

# The Gender Index

## Gender Inequality in Israel

2023

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

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



## The Gender Index

This is the **11th 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 a 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; political and economic 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.



Gendered Segregation of Professions



Education



Media and Culture



Power



Labor Market



Health



Violence against Women



Poverty



Family Status



Time



Periphery



Haredi Society



Arab Society



65+



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

**The 2023 Gender Index reveals a 4% increase in gender inequality in Israel compared to the previous year.** The significant decline in women's representation in political and economic arenas, prior to the outbreak of the war on October 7th has exacerbated this trend. In our estimation, the prolongation of the war will lead to another sharp increase in the level of gender inequality in Israel in the coming years. The overall picture depicted by the Gender Index indicates that policy decisions made in these areas do not reflect the needs and priorities of half of Israel's population – women – and thus, the quality of decisions and policies is significantly impaired. The consequences of such systematic disregard for the increase in gender gaps are already evident in all aspects of Israeli women's everyday lives. These growing gender disparities present a serious threat to the democratic foundations of the State of Israel and require swift and thorough action. Decisive policies dedicated to promoting gender equality are urgently needed to prevent further deterioration.

## Main results

1. The sharp rise in gender inequality results from an **increase in the gaps between women and men in the domains of violence against women, power, poverty, and time utilization**. Compared to the previous year, gender equality increased in the domains of labor market participation, health, marital status, and culture. **Since the initial measurements in 2004, there has been only an 11% decrease in the overall level of gender inequality – an average annual improvement of less than 1%.** The largest gender gaps are in political and economic power, while the smallest disparities are found in educational attainment.
2. In the domain of **violence against women**, there is a **deterioration in almost all indicators**. Most notable is the increase in the number of women treated at centers for the prevention of domestic violence and the decrease in women's sense of safety while walking in their residential areas after dark. In 2023, 30 women were murdered by men (femicides) – an increase in comparison with recent years.



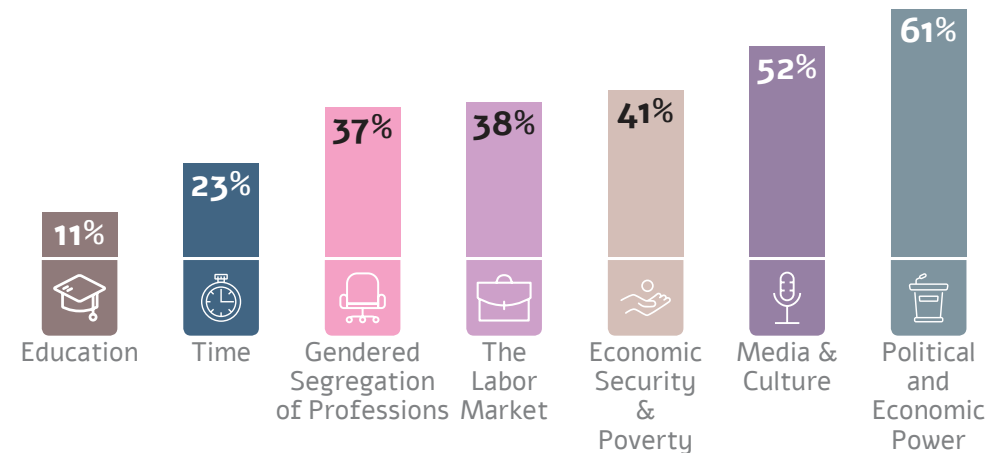
3. **The Political, Economic and Civil power** domain measures the representation of women in central decision-making positions. Despite improvements in this domain in the previous Index, the 2023 Index shows a significant increase in gender inequality due to a **decline in the appointment of women to positions of power** in government, public sector management and boards, and senior academic positions.
4. **Women in the labor market:** Since 2019, the gender pay gap has slowly increased, and Israel has the second highest gender pay gap among OECD countries. Moreover, a higher percentage of women than men hold multiple jobs. In this and other facets of **precarious employment, the gender gap has grown over the years**, indicating the increased difficulty women – as compared to men – face in earning enough to make a decent living today. Thus, the proportion of impoverished women exceeds that of men, and the poverty-related gender gap is growing.
5. There has been an **increase in the level of inequality in the domain of time-use** in indicators such as going on vacation, volunteering, and work travel time (a new indicator). A higher proportion of men commute to distant workplaces, whereas a higher proportion of women work closer to home, correlating with the rise in their primary caregiving responsibilities. As a result, **men's employment opportunities are more numerous and diverse than women's, and therefore their potential for higher earnings**. This **reinforces the unequal gender division of invisible work** in the family, which includes housework and caregiving for children and other family members.
6. The domain of **educational attainment** has the greatest gender equality. The proportion of women with academic education is similar or higher than the proportion of men. Gender inequality is concentrated in two areas: in the choice of fields of study in academia and in standardized test scores, like the psychometric examination.
7. The Gender Index also examines **how gender inequality intersects with other societal factors**. In **Arab society**, the reduction in inequality between women and men that began in 2018 continues, although it stems partly from the worsening situation of Arab men: There has been a decrease in men's labor market participation, while among women this decrease has largely been corrected; The proportion of Arab men who work part-time has increased more



than that of women. The gender pay gap has also increased due to an increase in the average wage among men and a decrease among women. The proportion of women with an academic education continues to be slightly higher than that of men. The **ultra-orthodox society** has witnessed no change in the overall level of gender inequality in the last five years. In the current Index, there is only a small increase in the gender gap in labor market participation and academic education (an increase in the proportion of women with an academic degree, while no change was recorded among men). **Seniors (Age 65+):** The disparities between women and men in this age group are profound in all examined aspects of life: employment, earnings from salaries and pensions, and health.

## Extent of Inequality

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

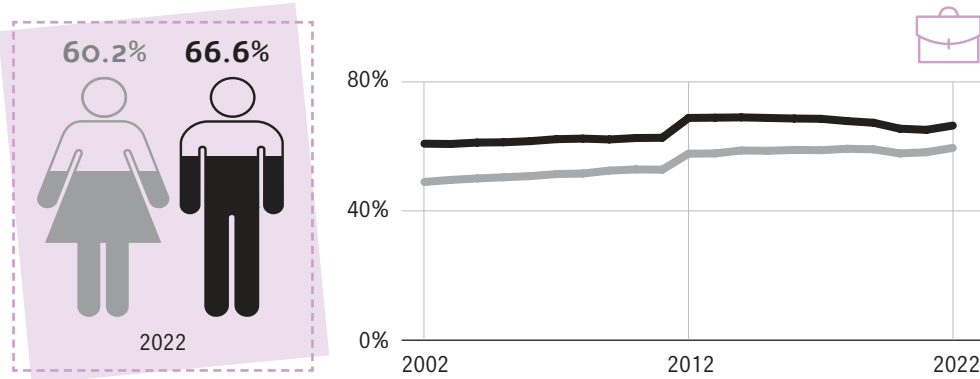




# Continuous gender gaps in all life areas

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

## Labor Market Participation Rates by Gender

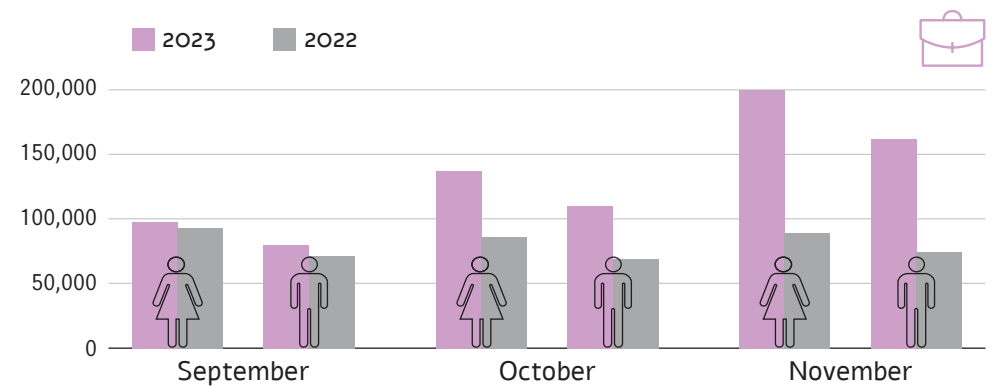


Source: CBS data compiled by authors

# Employment of women and men in times of crisis

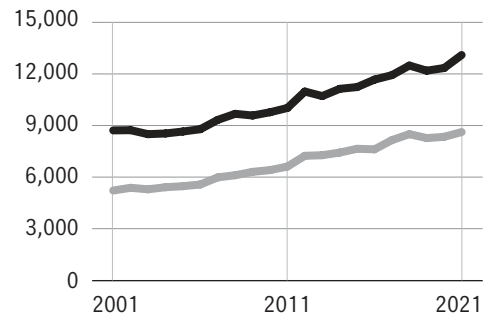
The participation characteristics of women and men in the labor market are different (for example, in terms of their professions, job scope, hierarchical position, salary) and therefore crisis situations impact them differently.

## The Effects of the War: Seeking a Job by Gender



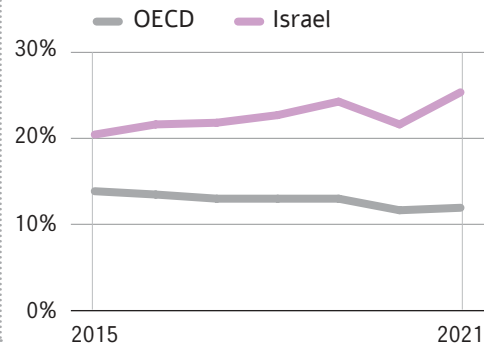
Source: Israel Employment Services

## Average Monthly Salary NIS



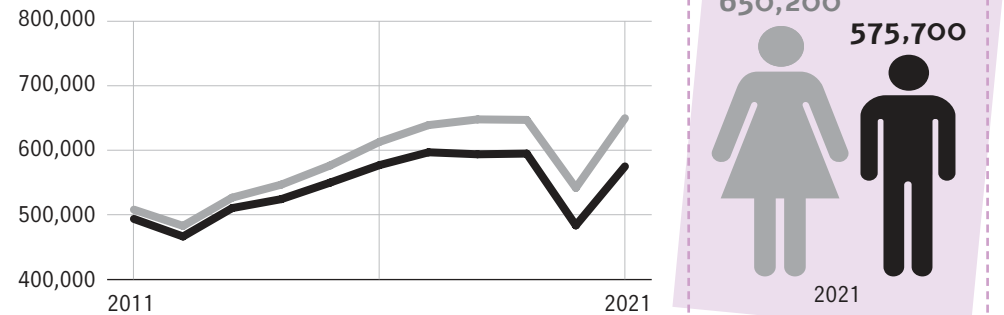
Source: CBS data compiled by authors

## Gender Gap in Median Wage



Source: OECD

## The Effects of COVID-19: Employed in Several Jobs at the Same Time



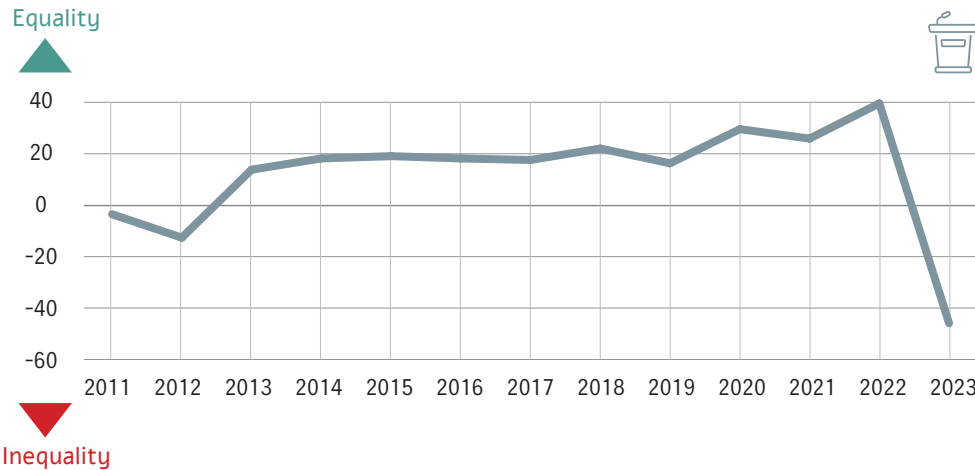
Source: CBS



# Economic and Political Power

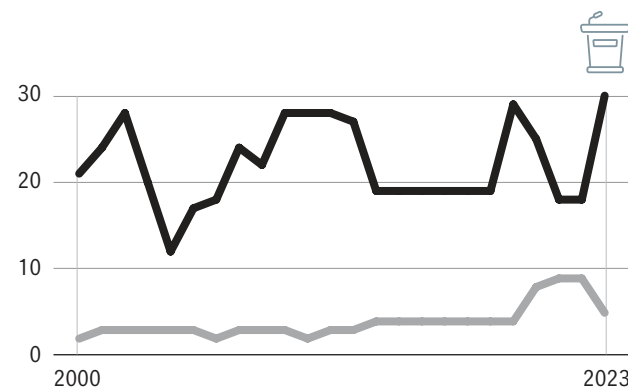
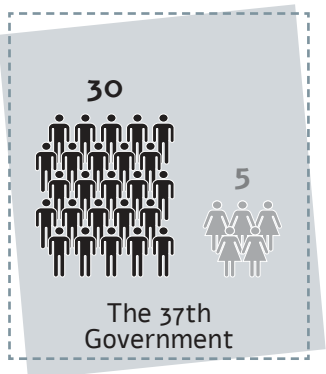
Key positions in management and decision making in the economic and political spheres are held by men. The level of gender equality in the power domain decreased significantly in 2023, mainly as a result of a dramatic decrease in the number of women in the political arena.

## Level of gender equality in political and economic power



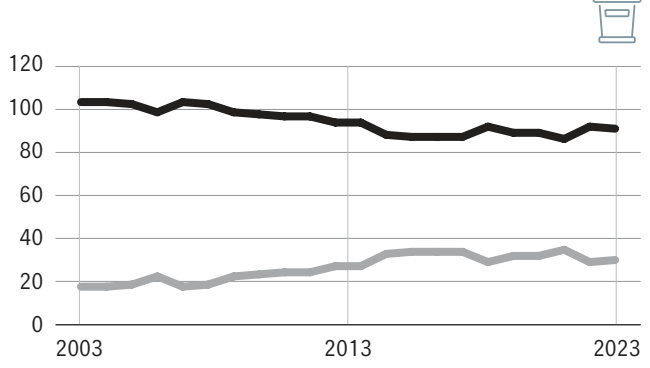
source: Gender Index 2023

## Government Ministers by Gender



source: The Knesset

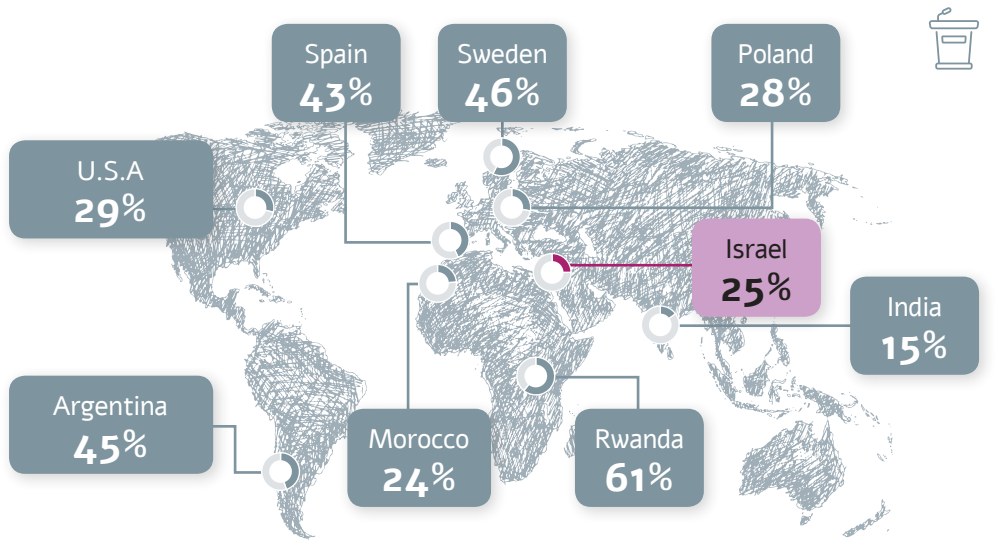
## Number of Women and Men Knesset Members



Source: The Knesset and Ministry of the Interior



## Women in Parliaments around the World 2023



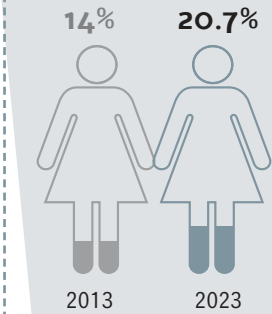
Source: Inter Parliamentary Union



# Economic and Political Power

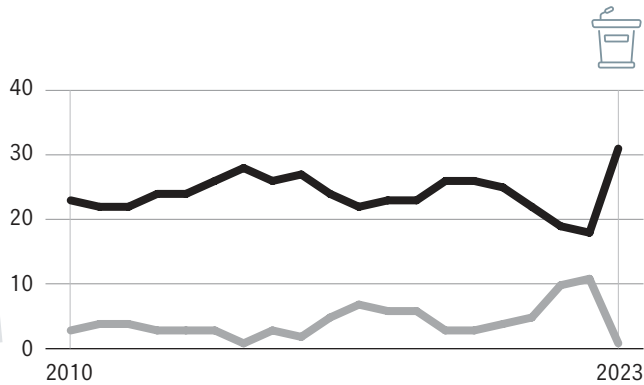
Key positions in management and decision making in the economic and political spheres are held by men.

## Full Professors in Academic Institution



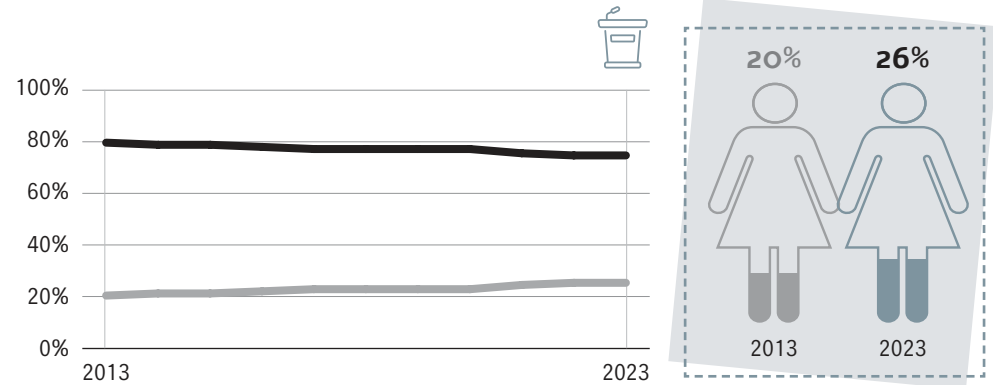
Source: CBS

## Number of CEOs of Government Ministries



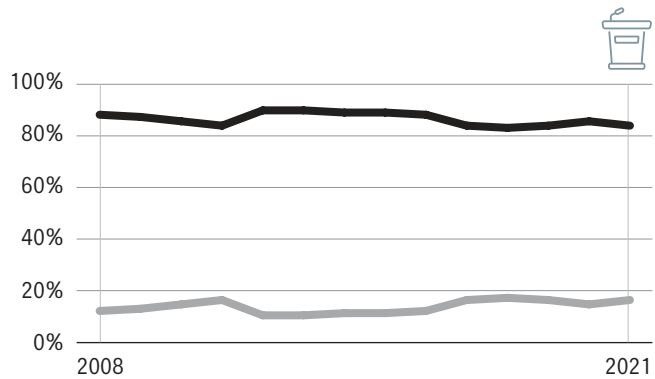
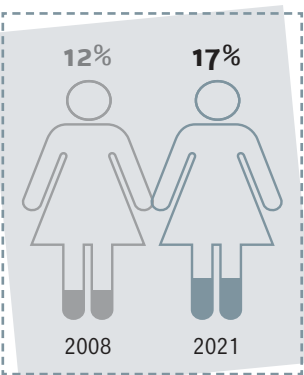
Source: She Knows, VLJI

## Boards of Public Companies by Gender



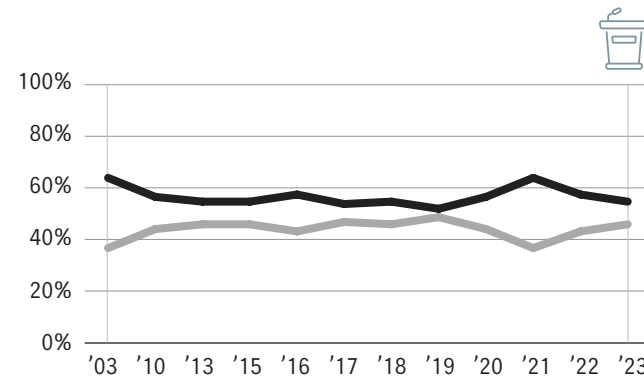
Source: Hagar Zemach, ISA website

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



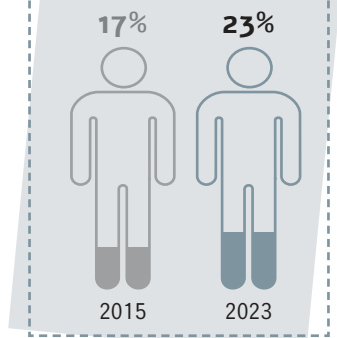
Source: CBS

## Boards of Government Companies by Gender



Source: Hagar Zemach, ISA website

## Percentage of boards with no women

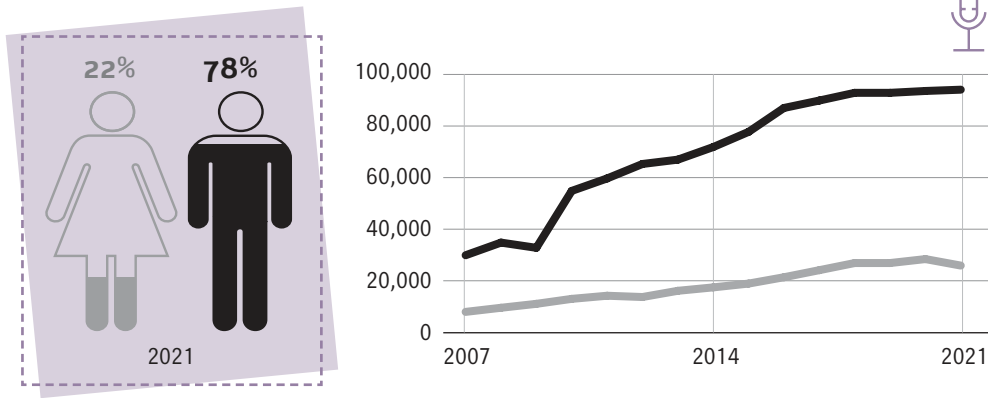


Source: Hagar Zemach, ISA website



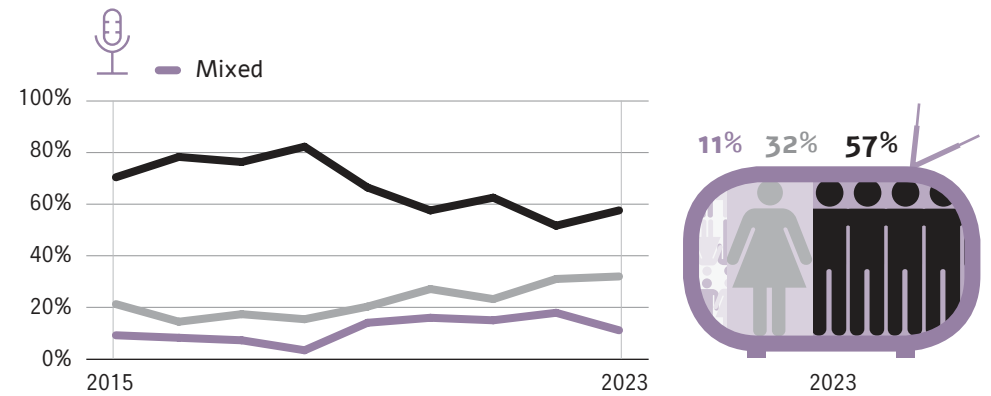
# Persistent gender gaps in the fields of culture, media, and sports

## Number of Competitive Athletes by Gender



Source: Ministry of Culture and Sports

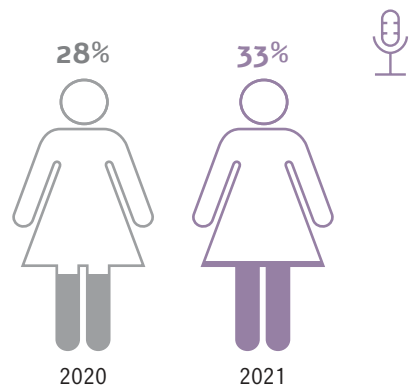
## Israeli Singers Most Played on Radio Stations by Gender



Source: Media Forest, compiled by the authors

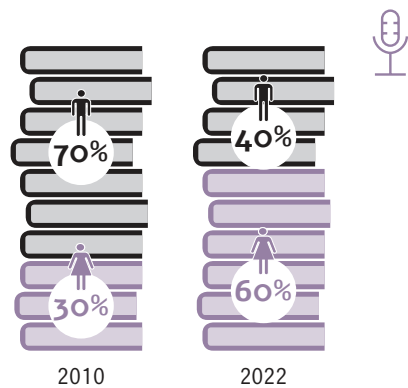
\*Data updated until Nov. 2023

## Proportion of women in management of sports associations



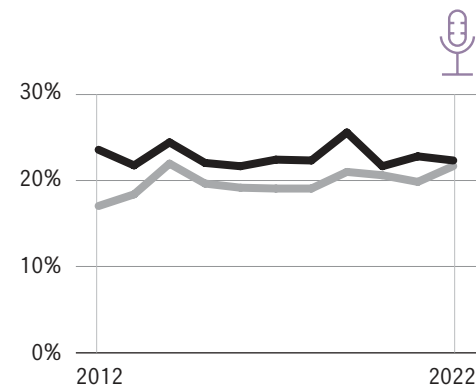
Source: Ministry of Culture and Sports

## Authors of books published in Israel by Gender



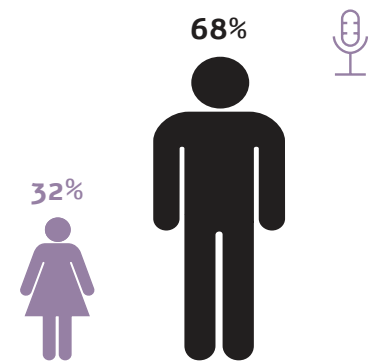
Source: National Library

## Engaging in Voluntary Activity by Gender



Source: CBS

## Gender Representation in News Media Items 2023



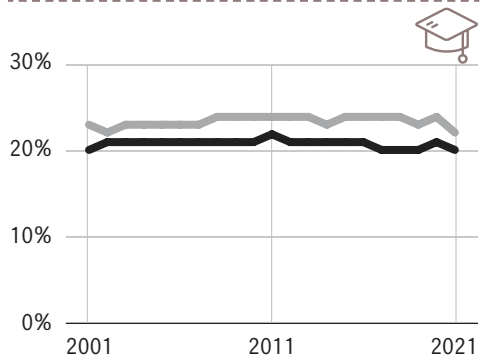
Source: The Union of Journalists, The Seventh Eye, Success



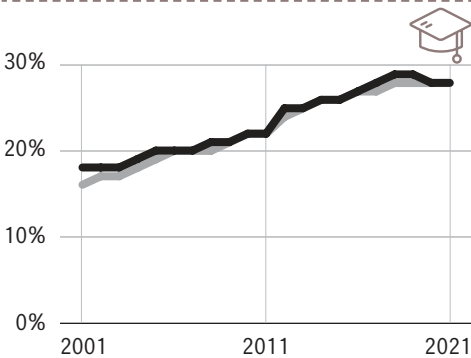
# Education and Employment

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

**Rate of Those with 13-15 Years of Education**

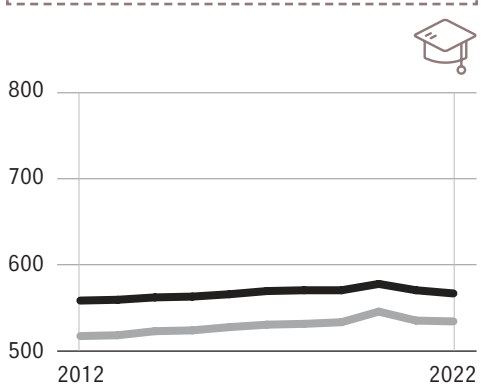


**Rate of Those with 16+ Years of Education**



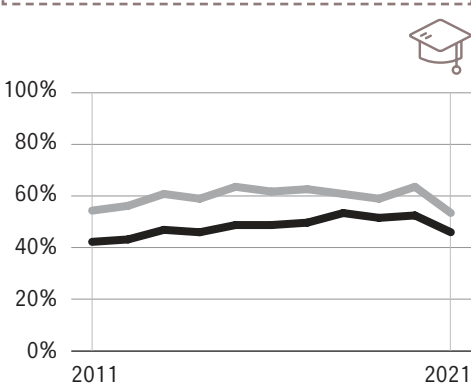
Source: CBS data compiled by authors

**Average Score on Psychometric Tests**



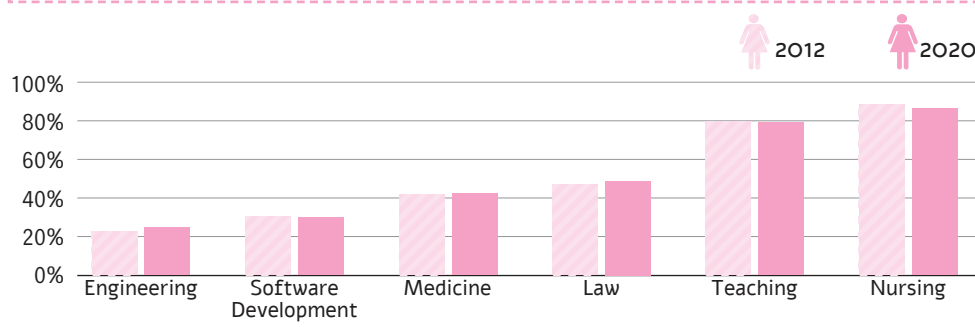
Source: MALO data compiled by authors

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



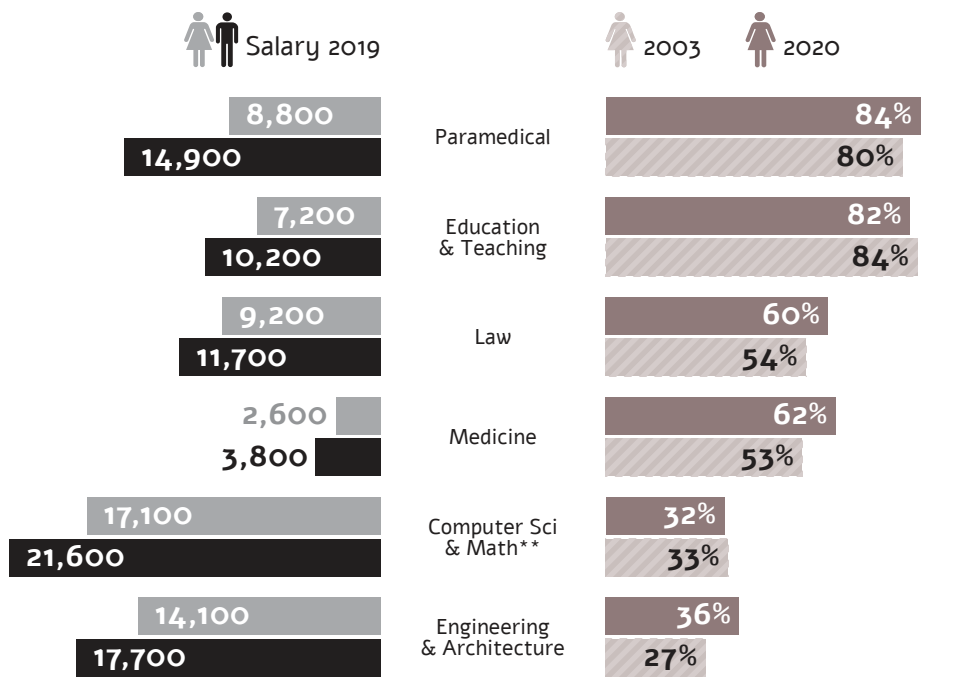
\* Within the age group, assuming 50% girls/boys per year  
Source: CBS data compiled by authors

**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



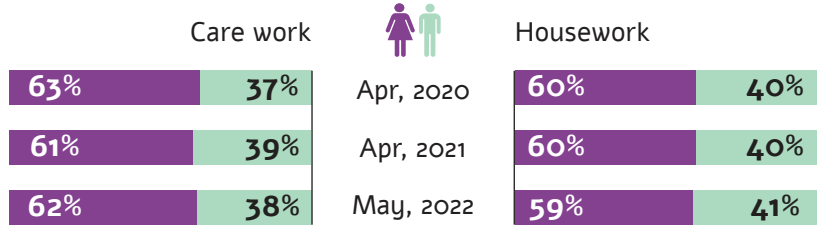


## Work, Family and Time-Use

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. During COVID-19, no significant change was evident in the division of housework and caregiving between women and men in Israel.

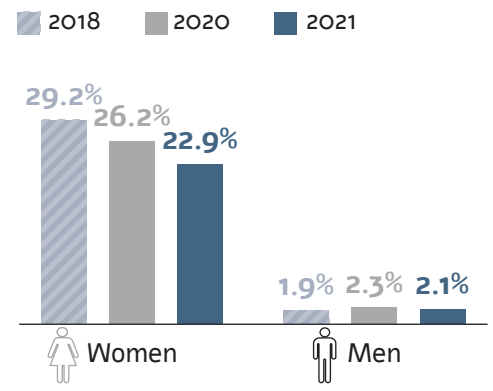


### Israel: Women and men who perform invisible work in households in which both spouses are employed



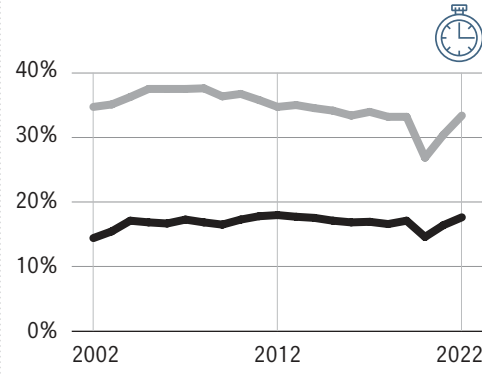
Source: Efrat Herzberg-Druker, Meir Yaish, Tali Kristal, Haifa University

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



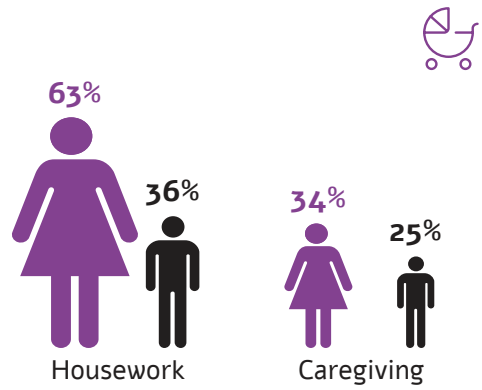
Source: CBS data compiled by authors

### Part-time Employment by Gender



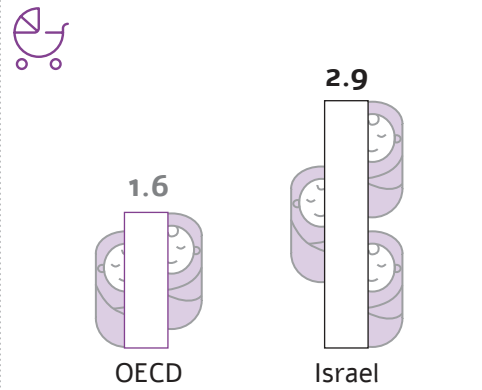
Source: CBS data compiled by authors

### EU: Performing Invisible Work 2022



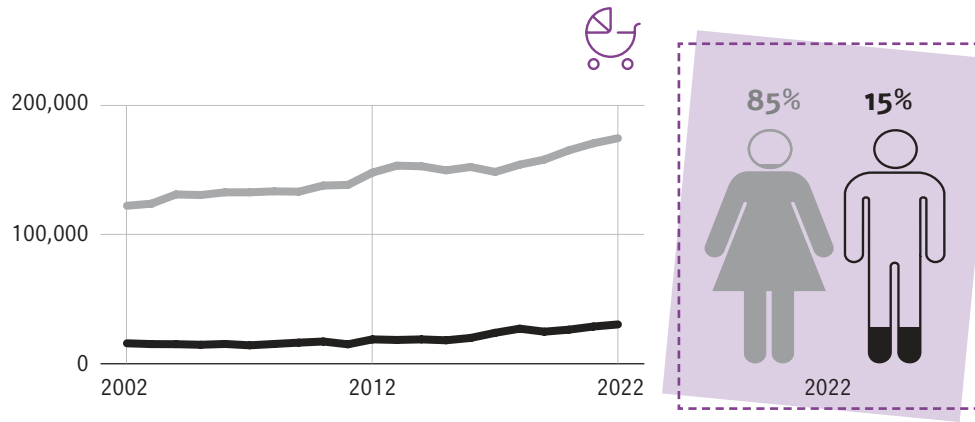
Source: EIGE

### Average number of children per woman 2022



Source: CBS

### Heads of Single-Parent Families by Gender

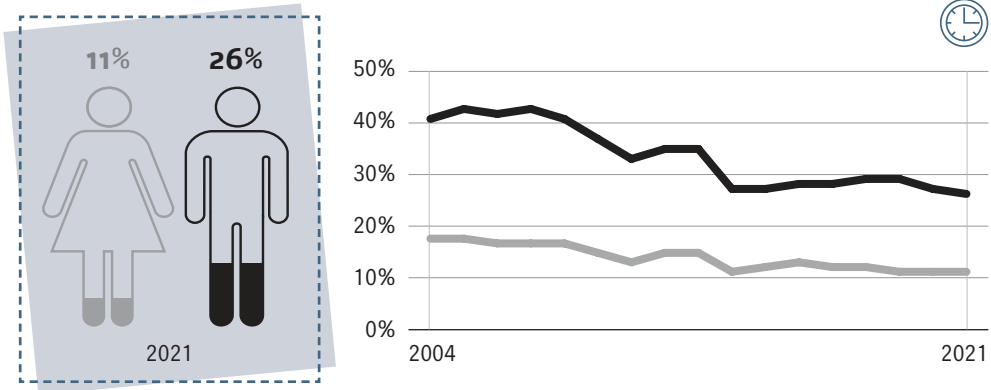


Source: CBS data compiled by authors



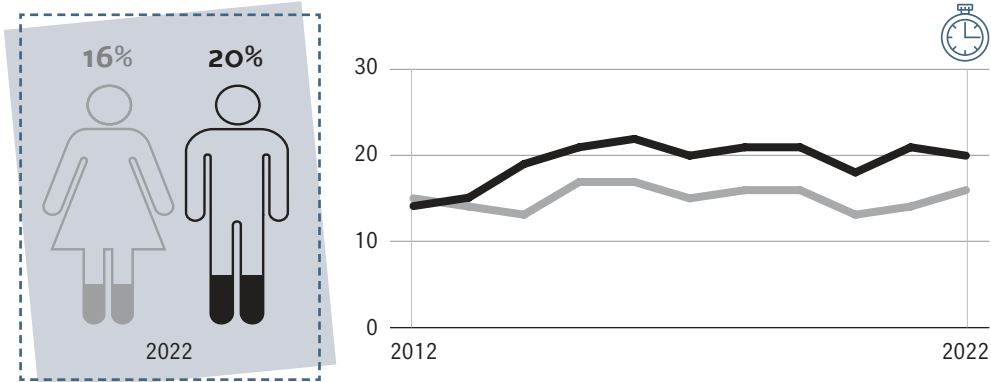
## Work, Family and Time

### Employees Working More than 50 Hours per Week



Source: CBS data compiled by authors

### Traveling to work 45+ minutes (percentage of employed people)



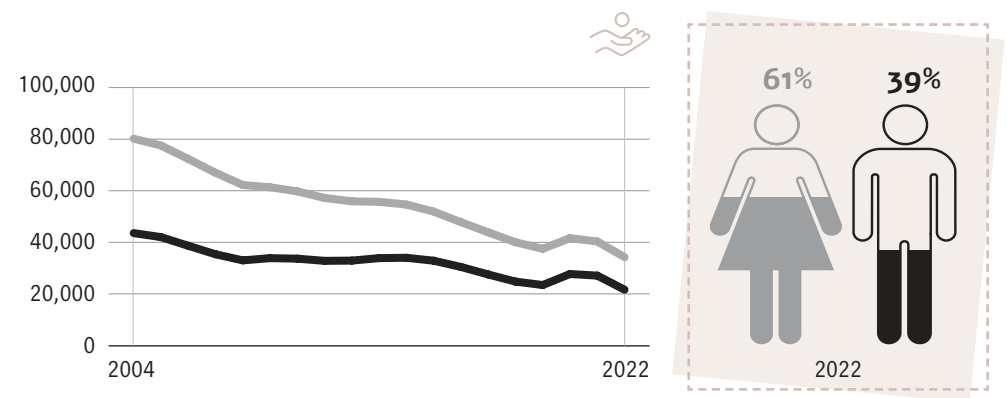
Source: CBS data compiled by authors



## Vulnerability and economic insecurity

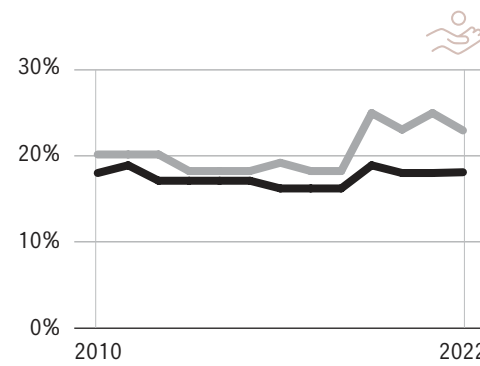
Women on the whole are poorer than men and rely more on the social security system at various stages of life.

### Number of income support benefit claims



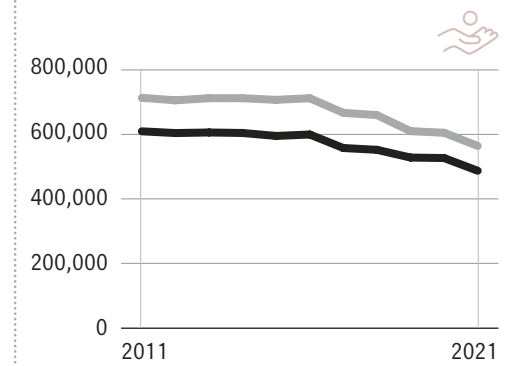
Source: NII data compiled by authors

### 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

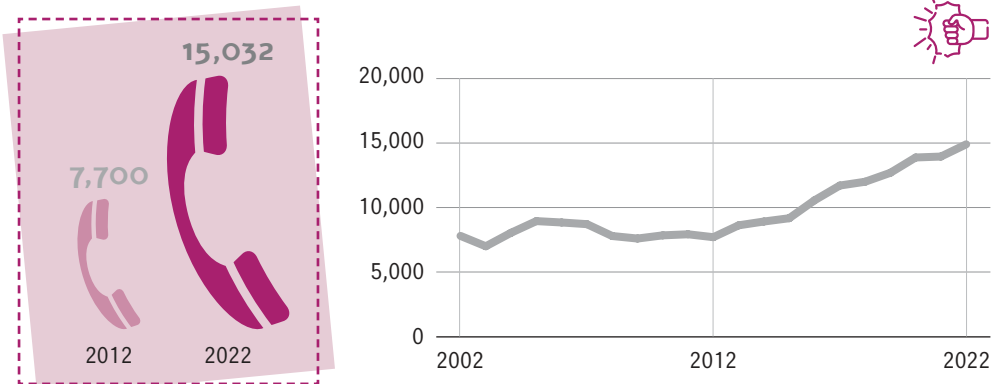
Source: CBS data compiled by authors



# 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.

## Number of New Calls to Rape Crisis Centers



Source: ARCC data compiled by authors

## Women Murdered by Spouse or Relatives



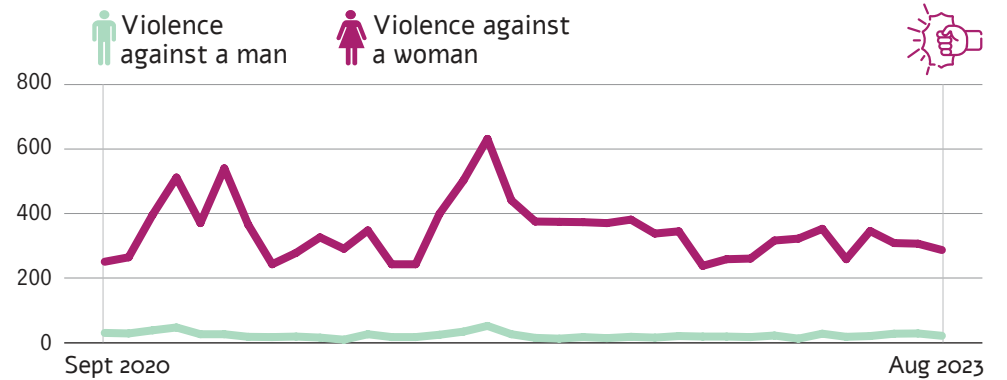
Source: Tizkor, IWN, RIC, Israel Police



# Gender-Based Violence

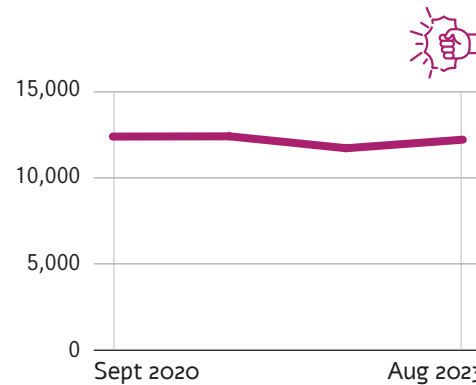
Periods of crisis (such as an epidemic or war) are characterized by an increase in GBV

## Calls to 118 Hotline regarding Violence in a Relationship



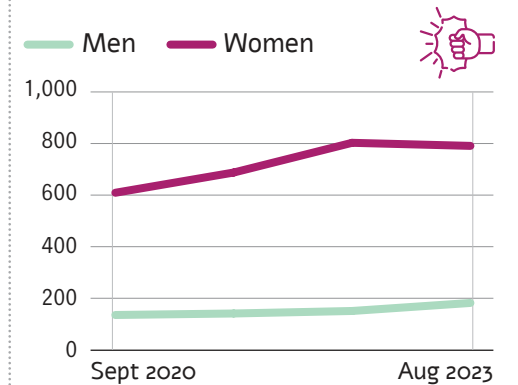
Source: Ministry of Welfare

## Physical domestic violence: cases opened for women victims



Source: Israel Police

## Sexual Domestic Violence: Cases Opened by Victim's Gender



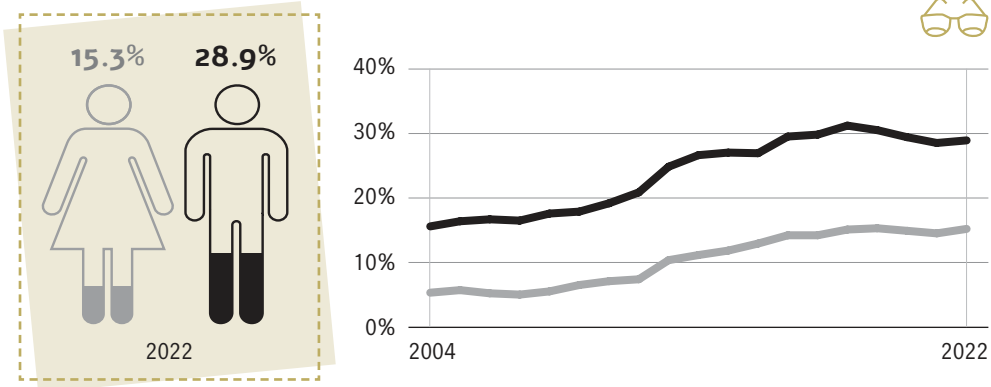
Source: Israel Police



# Intersectionality: Gender Gaps in Diverse Social Groups

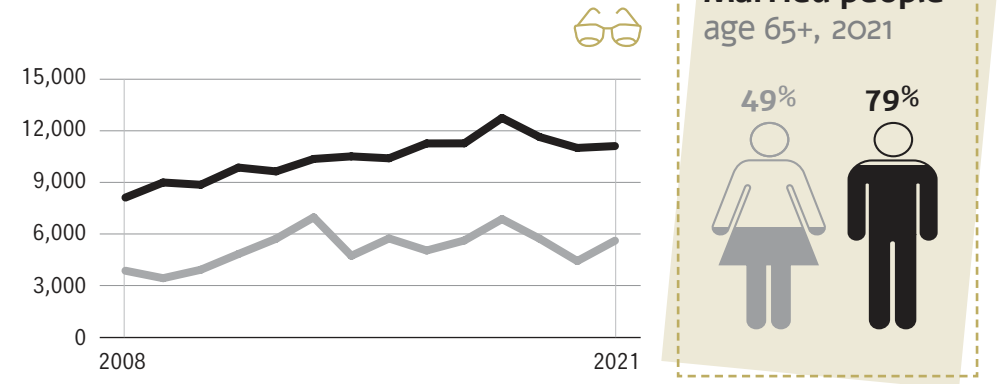
In order to fully understand the lives and perspectives of different women we have to consider their ethnic and national identities, their economic status, geographic location, and other social factors. The intersection between gender and these factors enhances vulnerabilities of women from disadvantaged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

## Labor force participation age 65+



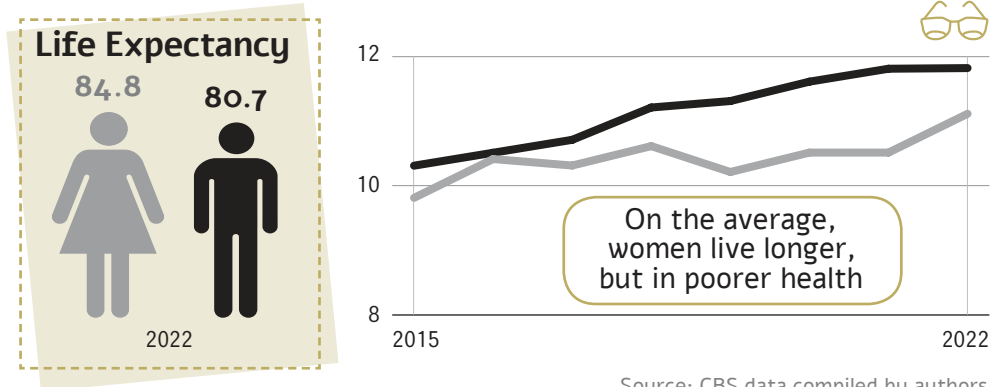
Source: CBS data compiled by authors

## Average monthly salary age 65+



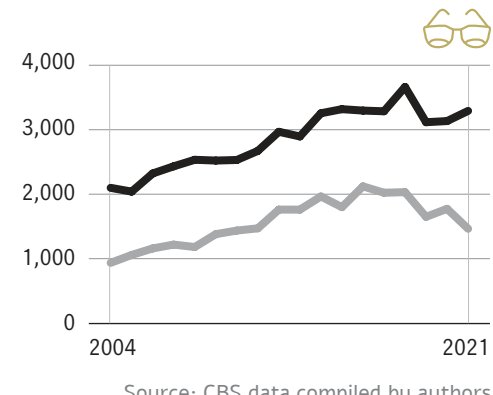
Source: CBS data compiled by authors

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



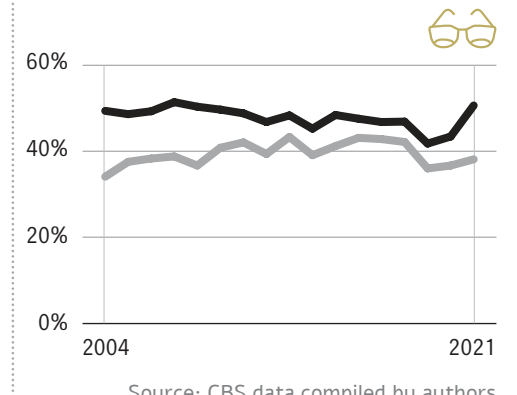
Source: CBS data compiled by authors

## Rate of pension beneficiaries age 65+



Source: CBS data compiled by authors

## Pension compensation age 65+ (NIS)

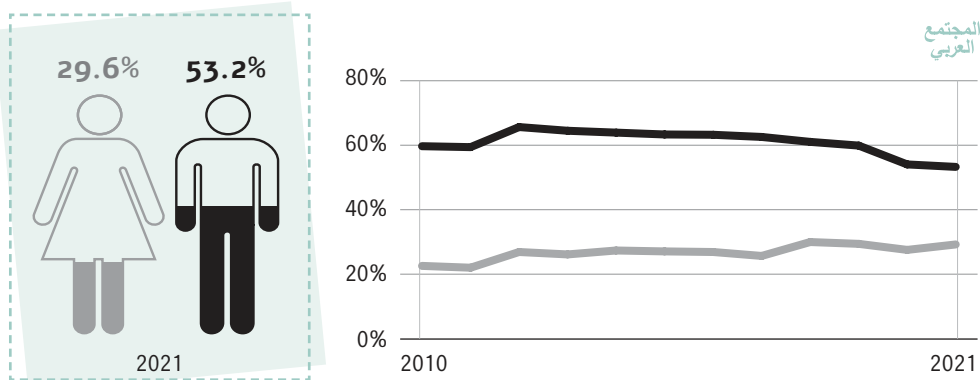


Source: CBS data compiled by authors



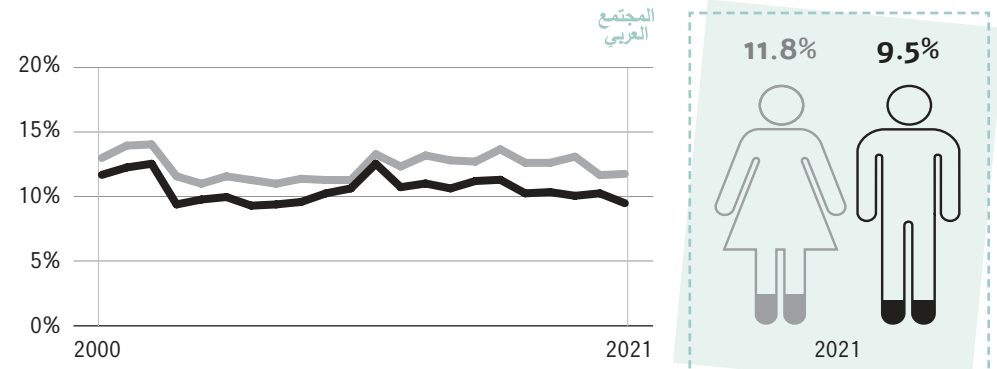
# Intersectionality: gender gaps in diverse social groups

## Labor Market Participation in Arab Society



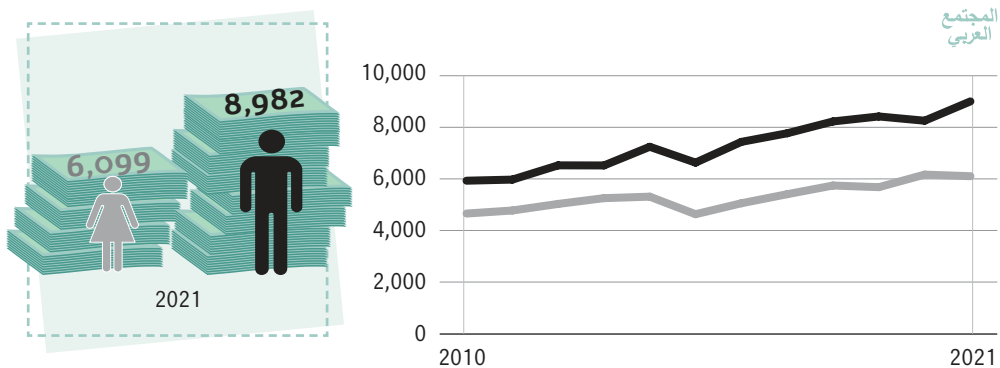
Source: CBS data compiled by authors

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



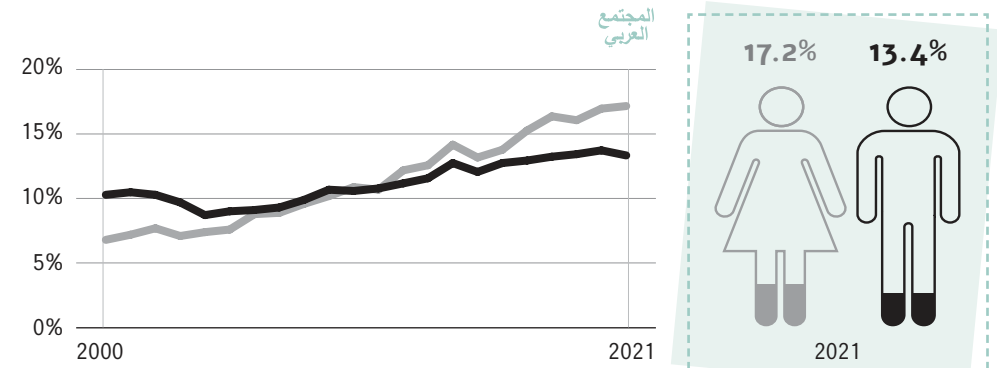
Source: CBS data compiled by authors

## Average Monthly Salary in Arab Society NIS



Source: CBS data compiled by authors

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



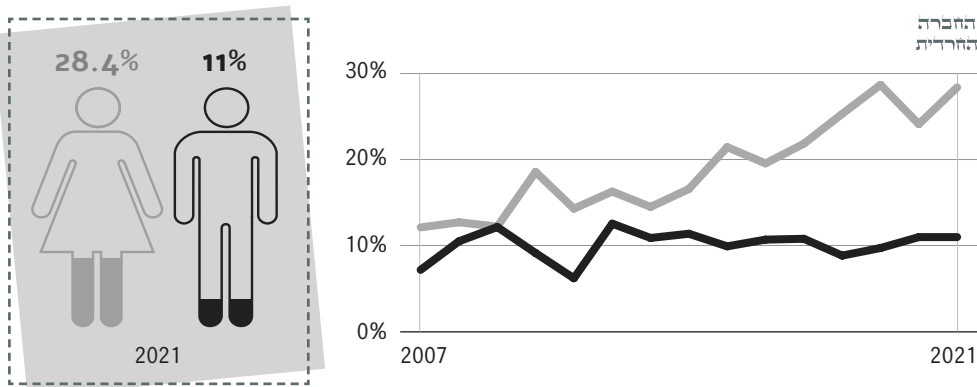
Source: CBS data compiled by authors



# Intersectionality: gender gaps in diverse social groups

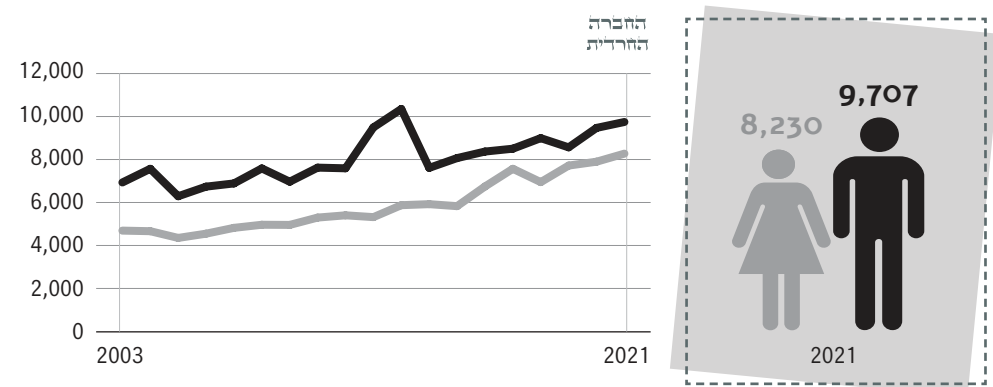
In Haredi (Ultra-Orthodox) Society, more women than men acquire academic education and participate in the labor market, but their average monthly salary is lower than men's.

## Academic Degree in Haredi Society Age 20+



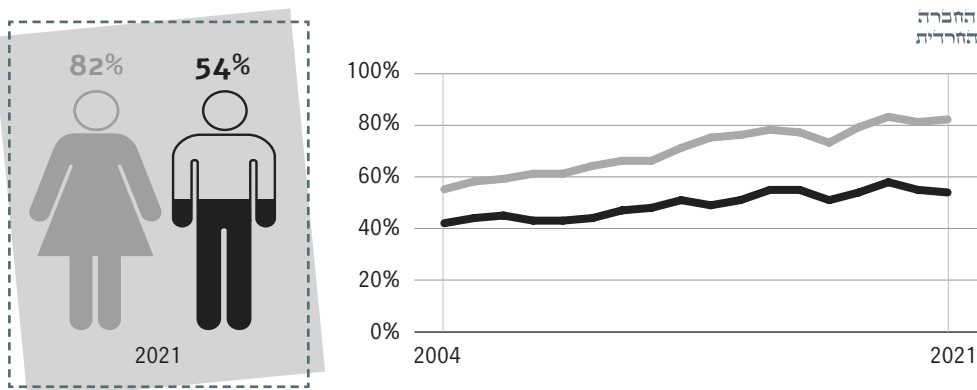
Source: IDI and CBS data compiled by authors

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



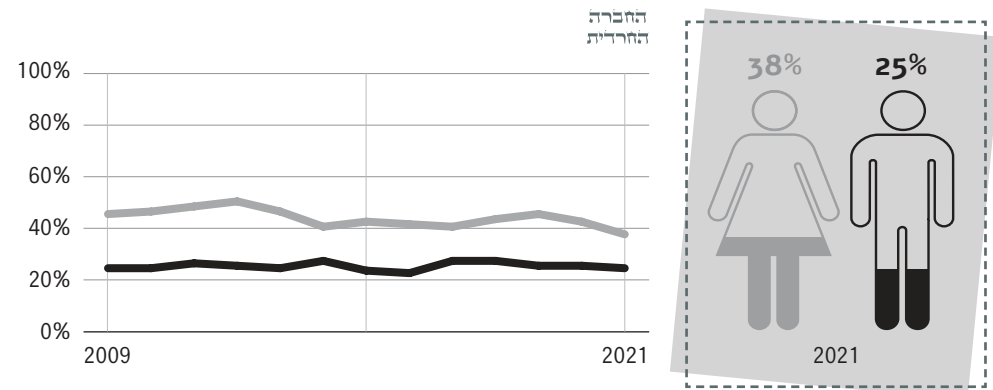
Source: IDI and CBS data compiled by authors

## 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

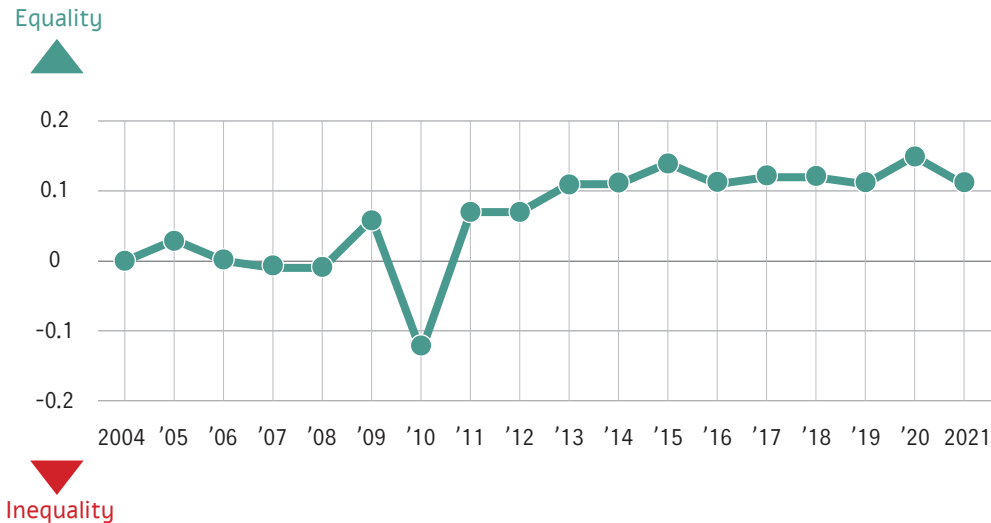


Source: IDI and CBS data compiled by authors



## Level of Gender Inequality Over the Years

Since the beginning of the Gender Index in 2004, the level of gender equality in Israel has increased by only 11% (an improvement of about 0.65% on average per year). Between the years 2004–2008 there was no significant change in the level of gender equality. From 2009 to 2013, there was a slow increase in gender equality (except for 2010 when there was a change for the worse, mainly as a result of a decrease in equality in the power dimension). Between the years 2013–2019, the level of equality remained relatively unchanged (some of the changes were due, in part, to a deterioration in employment conditions that also affected men, and not from an improvement in the situation of women). In 2019–2020 the level of gender equality increased by 4%, but it decreased again in the following year.



## Policy Recommendations

1

Emergency situations such as the current war and the COVID-19 pandemic have a significant gendered impact. Men and women are affected in different ways. An appropriate response that addresses unique gender-specific needs must be consistent and based on gender-sensitive data to inform policies that consider the needs of women from various social groups. Therefore, **systematic collection and real-time publication** of gender-segregated statistics by all state authorities is crucial, with a focus on gender-based violence, employment, and poverty.

2

The last few years have demonstrated the overall **precarious nature of gender equality achievements**, especially in politics. To preserve past gains, decision-makers at all levels must set concrete, **measurable objectives** in all fields of life and establish a **monitoring mechanism** that will track progress toward these objectives. This process requires the expansion of existing legislation on equalizing gender representation to additional areas, including the Knesset and boards of directors of public companies.

3

A strategy for **mainstreaming a gender perspective** across all areas is essential, as mandated by Government Resolution 2331 from 2014. This calls for the creation of mechanisms for ensuring equal representation of women at each juncture of decision-making, including integrating gender perspectives in policy design, with emphasis on the needs of diverse women and preventing the separation or exclusion of women in public spaces. Updating and implementing this government decision has never been more important.

4

Rethinking the gender arrangements characterizing the **labor market** and finding systematic solutions to facilitate the dual challenges of work and family life are imperative. Working from home during COVID-19 and now during the prolonged war have not proven to be a suitable solution to balancing work and family life due to the unequal distribution of invisible work at home between mothers and fathers. Recommended steps 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 all employees to balance work and family life.
- Recalculating national accounts to reflect and reward **the invisible work of women** 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 growing fields that will be in demand in the future.





## The Gender Index 2023: 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
- 8 Time Traveling to work



### 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 Receiving a Pension
- 10 Pension (NIS)
- 11 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.

The development and publication of the Gender Index was made possible by generous donations from the following foundations:



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