

# The Gender Index

## Gender Inequality in Israel

2022

The 10th  
anniversary  
of the Gender  
Index

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המרכז לקידום נשים בוויה הציבורית

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

# The Gender Index

This is the **10th publication of 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 monitors gender inequality in Israel in broad range of fields 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-use; 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. The Index enables us to see how gender inequality is a deeply rooted feature of Israeli society, and therefore provides a vital tool for decision-makers in government and public institutions in their efforts to narrow gender gaps and to strengthen Israel's democratic foundations.



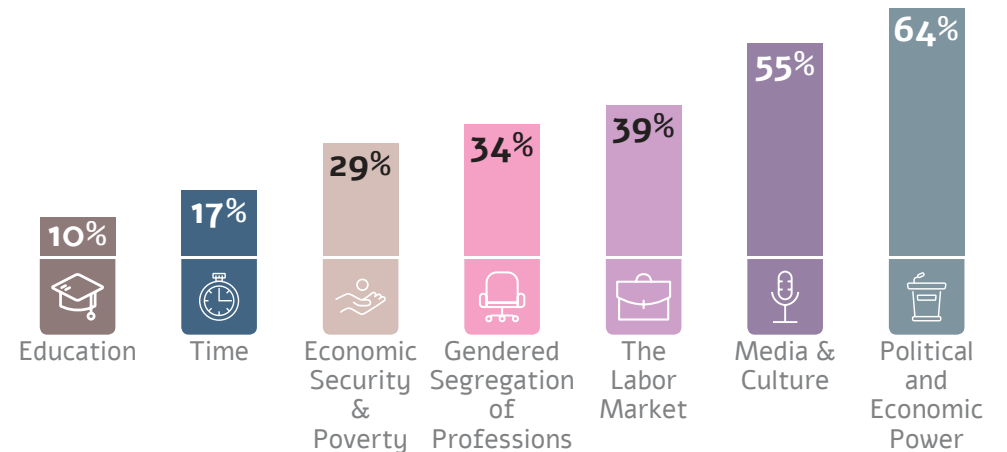
Throughout the booklet women are marked in gray and men in black

**What's new in the gender index for 2022?** After two years in which the social and economic impact of the coronavirus pandemic were examined in a separate spotlight, the calculation of the results of the 2022 Index includes the data of the first year of COVID-19. The pandemic has led to an increase in gender inequality throughout the world and may seriously harm women's achievements during the last decades in the fields of education, employment, invisible work in the private sphere, and the fight against gender-based violence.

The 2022 Gender Index is the first time we see a decrease in gender inequality after seven years of a standstill. However, the decrease in the representation of women in the political arena following the 2022 national elections combined with the economic effects of COVID-19 make us doubt that the level of gender inequality will continue to decrease in the coming years. This is particularly worrisome since the greatest gender gaps exist in the growing exclusion of women from power positions compared to all other domains monitored by the Gender Index.

## Extent of Inequality

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

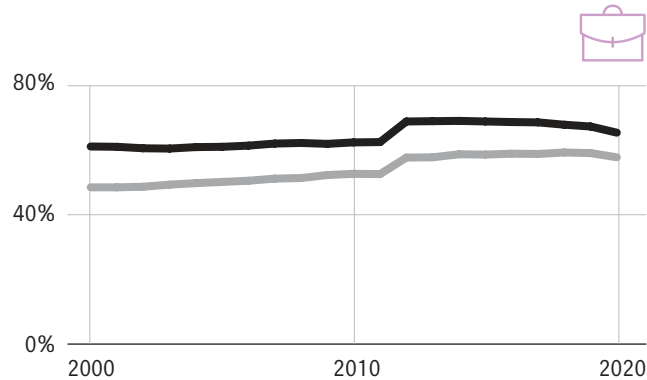
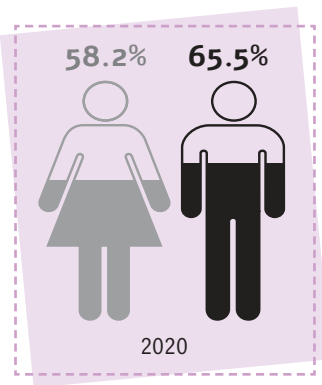




## Continuous Gender Gap in All Areas of Life

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

### Labor Market Participation Rates by Gender

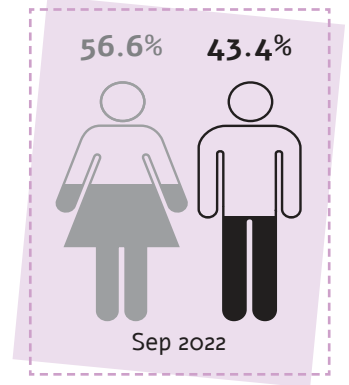
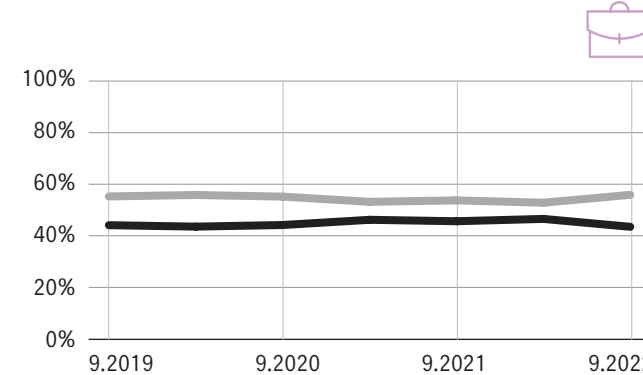


Source: CBS data compiled by authors

## COVID-19: Implications for women's and men's employment

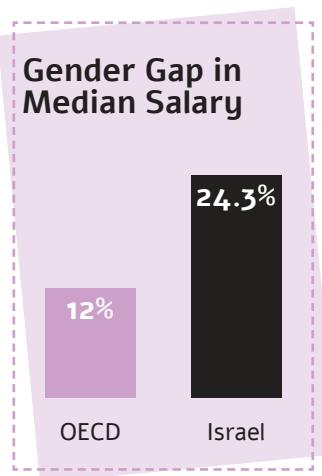


### Looking for Work by Gender



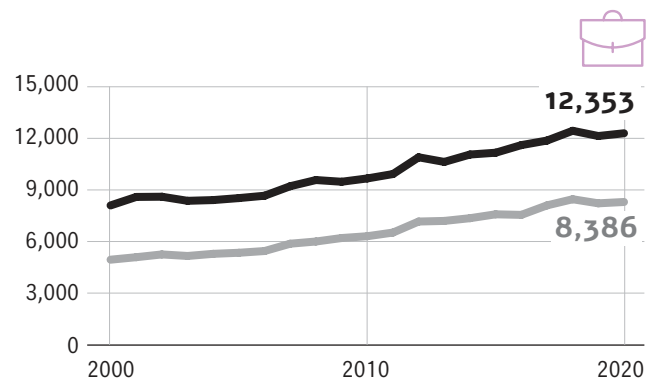
Source: Israel Employment Services

### Gender Gap in Median Salary



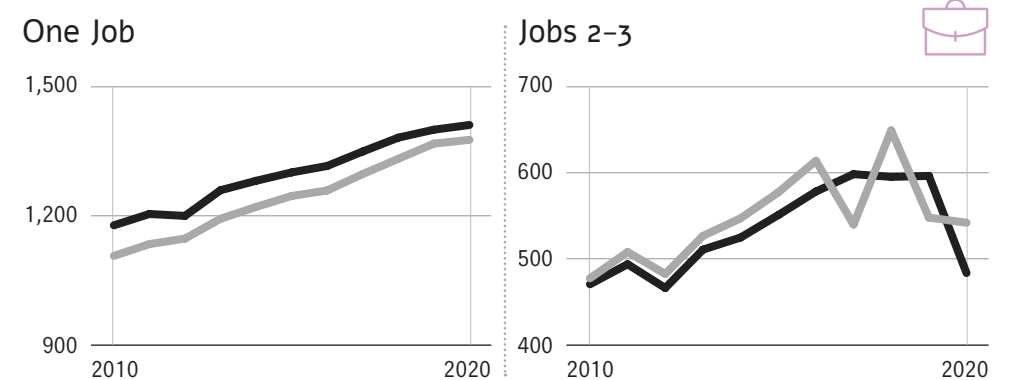
Source: OECD

### Average Monthly Salary NIS



Source: CBS data compiled by authors

### Number of Jobs by Gender (in the thousands)

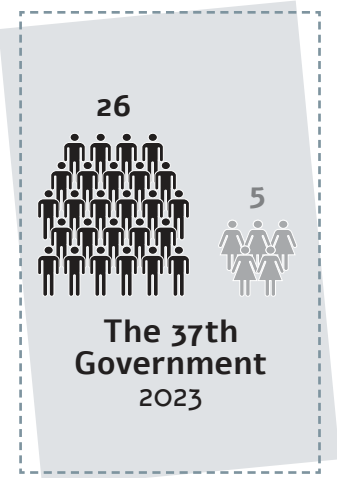


Source: CBS

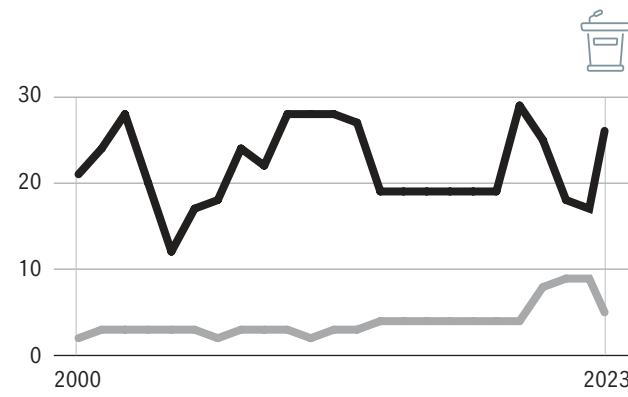


# Economic and Political Power

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

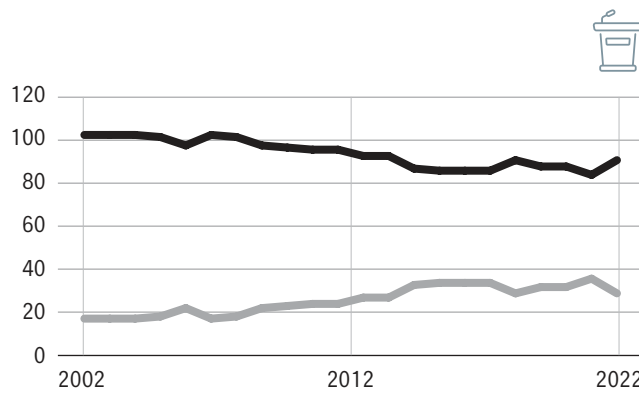


## Government Ministers by Gender



Source: The Knesset

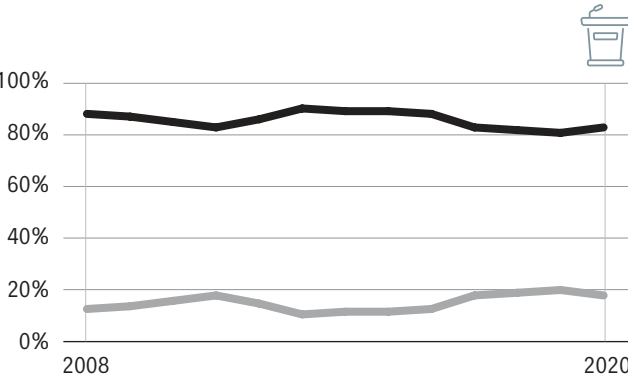
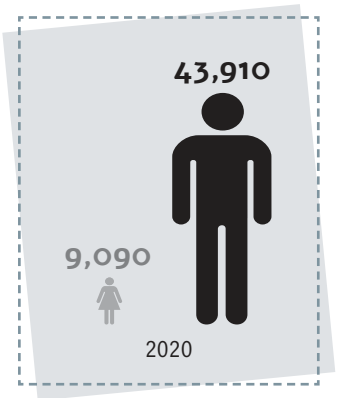
## Number of Women and Men Knesset Members



Source: Ministry of Interior data compiled by authors

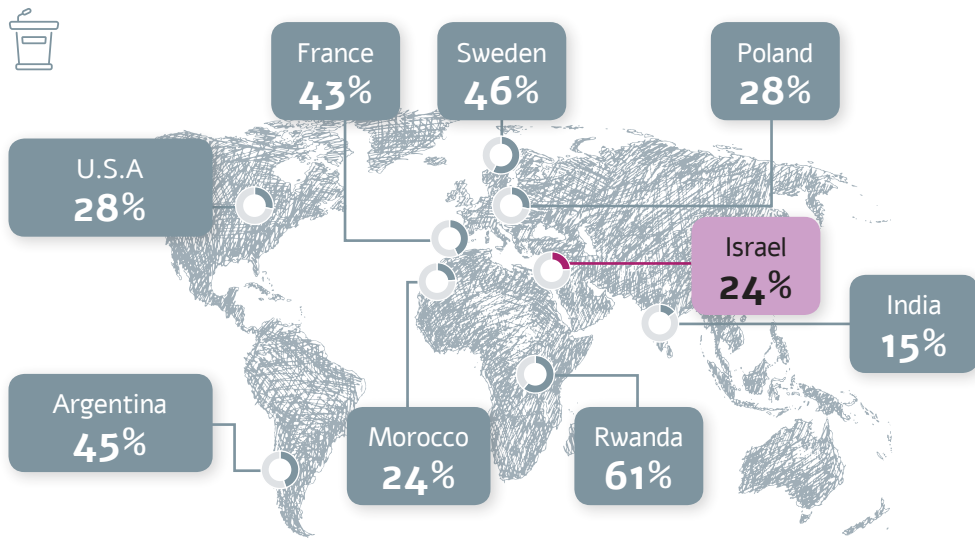


## Rate and Number of CEO's by Gender



Source: CBS data compiled by authors

## Women in Parliaments around the World 2022

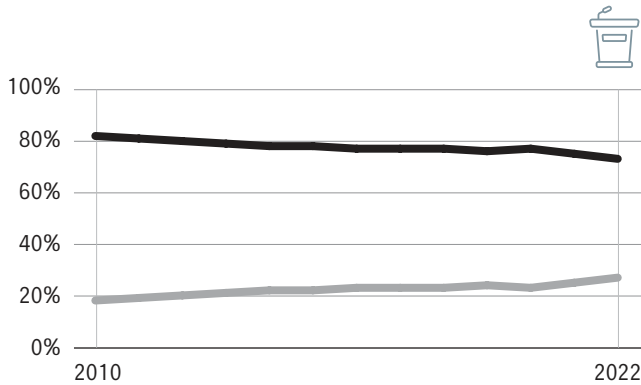
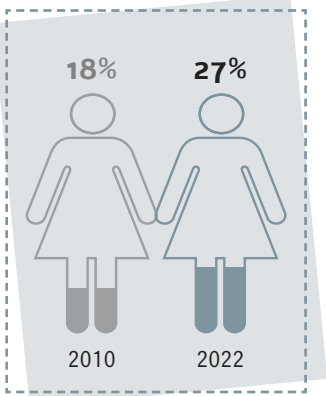


Source: Inter Parliamentary Union

# Economic and Political Power

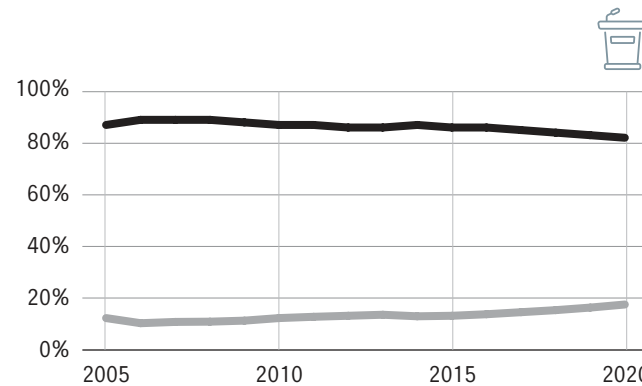
Key positions in management and influence in the economic and political spheres are held by men.

## Boards of Public Companies by Gender



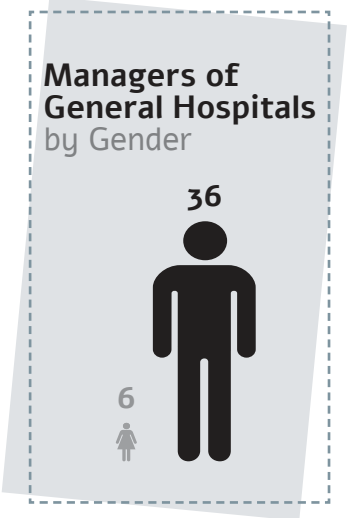
Source: Hagar Zemach, ISA website

## Full Professors in Academic Institutions by Gender



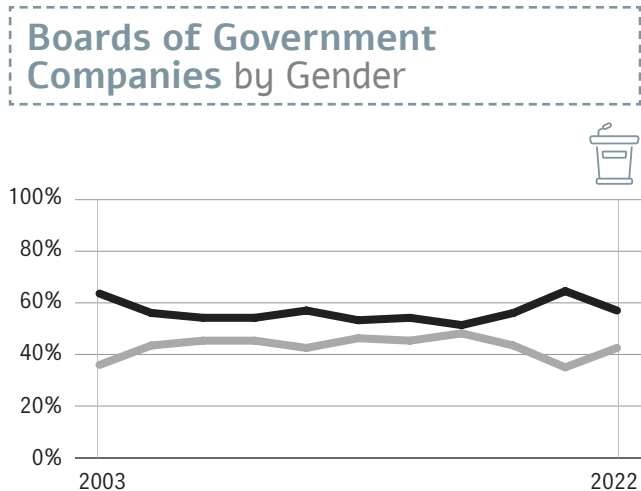
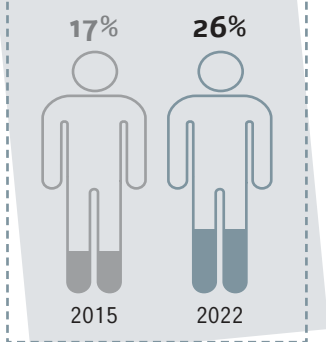
Source: CHE data compiled by authors

## Managers of General Hospitals by Gender



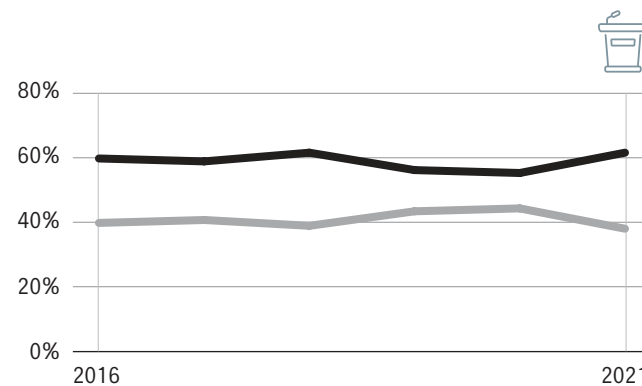
Source: She Knows Knowledge Center, VLJI

## Government Companies with no women on the board



Source: Hagar Zemach, GCA website

## Management Positions in Public Sector



Source: CBS data compiled by authors

## Percentage of Women CEOs of Government Ministries

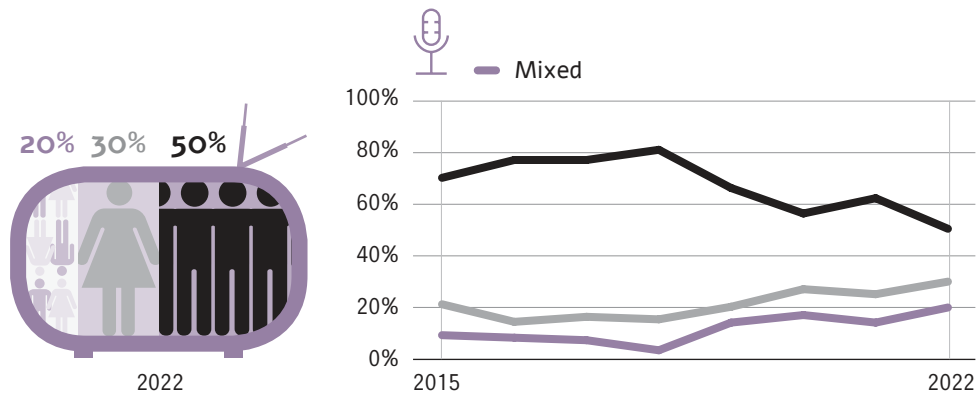


Source: She Knows Knowledge Center, VLJI



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

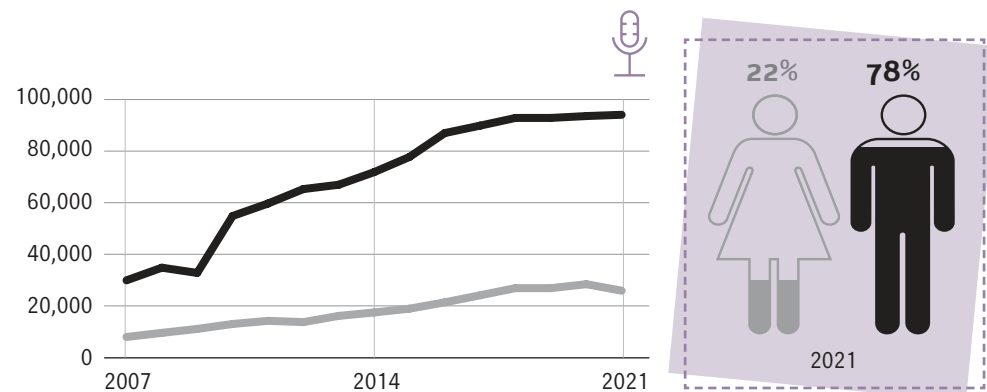
## Israeli Singers Most Played on Radio Stations by Gender



Source: Media Forest, compiled by the authors

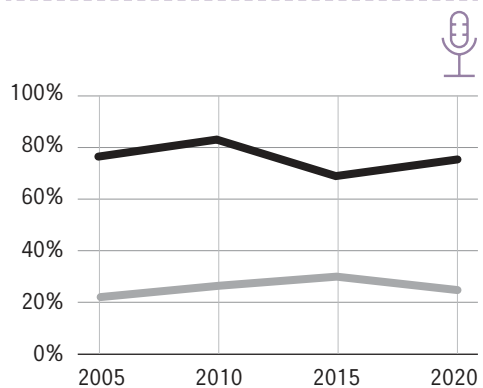
Data updated until Nov. 2022\*

## Number of Competitive Athletes by Gender

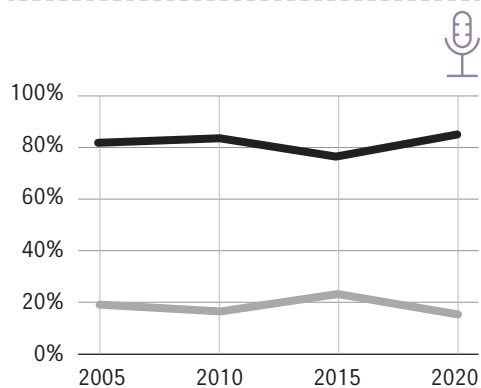


Source: Ministry of Culture and Sports

## Journalists in Israel by Gender

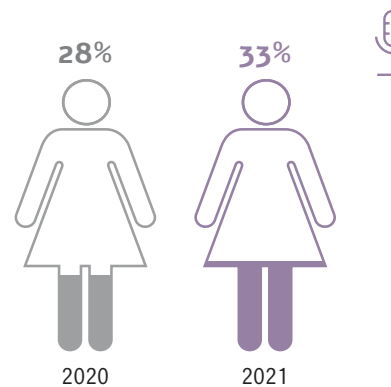


## Women and Men in News Reports



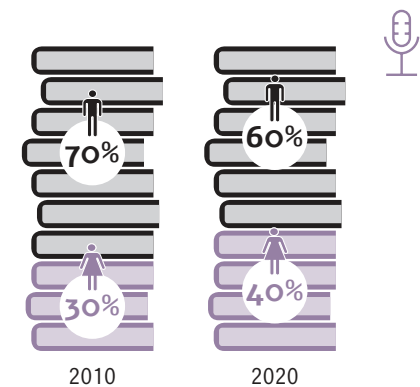
Source: Prof. Einat Lachover, GMMP

## Proportion of women in management of sports associations



Source: Ministry of Culture and Sports

## Authors of books published in Israel by Gender



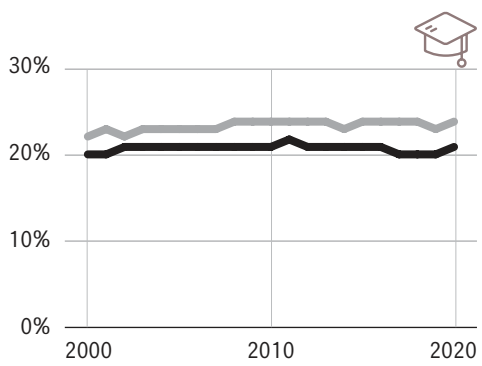
Source: National Library



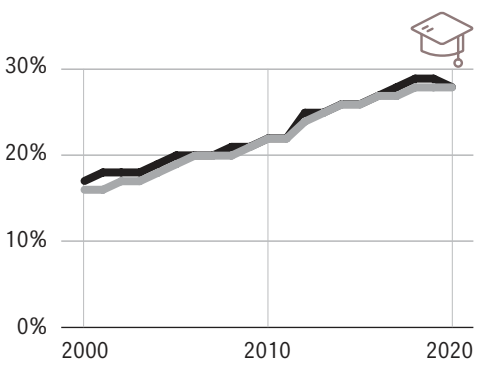
## Education and Employment

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**

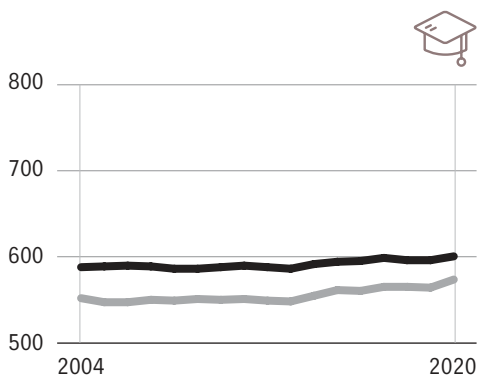


**Rate of Those with 16+ Years of Education**



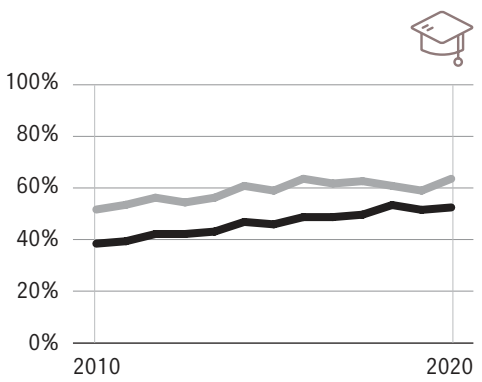
Source: CBS data compiled by authors

**Average Score on Psychometric Tests**



Source: MALO data compiled by authors

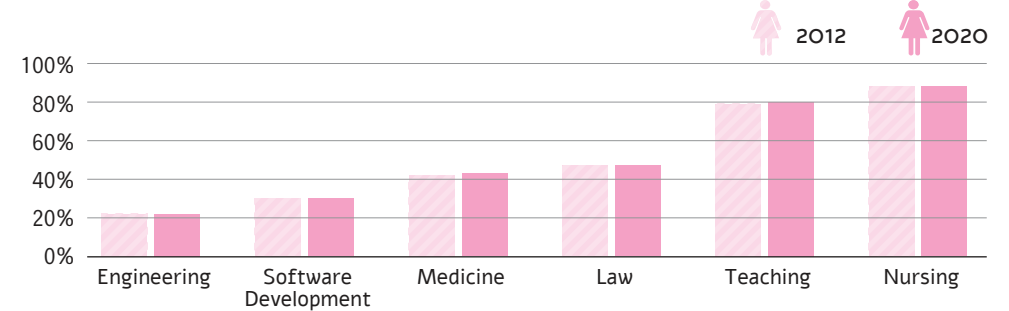
**Eligibility for a High School Diploma\***



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

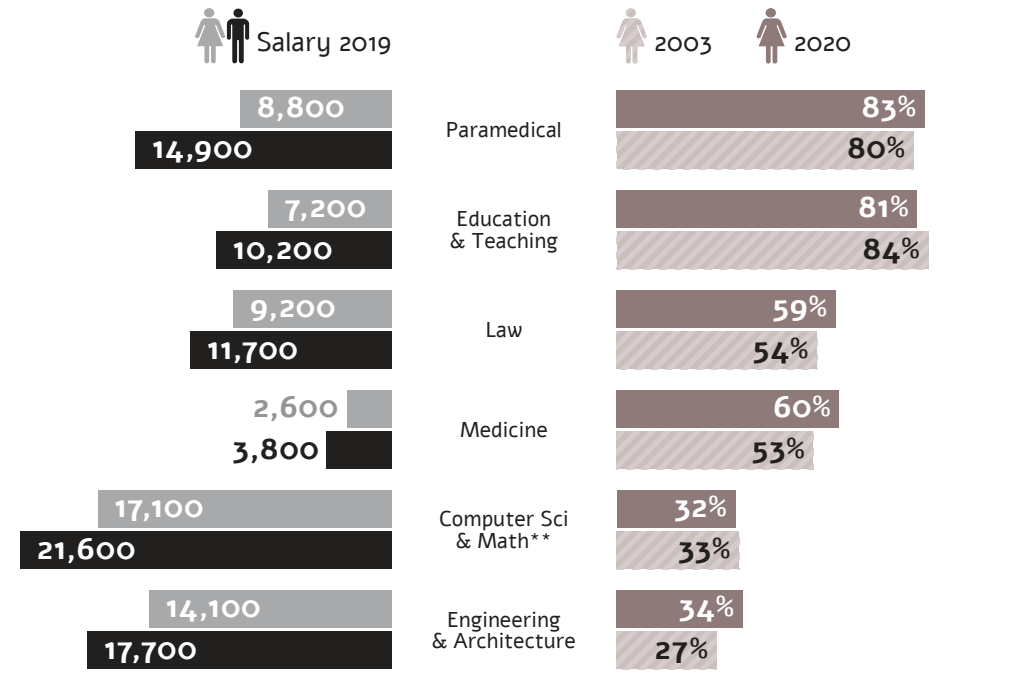
Source: CBS data compiled by authors

**Rate of Women in Selected Professions**



Source: CBS data compiled by authors

**Women in universities\* and average monthly salary one year after a Bachelor's Degree by Field of study**



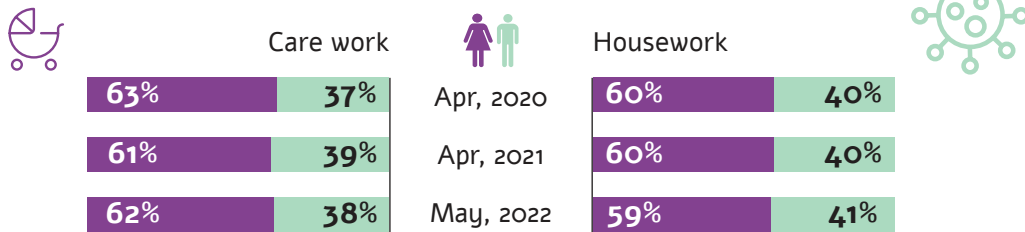
\* Undergraduate and graduate students in all universities  
\*\* Computer science, math & statistics

Source: CBS data compiled by authors

# Work, Family and Time

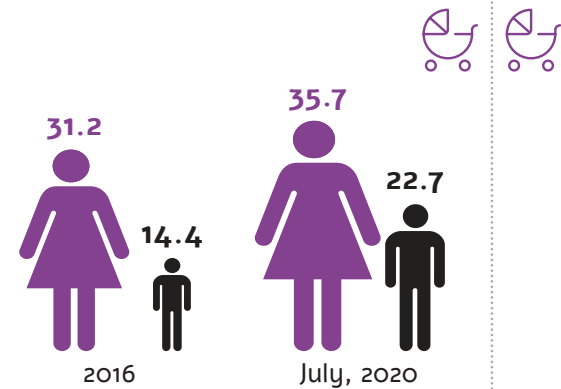
Women are still primarily responsible for family care and house work. This is **Invisible Work** which is unrecognized and unpaid, but functions as a barrier for women to full and equal participation in the labor market and the public sphere.

## Israel: Women and men who perform invisible work in households in which both spouses are employed



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

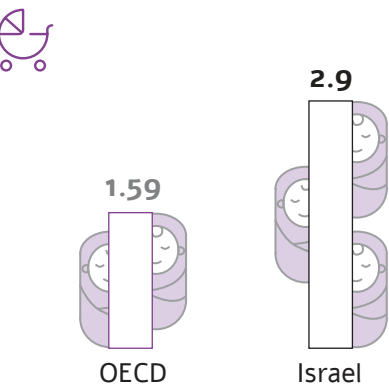
## EU: weekly hours spent on invisible work\*



\* Cooking, housework, caring for children and family elders

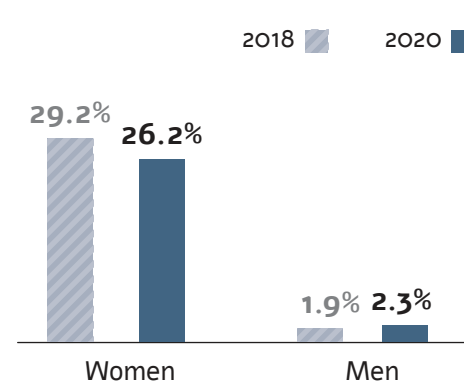
Source: EIGE

## Average number of children per woman



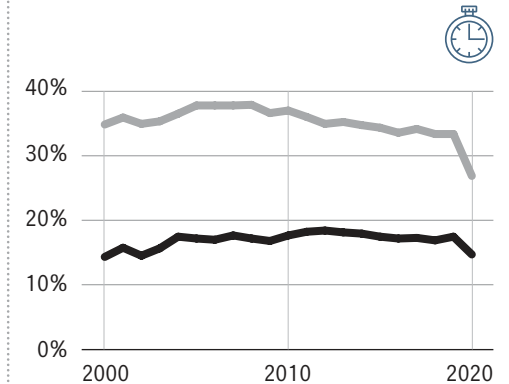
Source: CBS

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



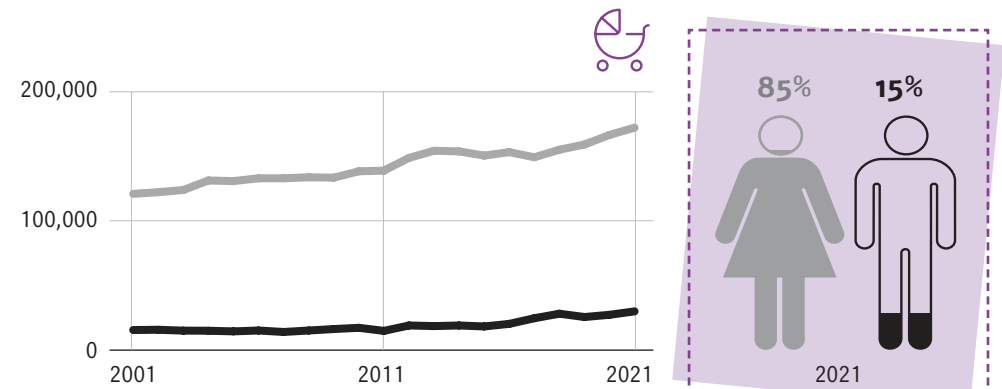
Source: CBS data compiled by authors

## Part-time Employment



Source: CBS data compiled by authors

## Heads of Single-Parent Families by Gender



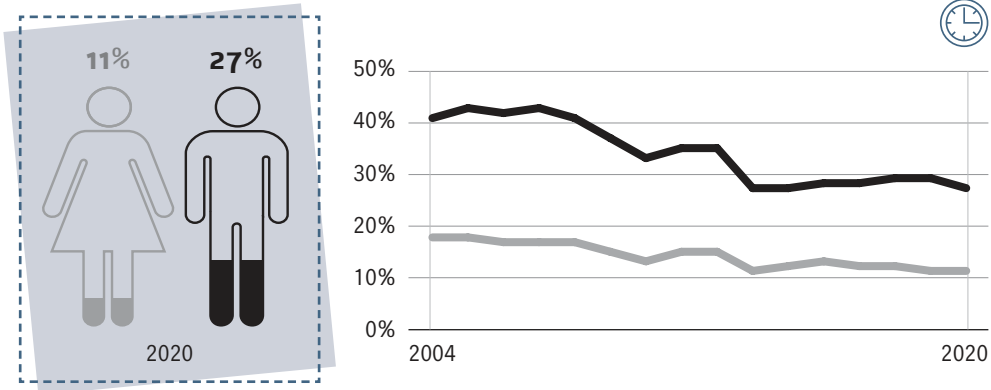
Source: CBS data compiled by authors





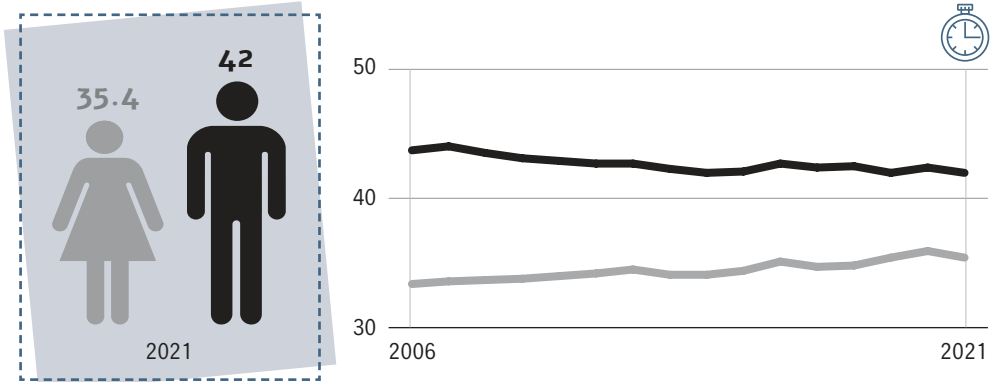
## Work, Family and Time

### Employees Working More than 50 Hours per Week



Source: CBS data compiled by authors

### Average number of paid working hours per week by Gender



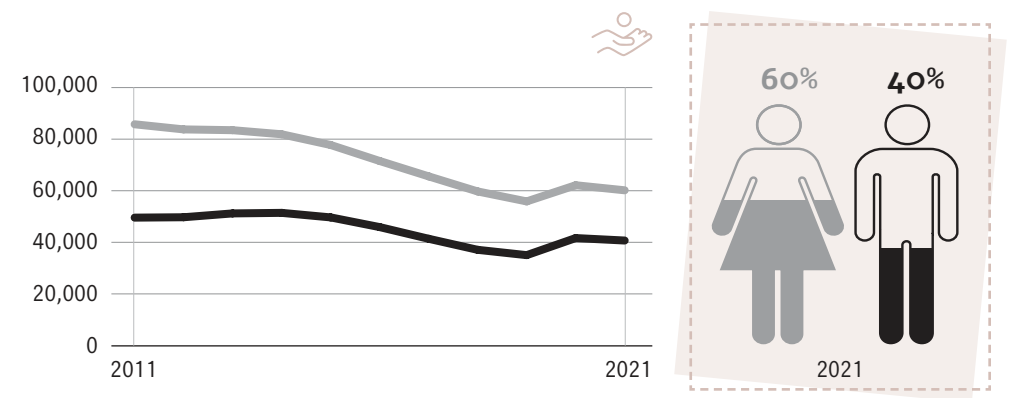
Source: CBS, data refers to the employed (not including those temporarily absent from their work)



## Vulnerability

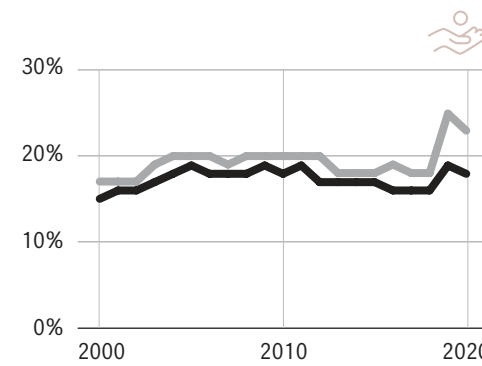
Women on the whole are poorer than men and rely more on the social security system at various stages of life.

### Number of income support benefit claims



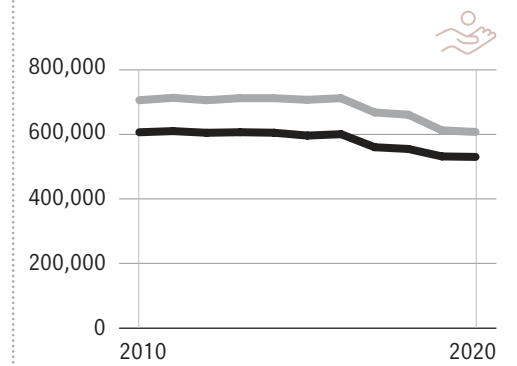
Source: NII data compiled by authors

### Incidence of Poverty after Transfer Payments and Taxes



Source: NII data compiled by authors

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



\*Of the Welfare Ministry

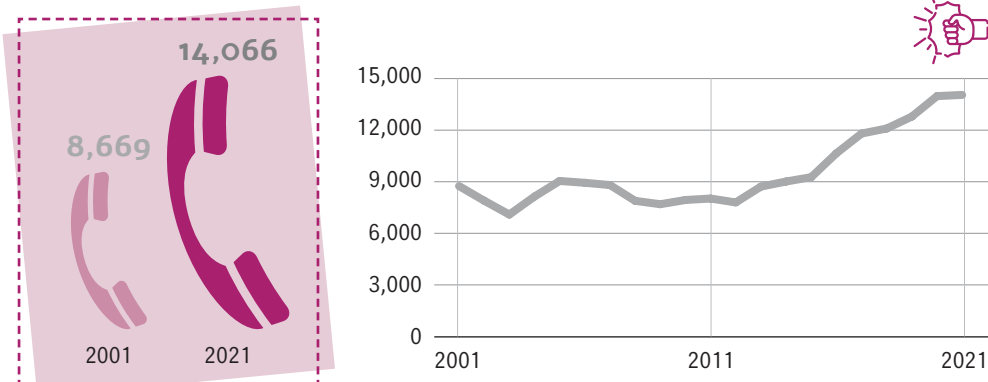
Source: CBS data compiled by authors



## 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



\* 2021 Data is updated until December.

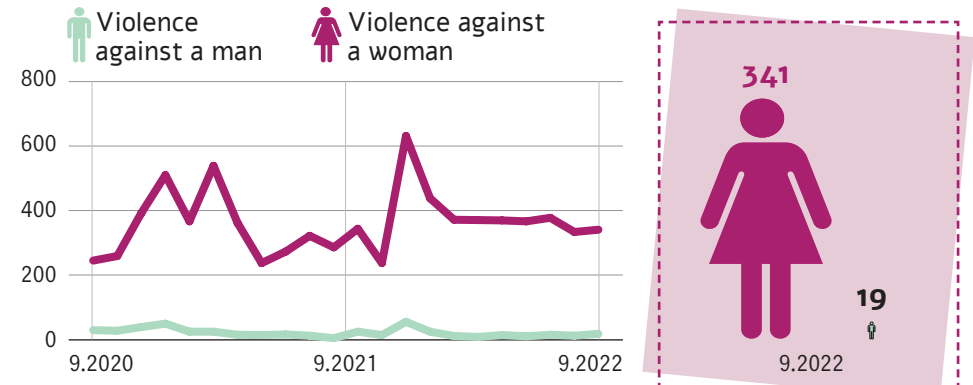
Source: Tizkor, RIC, Israel Police



## Gender-Based Violence During COVID-19

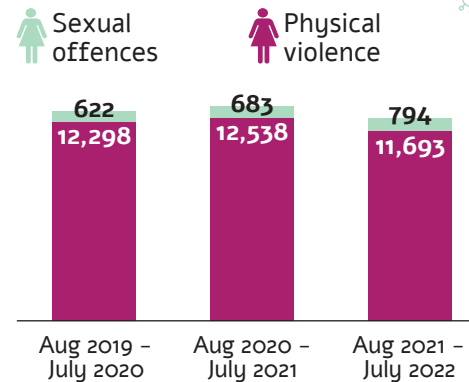
The scope of gender-based violence during Covid-19 is higher than it was in the period preceding the pandemic.

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



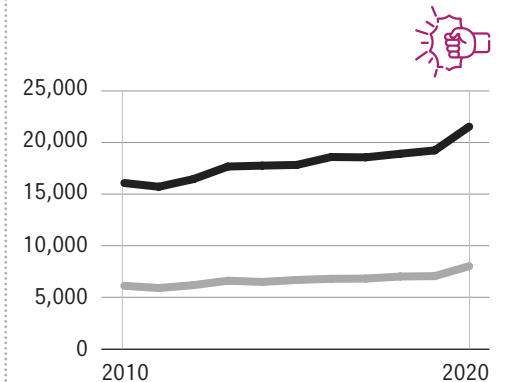
Source: Ministry of Welfare

### Physical domestic violence: cases opened for women victims



Source: Israel Police

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

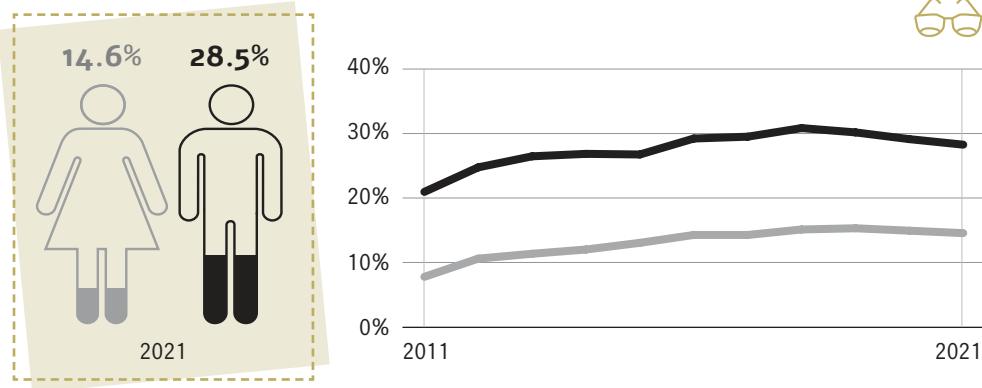


Source: Israel Police

# Intersectionality: Gender gaps in diverse social groups

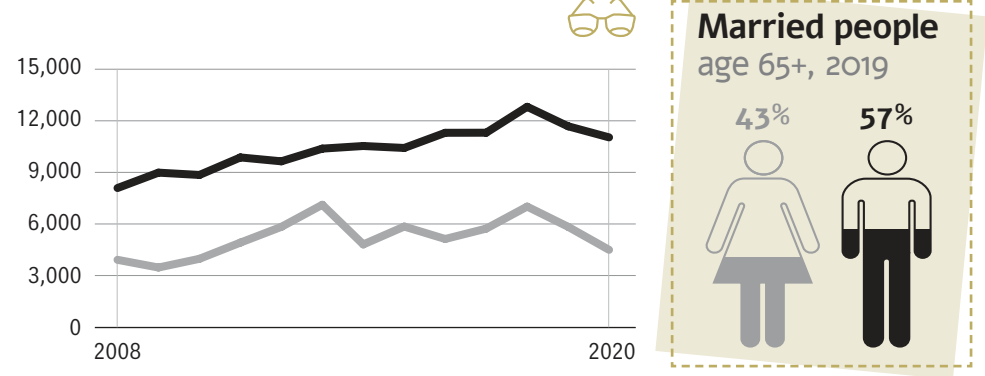
In order to fully understand the lives and perspectives of different women we also have to consider their ethnic and national identities, their economic status, geographic location, and other social factors. The intersection between gender and these factors differentiates among women and enhances vulnerabilities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

## Labor force participation age 65+



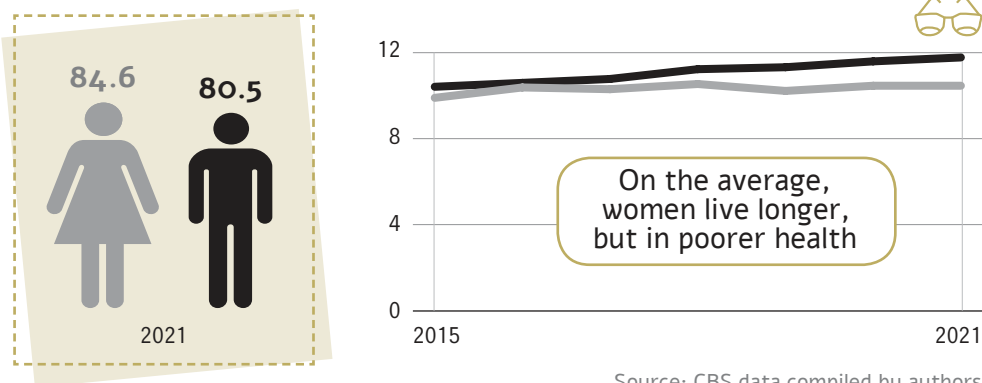
Source: CBS data compiled by authors

## Average monthly salary age 65+



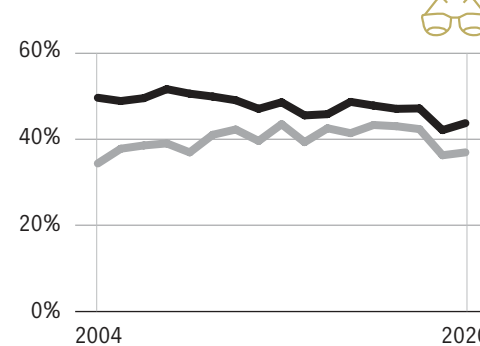
Source: CBS data compiled by authors

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



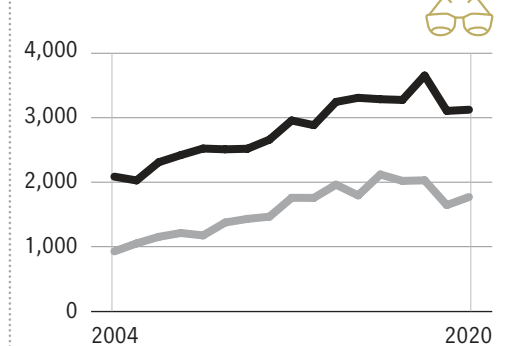
Source: CBS data compiled by authors

## Rate of pension beneficiaries age 65+



Source: CBS data compiled by authors

## Pension compensation age 65+ (NIS)

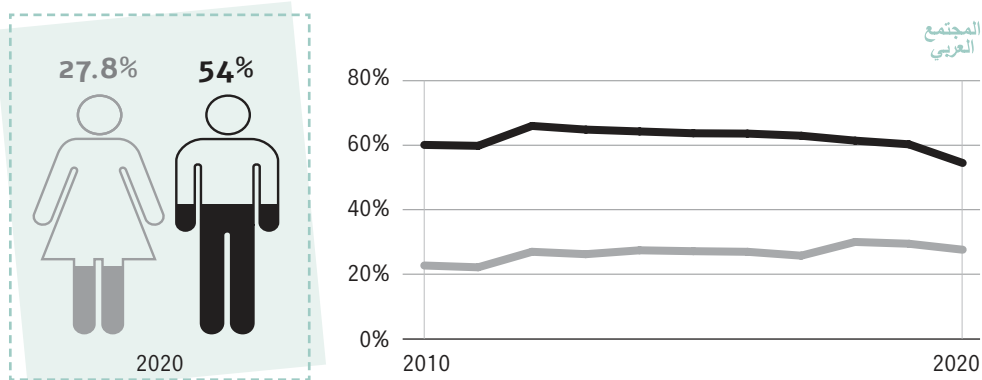


Source: CBS data compiled by authors



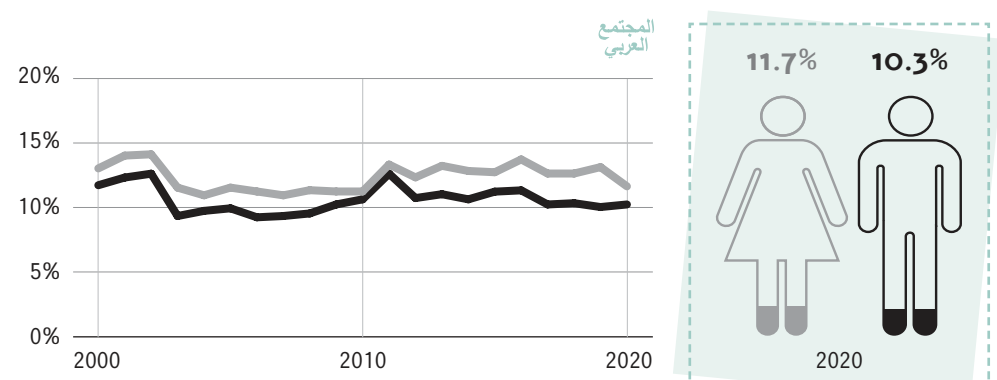
# Intersectionality: gender gaps in diverse social groups

## Labor Market Participation in Arab Society



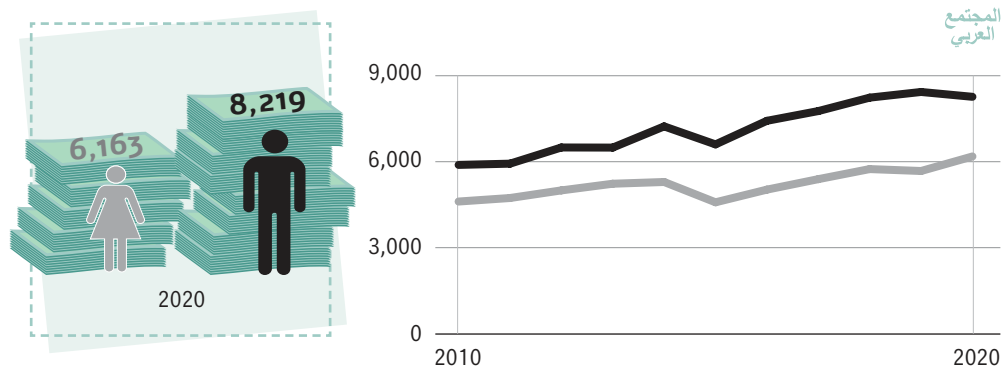
Source: CBS data compiled by authors

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



Source: CBS data compiled by authors

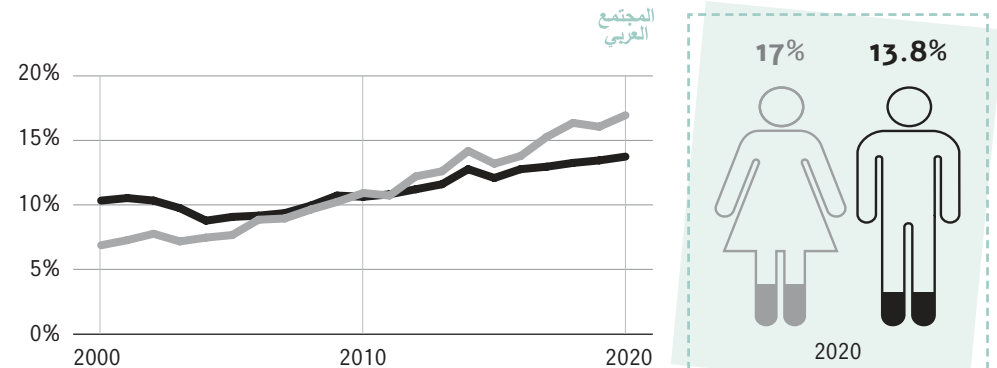
## Average Monthly Salary in Arab Society NIS



Source: CBS data compiled by authors

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

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



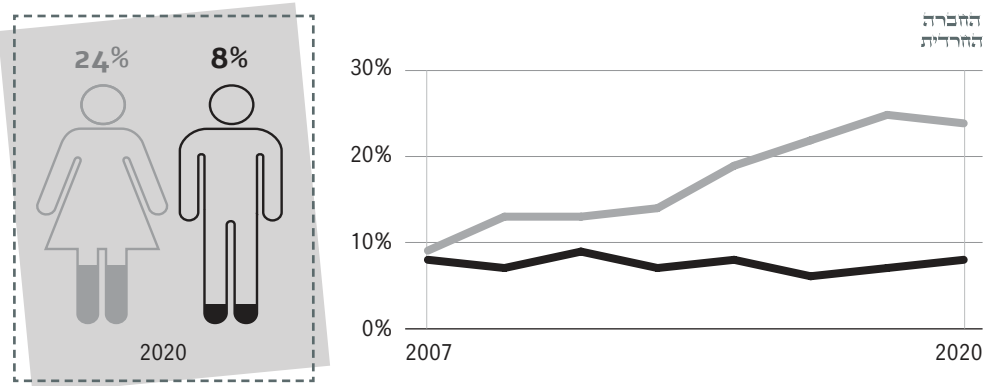
Source: CBS data compiled by authors



# Intersectionality: gender gaps in diverse social groups

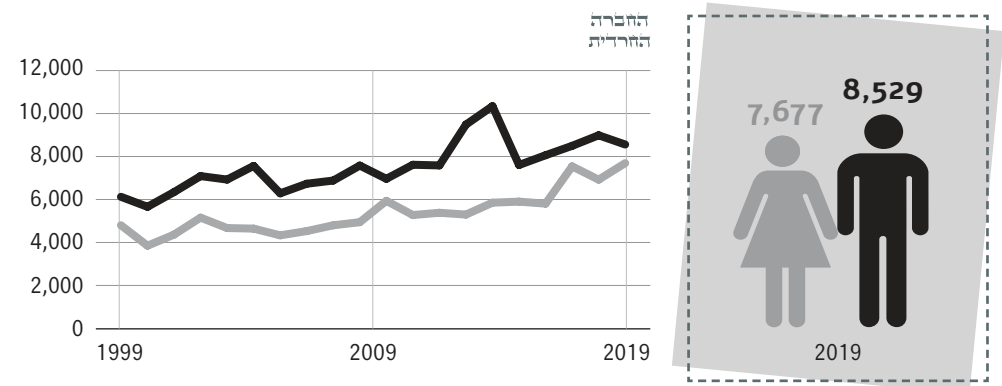
In Haredi (Ultra-Orthodox) Society, more women than men acquire academic education and participate in the labor market, but their average monthly salary is lower than men's.

## Academic Degree in Haredi Society Age 20+



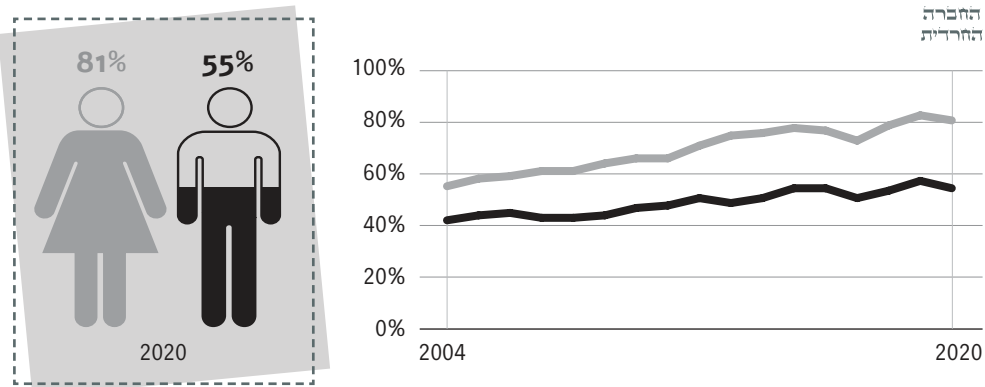
Source: IDI and CBS data compiled by authors

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



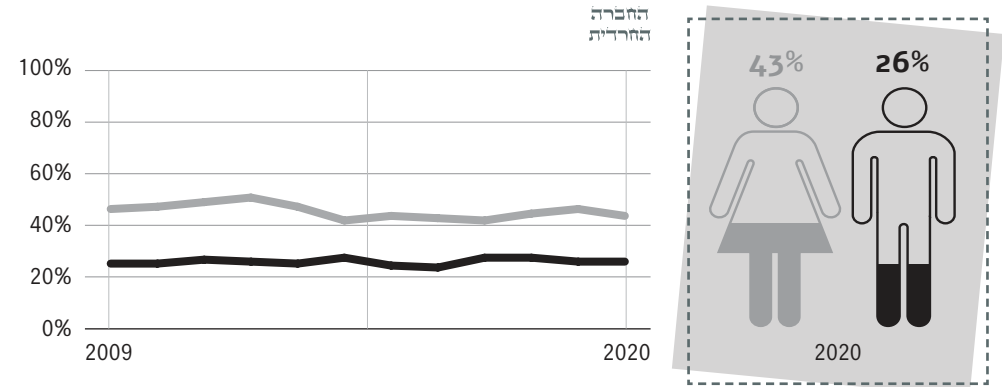
Source: IDI and CBS data compiled by authors

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



Source: IDI and CBS data compiled by authors

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

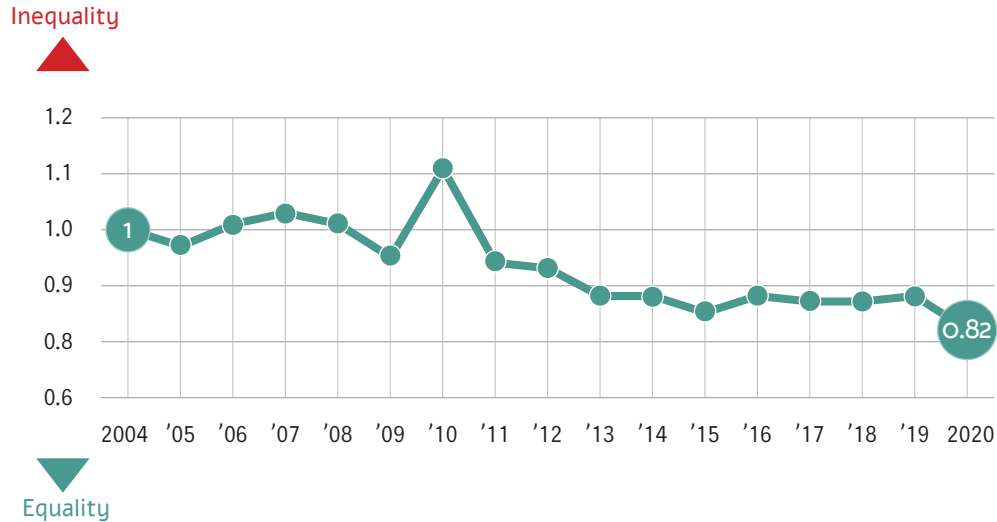


Source: IDI and CBS data compiled by authors



## 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 and the results of 2022 national elections reveal 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.

3

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.

4

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.

5

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.

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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.



# The Gender Index 2022: 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 prerequisites
- 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



## 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 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



## 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



## Health

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



## Time

- 1 Vacations in Israel
- 2 Vacations abroad
- 3 Volunteerism
- 4 Part-time work – domestic obligations
- 5 Internet usage
- 6 Working 50+ hrs per week
- 7 Weekly working hours



## 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

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



## 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 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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