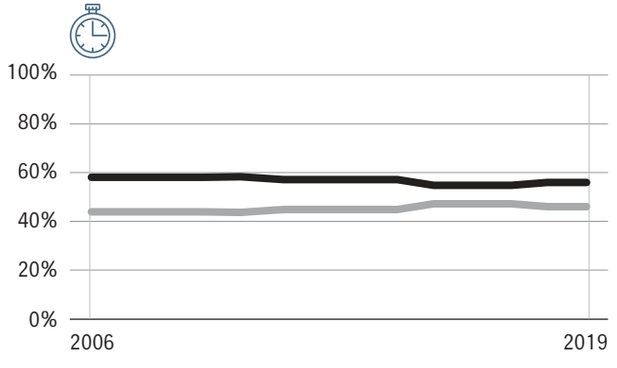




Source: CBS data compiled by authors

Departures of Israelis abroad by Gender



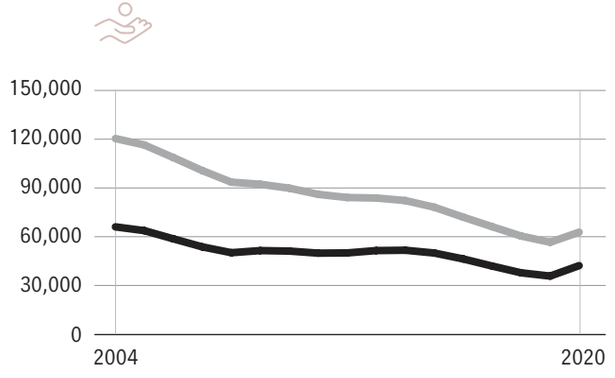


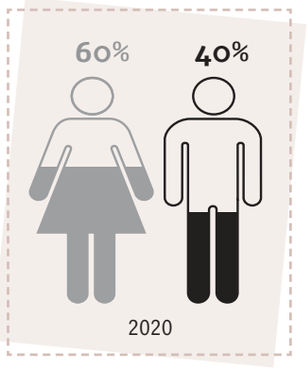
Source: CBS data compiled by authors

Vulnerability

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

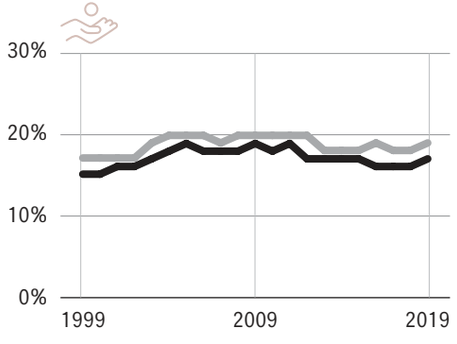
Number of income support benefit claims





Source: NII data compiled by authors

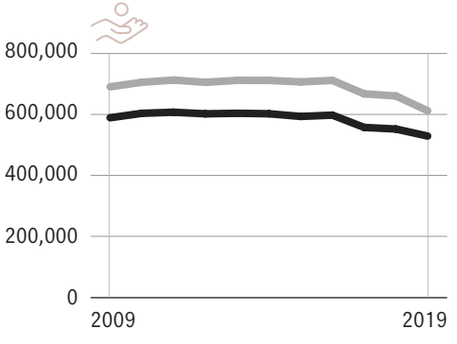
Incidence of Poverty after Transfer Payments and Taxes



*Data for 2019 is based on extrapolation.

Source: NII data compiled by authors

Number of Registered in Social Services Departments*



*Of the Welfare Ministry

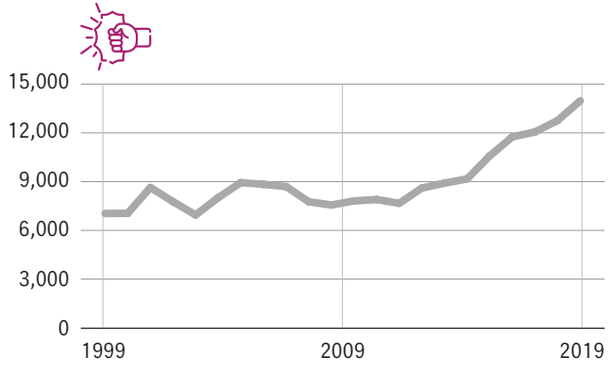
Source: CBS data compiled by authors

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. Existig data show an increase in reports of GBV during Covid-19.

Number of New Calls to Rape Crisis Centers





Source: ARCC data compiled by authors

Women Murdered by Spouse or Relatives

The reported number of women murdered by a spouse or family member (femicide) every year varies according to the source of data and the definitions used. The number published by Israel Police is usually lower than the number published by feminist organizations.

2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	*2021
26	19	23	15	18	18	14	27	13	23	21

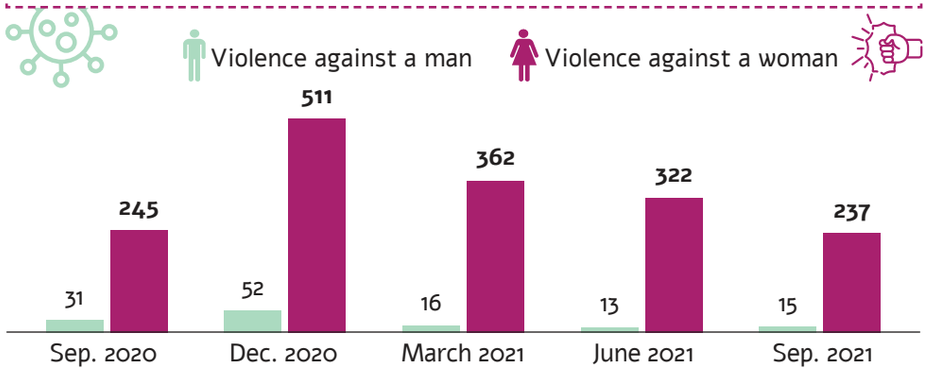
* 2021 Data is updated until December.

Source: Tizkor, RIC, Israel Police

Gender-Based Violence During COVID-19

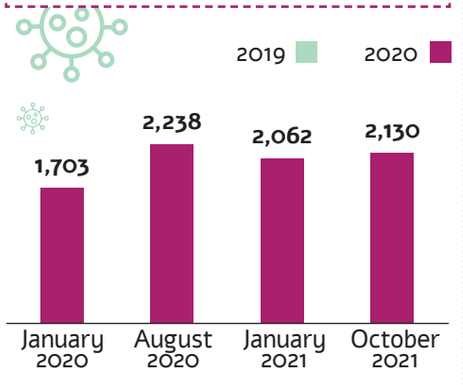
The extent of gender-based violence during Covid-19 is higher than it was in the period before the outbreak of the pandemic. However, the reported data is considered an underestimation of the phenomenon.

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



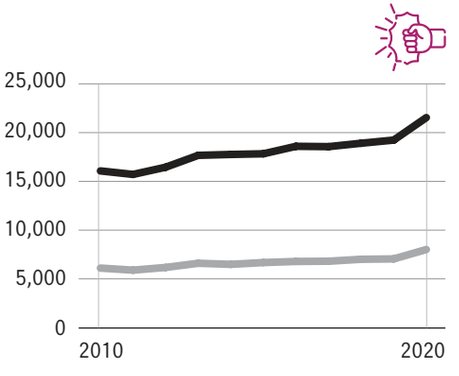
Source: Ministry of Welfare

Physical domestic violence: cases opened for women victims



Source: Israel Police

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

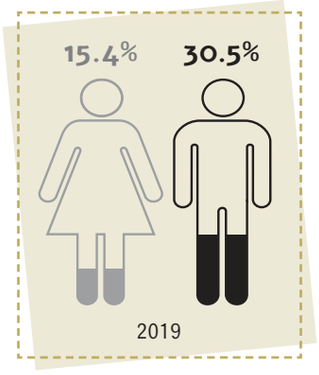


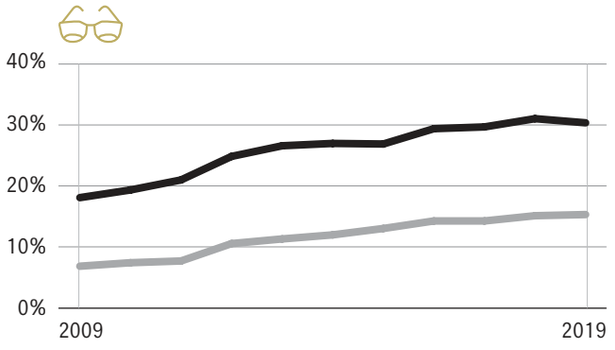
Source: Israel Police

Intersectionality: Gender gaps among diverse social groups

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

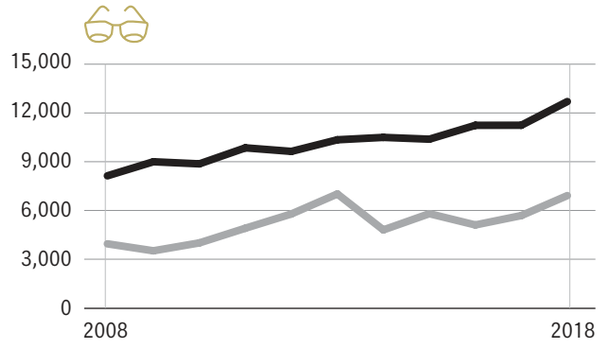
Labor force participation age 65+

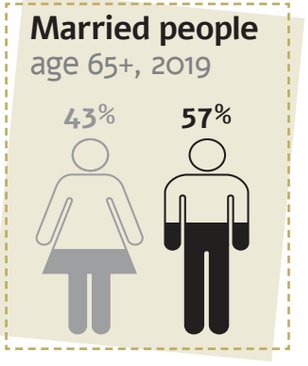




Source: CBS data compiled by authors

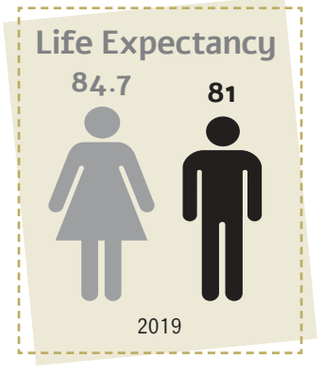
Average monthly salary age 65+

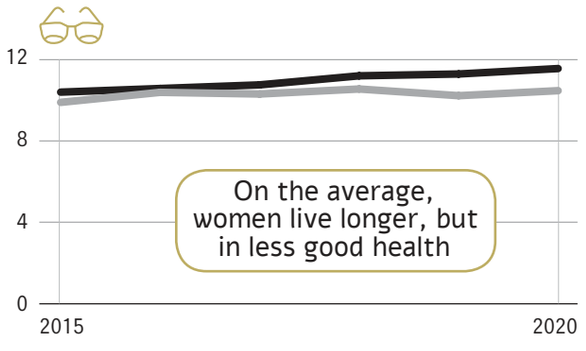




Source: CBS data compiled by authors

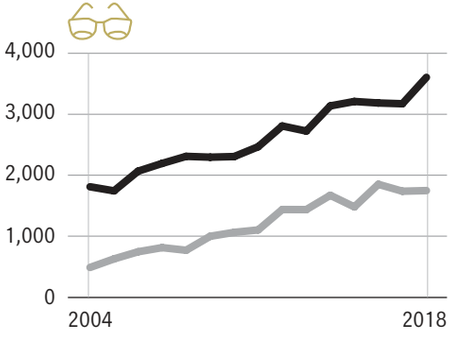
Healthy life expectancy: Average number of years people age 65 are expected to live without health problems





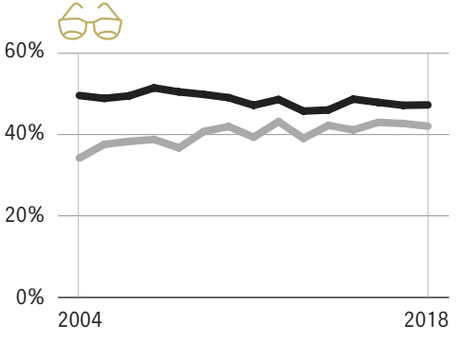
Source: CBS data compiled by authors

Rate of pension receivers age 65+



Source: CBS data compiled by authors

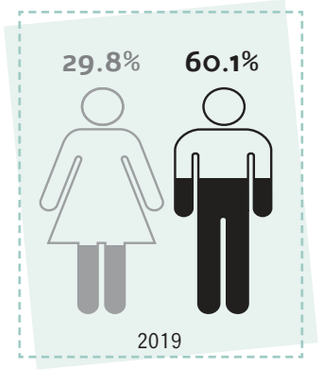
Amount of pension received age 65+ (NIS)

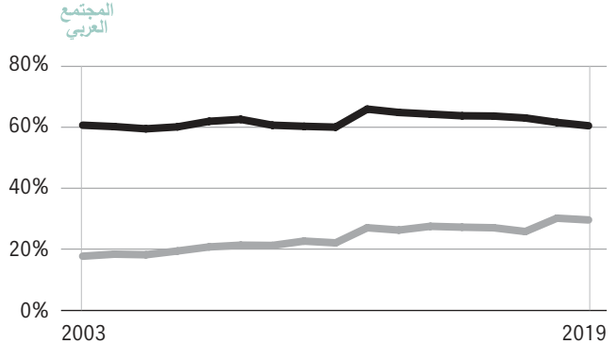


Source: CBS data compiled by authors

Intersectionality: gender gaps in diverse social groups

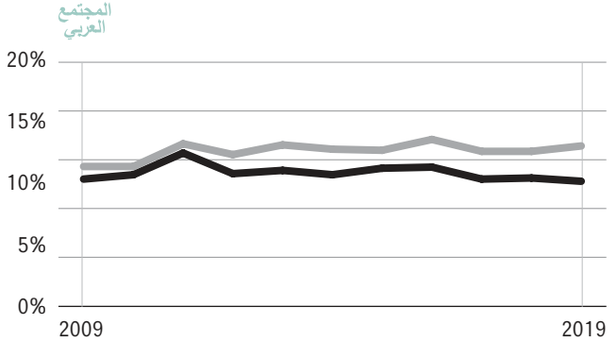
Labor Market Participation in Arab Society

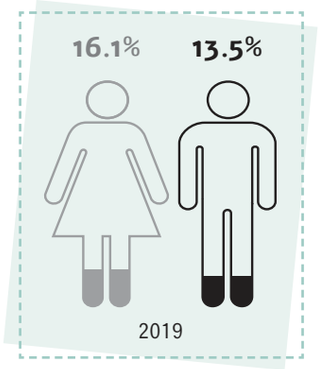




Source: CBS data compiled by authors

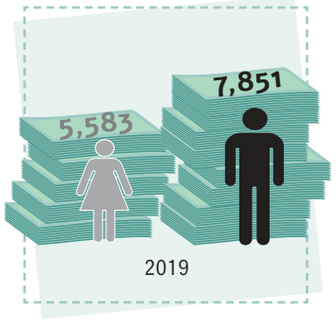
Rate of Those with 13–15 Years of Education in Arab Society

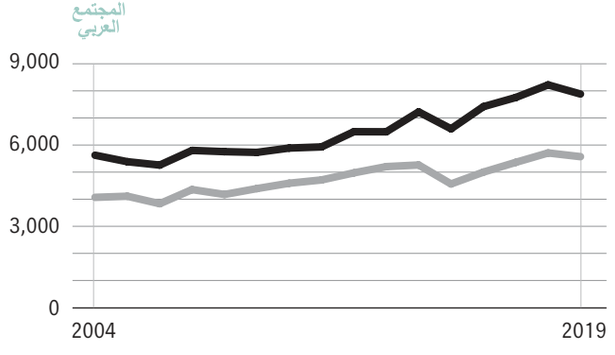




Source: CBS data compiled by authors

Average Monthly Salary in Arab Society NIS

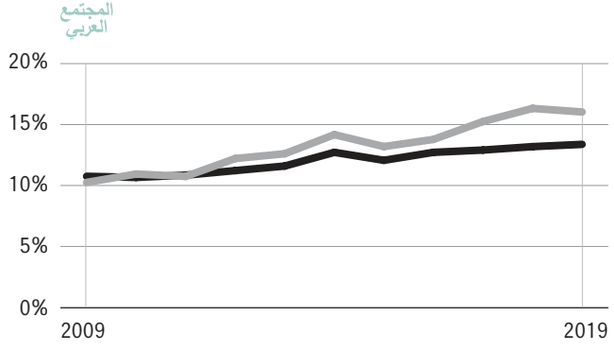


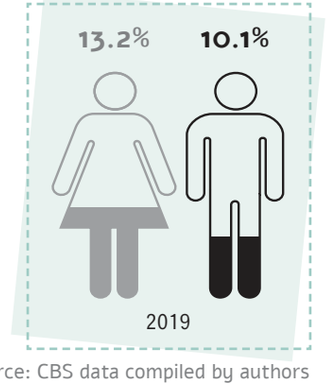


* Wage data for 2019 have not yet been published and the data for this year is based on extrapolation.

Source: CBS data compiled by authors

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



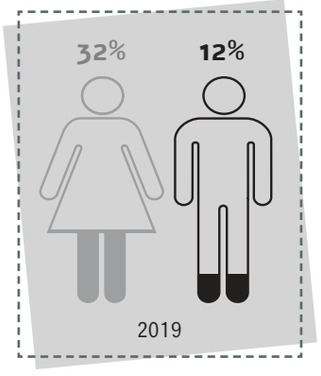


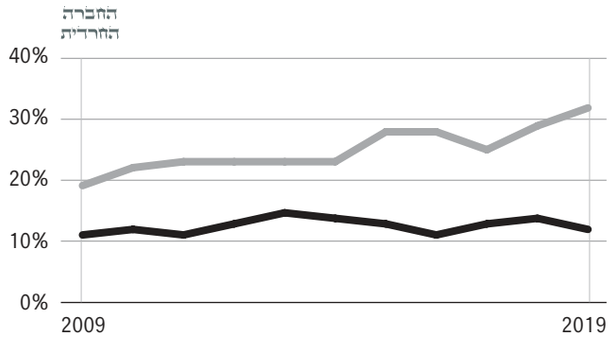
Source: CBS data compiled by authors

Intersectionality: gender gaps in diverse social groups

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

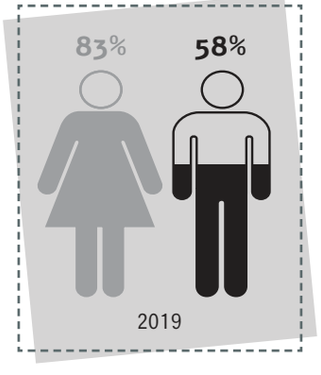
Academic Degree in Haredi Society Age 20+

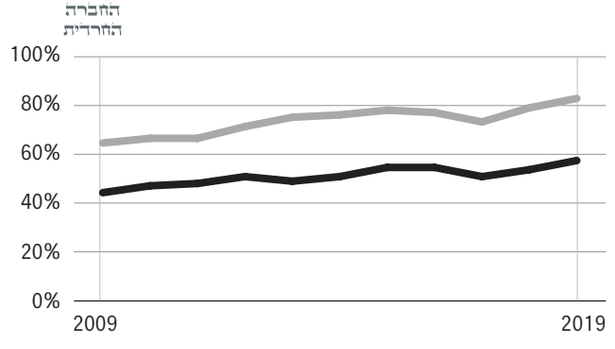




Source: IDI and CBS data compiled by authors

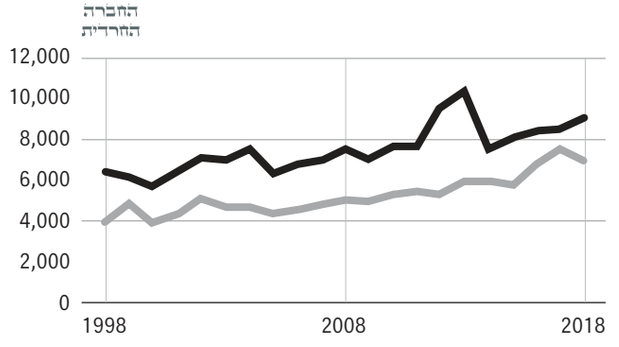
Haredi Society Participation in the Labor Market Ages 25-64

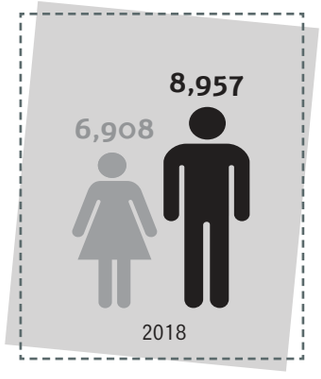




Source: IDI and CBS data compiled by authors

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





Source: IDI and CBS data compiled by authors

Wage per month of work, in the periphery and the general population 2019



Periphery **8,601** NIS

General population **12,392** NIS

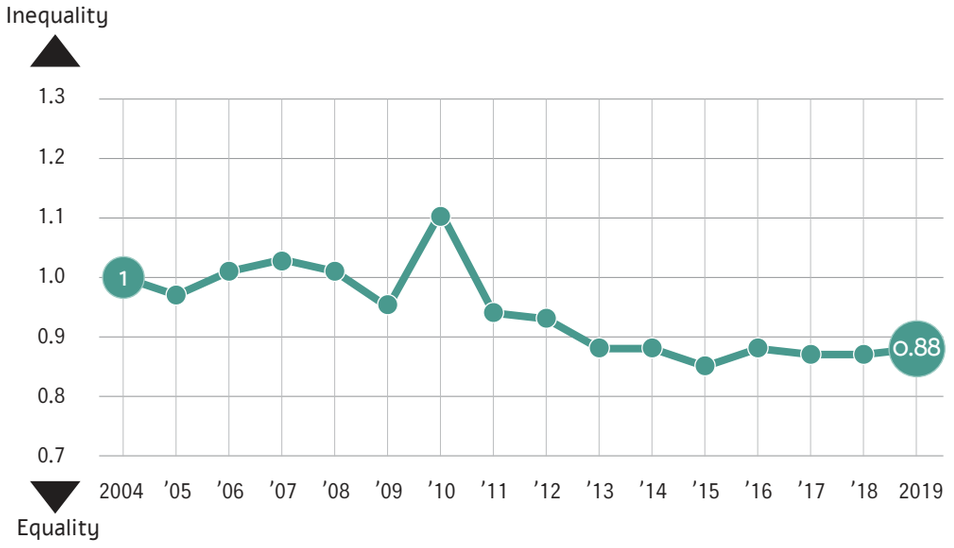
General population **8,434** NIS

Periphery **5,201** NIS

Source: NII data compiled by authors

Level of Gender Inequality Over the Years

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



Policy Recommendations

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

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

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

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

4. Recent experience highlights the importance of rethinking the gendered structure of the **labor market** and designing systematic solutions to facilitate work-family life balance. Working from home during the coronavirus pandemic has not proven to be a solution to balancing work and family life due to the unequal distribution of invisible work at home between mothers and fathers.
Steps in this direction include:
   - Conducting an annual **time-use survey** to track gender differences in the amount of time women and men devote to paid and unpaid work.
   - Reducing the number of **work hours** per week as is common in other industrialized countries and offering incentives to workplaces that encourage employees, both women and men, to balance work and family life.
   - Recalculating national accounts to reflect and reward **women's invisible work** in the private sphere.

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

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The Gender Index 2021:
Domains and Indicators

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

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

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

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2 Income support recipients
3 Income from pension
4 Need for social services

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6 Boards of public companies
7 Boards of government companies
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9 Senior managers in public sector
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3 Theater actors
4 Theater directors
5 Media representation
6 Radio – Israeli singers
7 Radio – International singers
8 Competitive sports

Arab Society
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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

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

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1 Life expectancy
2 Mortality rate
3 Subjective health
4 Smoking
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2 Vacations abroad
3 Volunteerism
4 Part-time work – domestic obligations
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Gender Violence
1 Calls to rape crisis centers
2 Women at centers for domestic violence
3 Sense of personal safety in public
4 Sexual harassment of ages 20+
5 Offenses among spouses
6 Sense of safety after dark

Family Status
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2 Single parent families
3 Age at marriage
4 Number of children per mother
5 Mother's age at 1st birth
6 Divorcedd
7 Never married
8 Widowed

Age 65+
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2 Monthly salary
3 Working hours
4 Never married
5 Married
6 Healthy life expectancy
7 Healthy functioning
8 Health status
9 Pension (NIS)
10 Depression

Periphery
1 Labor market participation
2 Monthly salary
3 Occupational continuity

The Center for the Advancement of Women in the Public Sphere (WIPS) at the Van Leer Jerusalem Institute is committed to gender mainstreaming as an overall strategy for promoting the democratic and civil status of women in diverse social groups. Through its focus on transforming the issue of gender inequality into a general social worldview that relates to both women and men and to all social structures, the WIPS center aims to make gender equality an inseparable part of the thought and action of legislators and decision-makers in various areas.

WIPS conducts research, promotes strategic thinking, and initiates projects and programs in areas relevant to implementing gender mainstreaming and gender equality in Israel. The founders of WIPS seek to make it a framework that brings together women's organizations, feminist activists, researchers, legislators, and decision-makers, so that their dialogue and sharing of ideas will serve as a source of knowledge, guidance, and experience for anyone interested in promoting gender equality and gender mainstreaming in Israel.

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JEWISH WOMEN'S FOUNDATION of Metropolitan Chicago

Greater Miami Jewish Federation

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