

The Gender Index

Gender Inequality in Israel

2020

Spotlight:
Gender
Implications of
COVID-19

Hagar Tzameret

Naomi Chazan | Hanna Herzog

Yulia Basin | Ronna Brayer-Garb | Hadass Ben Eliyahu

COVID-19 spotlight

in collaboration with Yael Hasson, Adva Center

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המרכז לקידום נשים בזירה הציבורית

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



The Gender Index

The Gender Index is an innovative tool developed by **WIPS – The Center for the Advancement of Women in the Public Sphere** at the Van Leer Jerusalem Institute, which serves to evaluate gender inequality in Israel across a spectrum of fields over time.

The Gender Index is based on the calculation of gender inequality in Israel in key domains: education, the labor market, gendered segregation of professions, economic security and poverty, power, media and culture, health, violence against women, time and family status. It also measures gender inequality in the periphery and gender inequality in Arab and Haredi societies in Israel. Every year the Index is developed and expanded. The Gender Index addresses issues of diversity and social structures of inequality by looking at the intersections of gender with ethnicity, religion and geographic location.

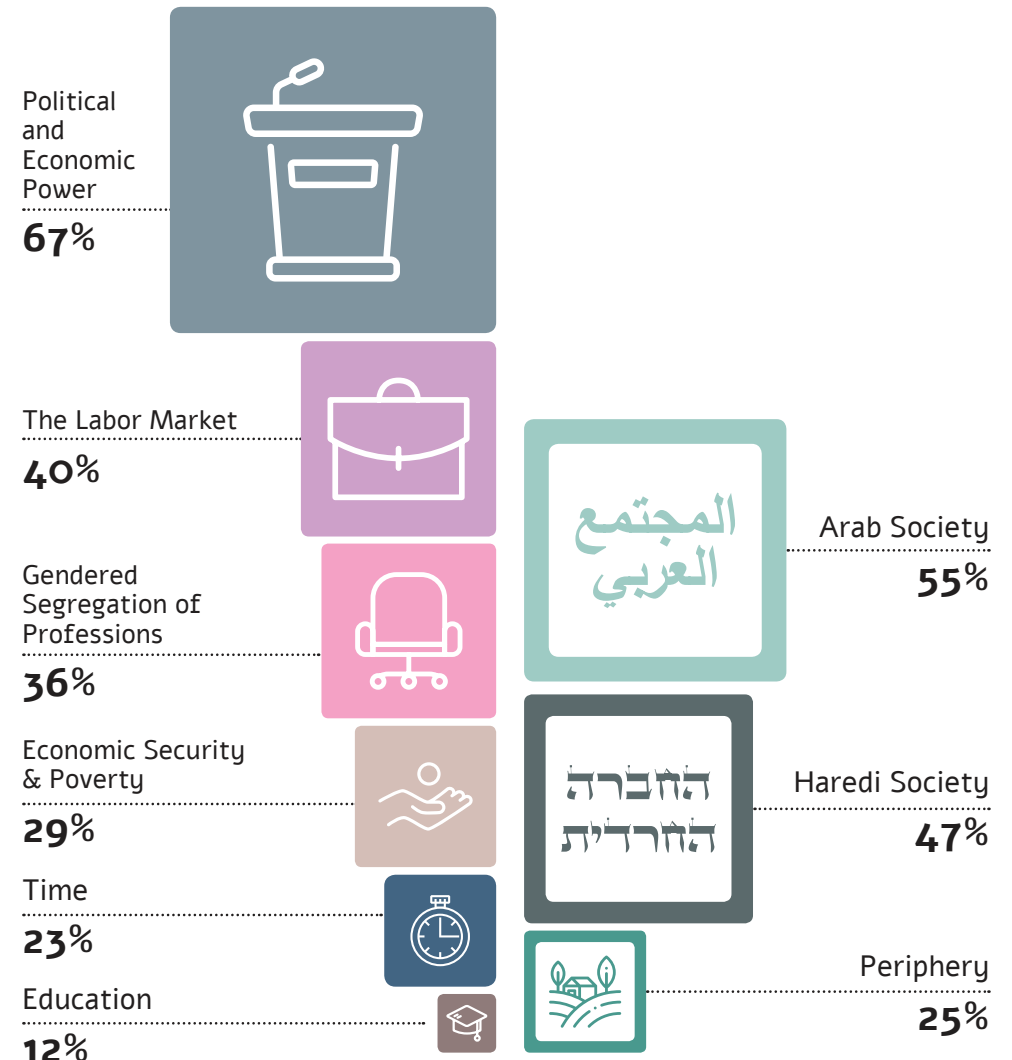
The Gender Index is a major tool for decision-makers in government and public institutions.



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

Extent of Inequality

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



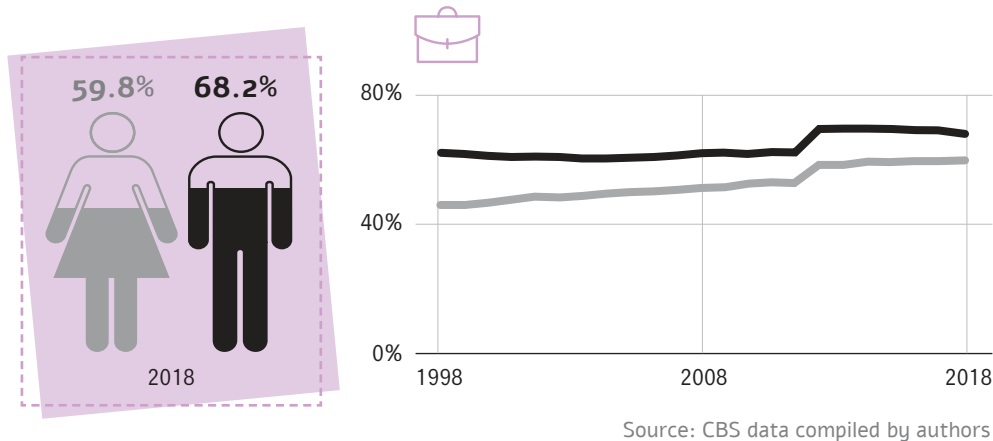
Source: Gender Index 2020



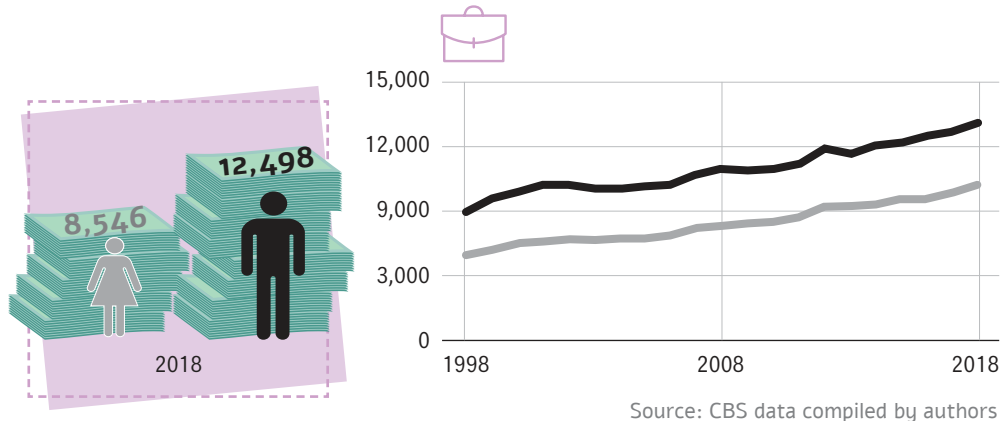
Continuous Gender Gap in All Areas of Life

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



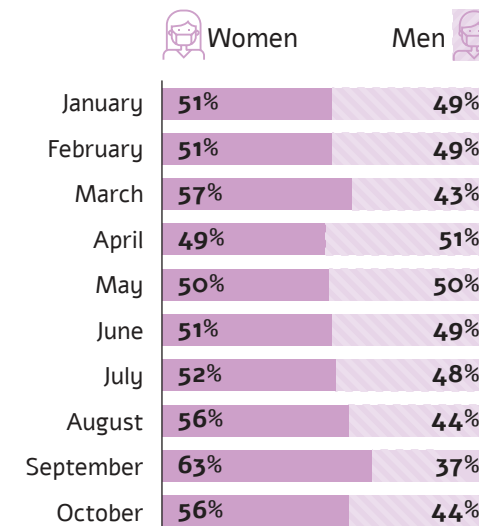
Average Monthly Salary NIS



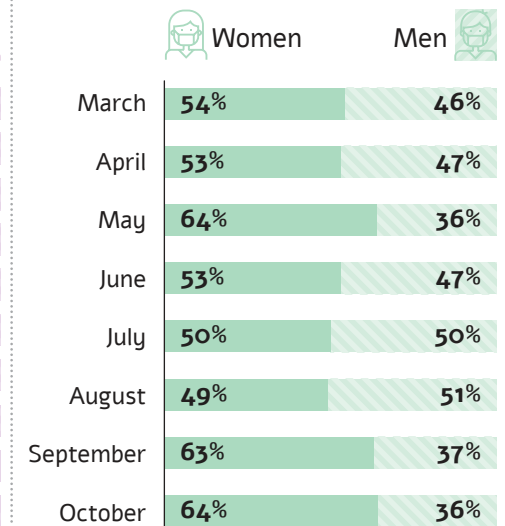
Gender Gap in Employment during COVID-19

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.

Searching for Work by Gender

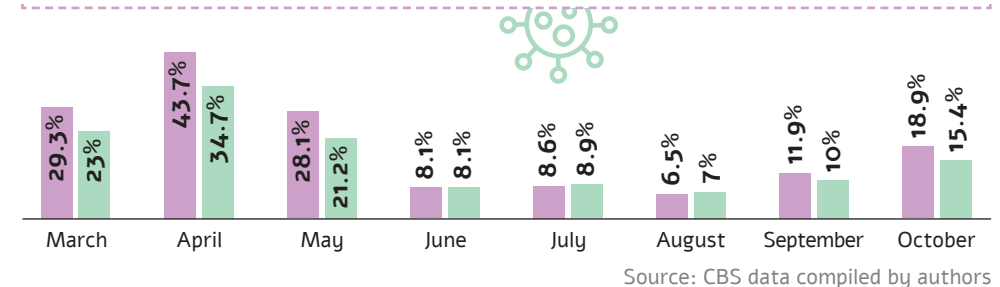


Reporting Back in Paid Employment by Gender



Source: Israel Employment Services

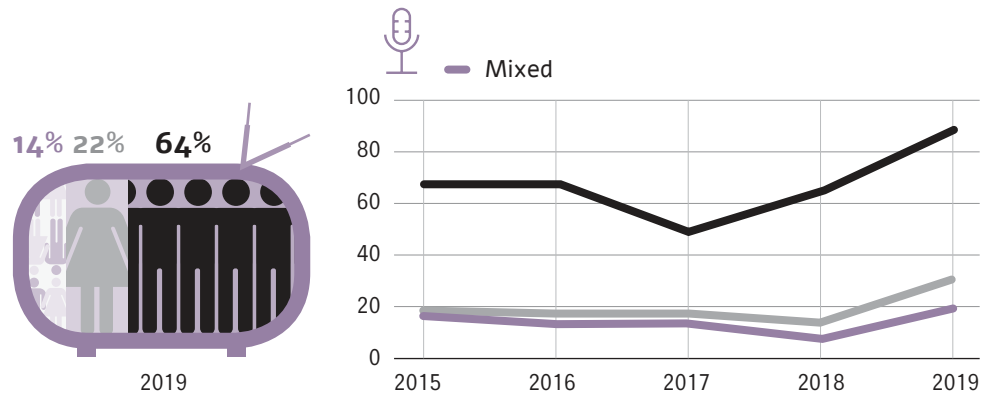
Temporarily Unemployed for reasons related to COVID-19





Continuous Gender Gap in All Areas of Life

Israeli Singers Most Played on Radio Stations by Gender

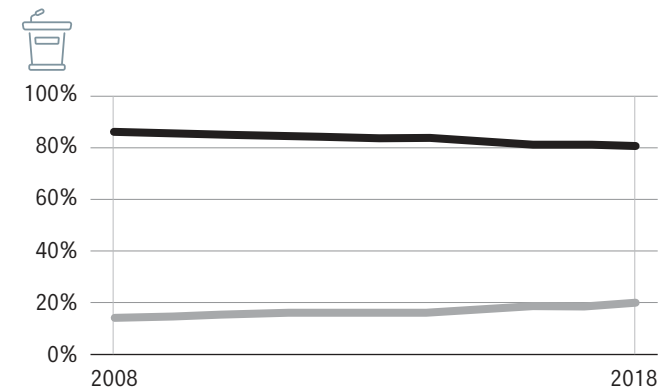


Source: Media Forest, compiled by the authors

Economic and Political Power

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

Full Professors in Academia by Gender



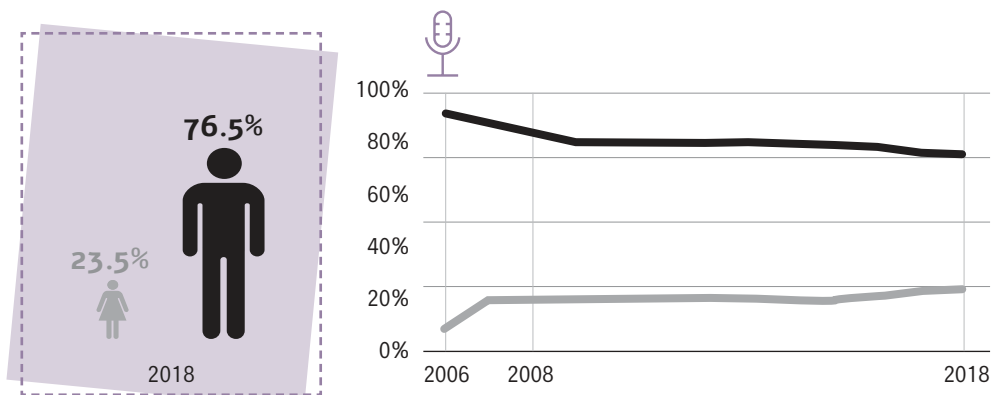
Source: CHE data compiled by authors

Managers of General Hospitals 2020



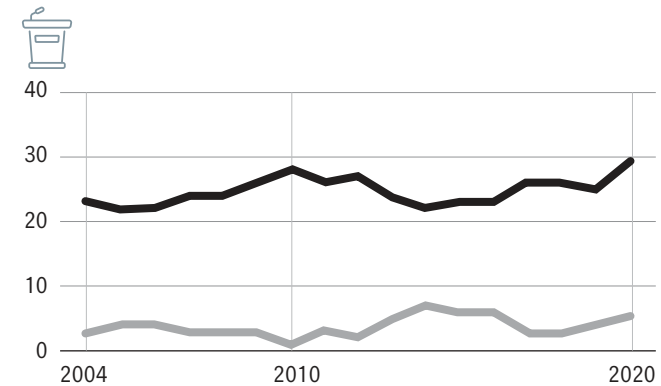
Source: She Knows Knowledge Center, VLJI

Rate of Athletes in Competitive Sports by Gender



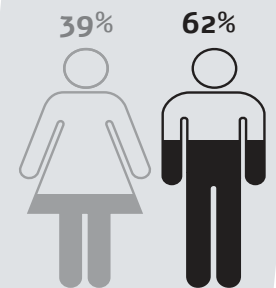
Source: Ministry of Culture and Sports

Management Positions in Public Sector



Source: CBS data compiled by authors

CEOs of Government Ministries 2018



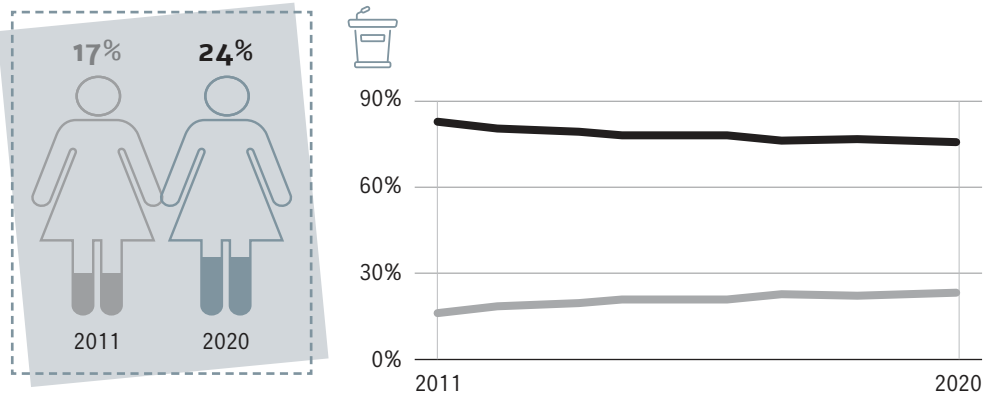
Source: She Knows Knowledge Center, VLJI



Economic and Political Power

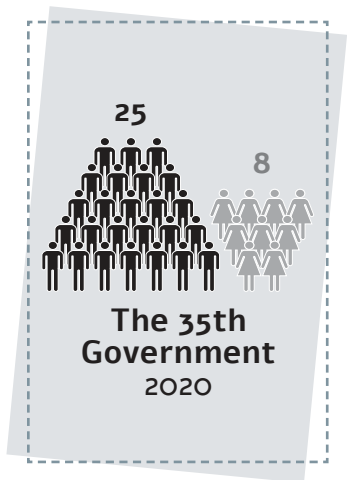
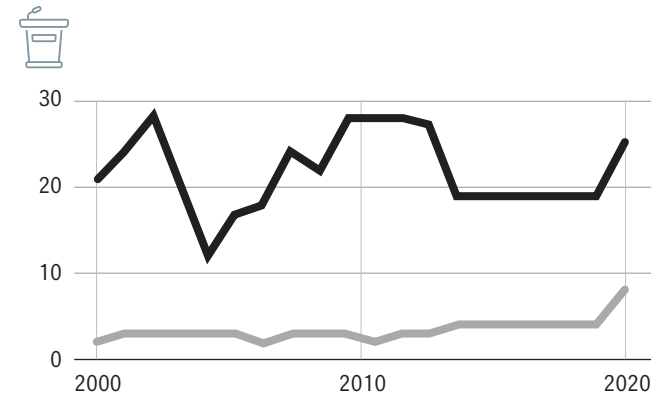
Key positions of management and influence in the economic and political spheres are held by men.

Boards of Public Companies by Gender



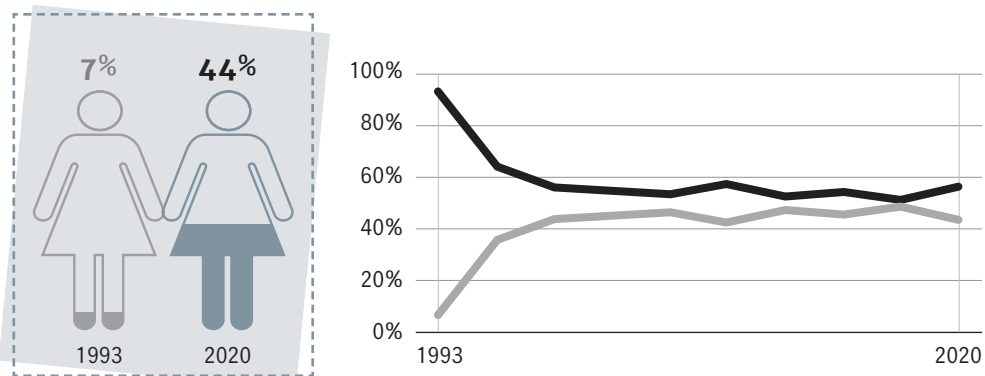
Source: Hagar Zemach, ISA website

Government Ministers by Gender



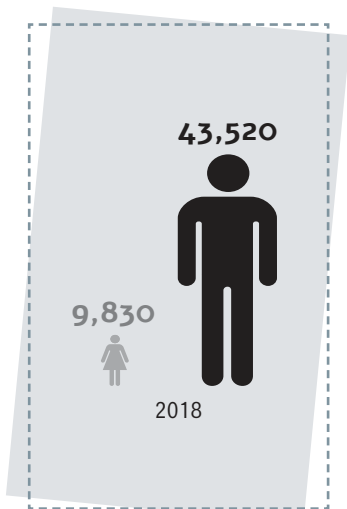
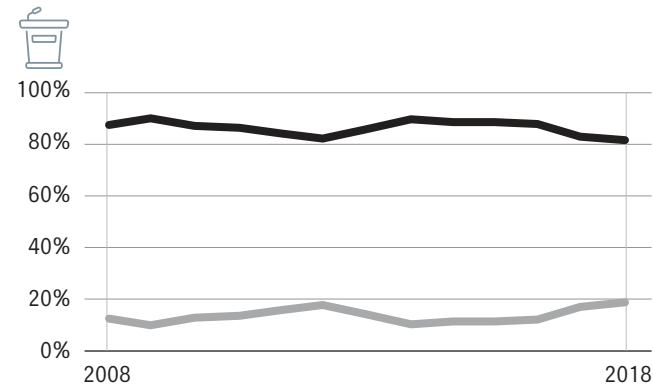
Source: The Knesset

Boards of Government Companies by Gender



Source: Hagar Zemach, GCA website

Rate and Number of CEO's by Gender



Source: CBS data compiled by authors

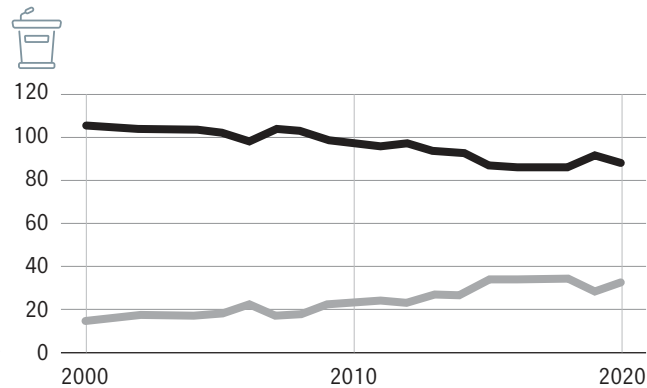


Political Power

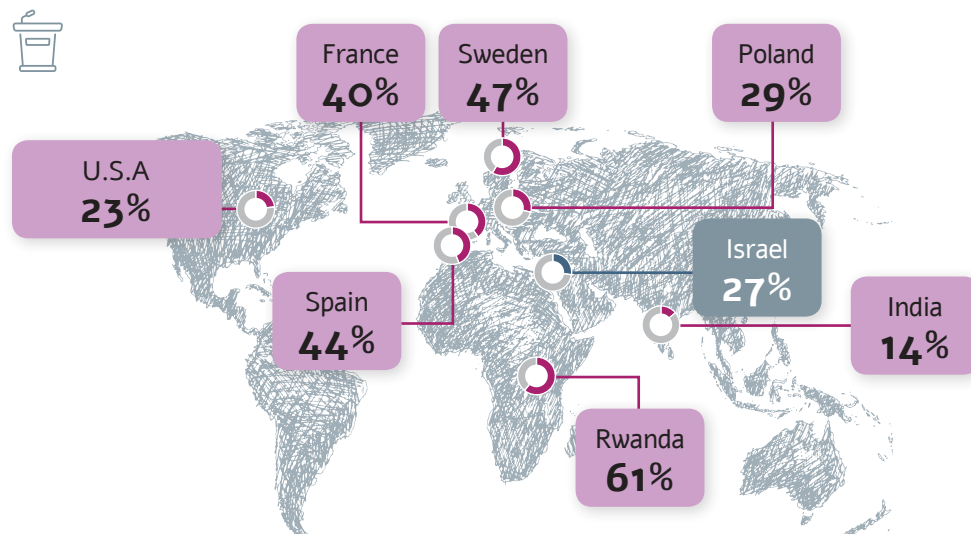


Source: Ministry of Interior data compiled by authors

Number of Women and Men Knesset Members



Women in Parliaments around the World 2019

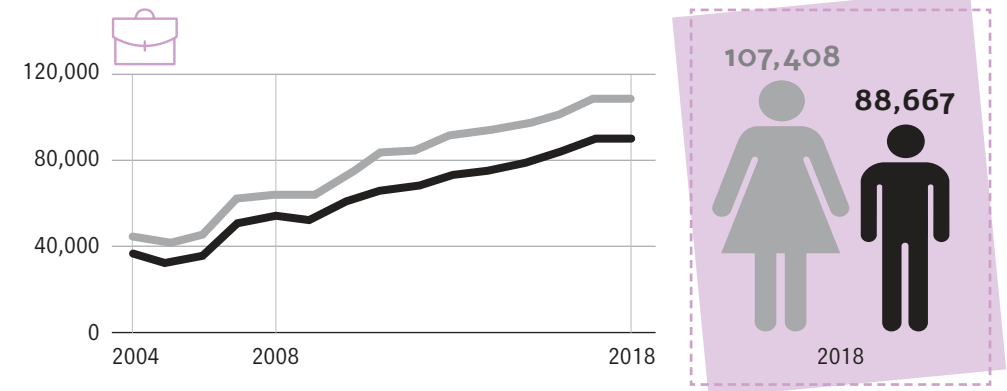


Source: Inter Parliamentary Union

Precarious Employment

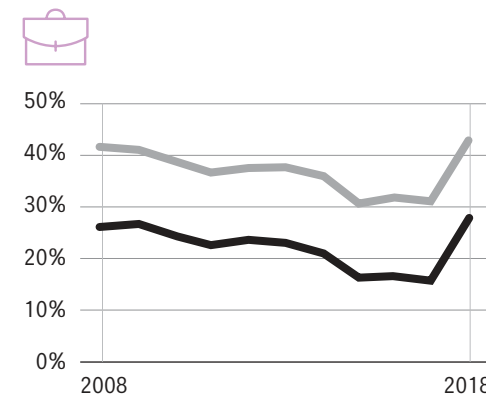
Precarious Employment refers to employment that is poorly paid, insecure, unprotected, and cannot support a household. A gendered perspective on this topic reveals that women are more exposed to precarious patterns of employment.

Number of Employees holding More than One Job



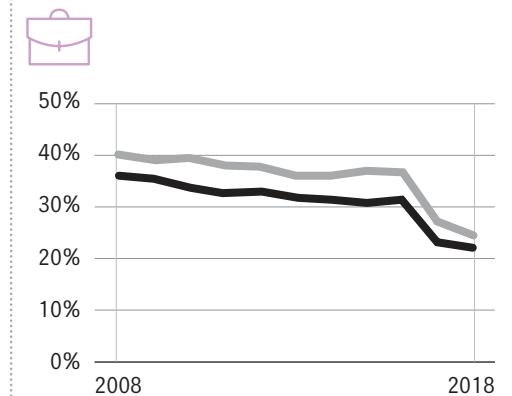
Source: NII data compiled by authors

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



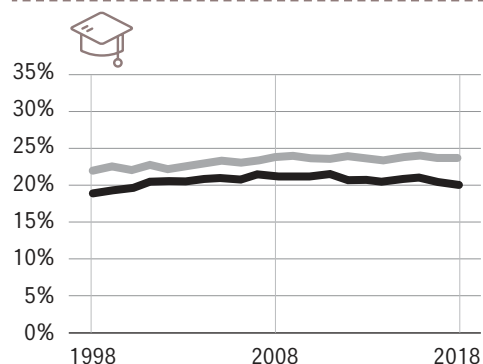
Source: NII data compiled by authors



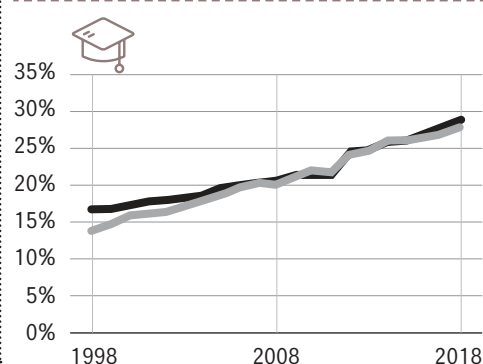
Education and Employment

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

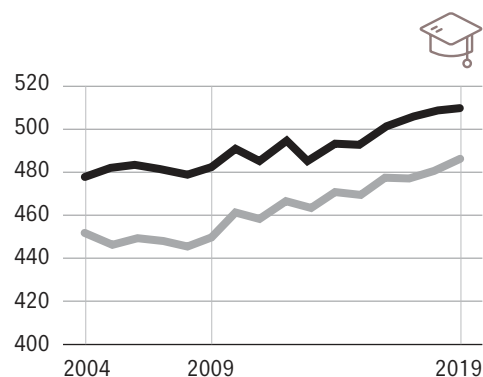


Rate of Those with 16+ Years of Education



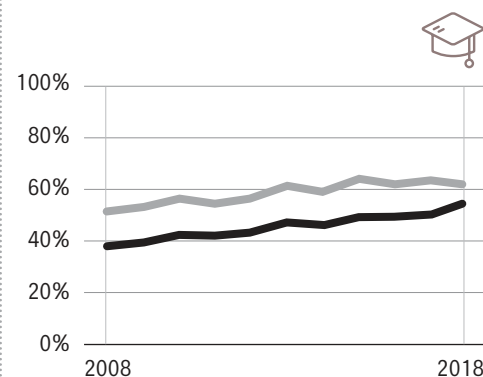
Source: CBS data compiled by authors

Average Score on Psychometric Tests



Source: MALO data compiled by authors

Eligibility for a High School Diploma*



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

Source: CBS data compiled by authors

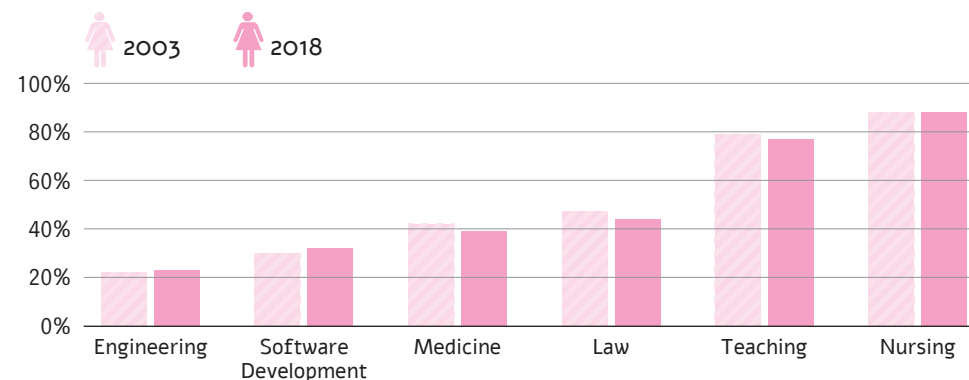
42.2%

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

28.4%

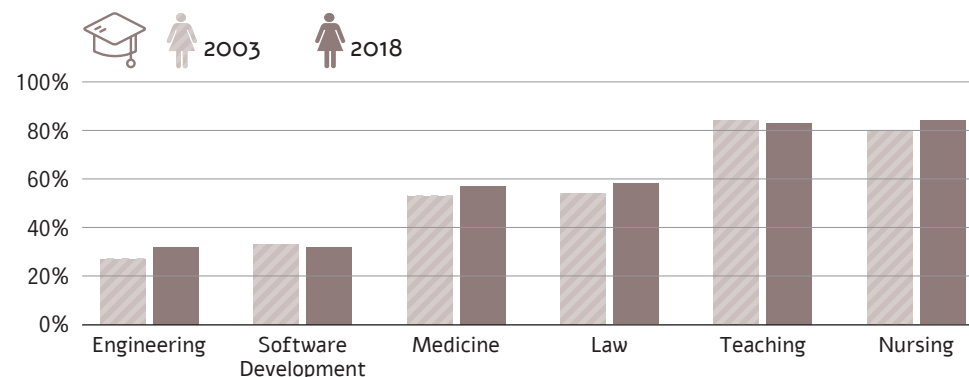
of women need to change their field of study to achieve gender equality in education, so there will be no segregation at all.

Gender Inequality in Professions



Source: CBS data compiled by authors

Rate of Women in Selected Professions



* Math, Statistics, Computer Science

Source: CBS data compiled by authors

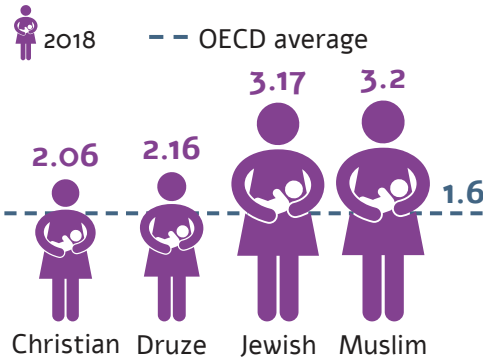


Work, Family and Time

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.

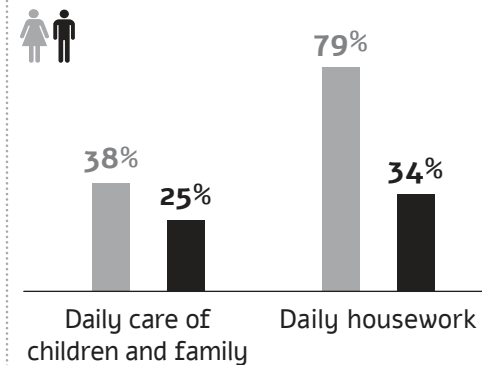


Average Number of Children per Woman by population group



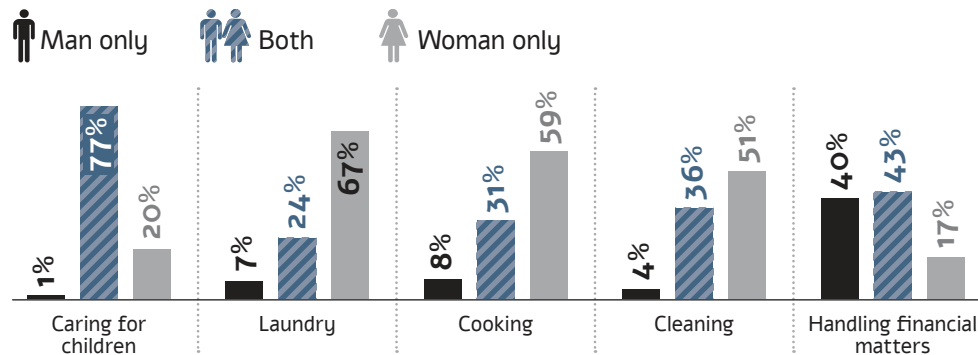
Source: CBS data compiled by authors

Invisible Work in the EU



Source: EIGE, Gender Index 2020

Invisible work in Israel: Who does what at home (married couples in paid work)



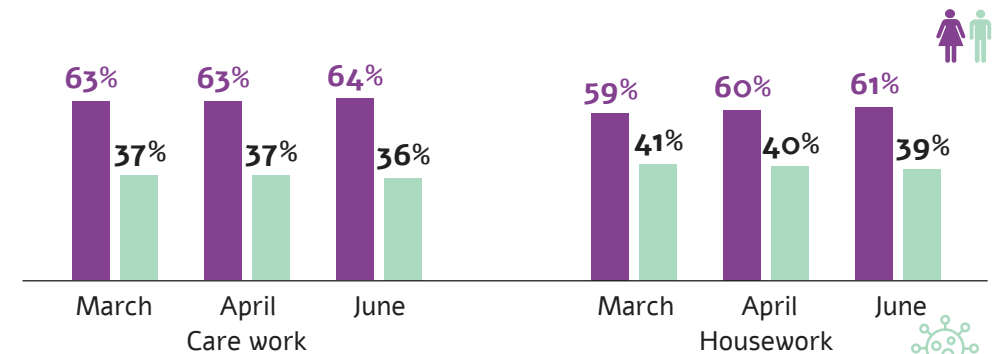
Source: CBS data compiled by authors

Invisible Work During COVID-19

Since the outbreak of COVID-19, no increase in the rate of men performing invisible work at home has been recorded.

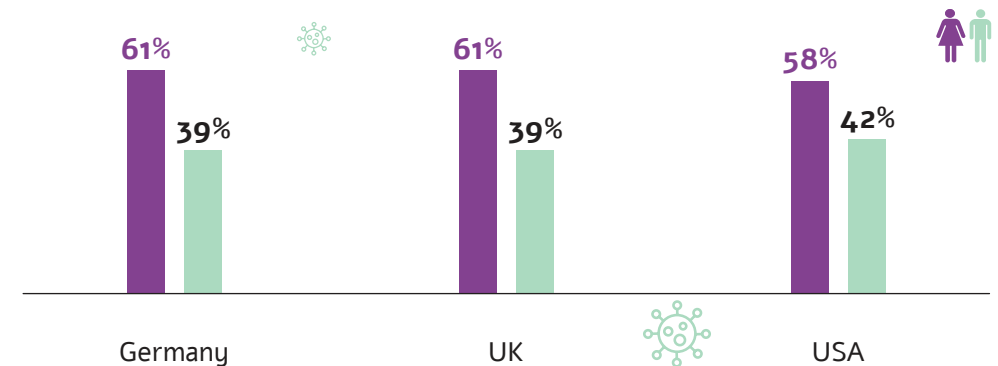


In Israel: Invisible Work by Gender (in households where both spouses are employed)



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

Invisible Work During COVID-19 Lockdown by Gender

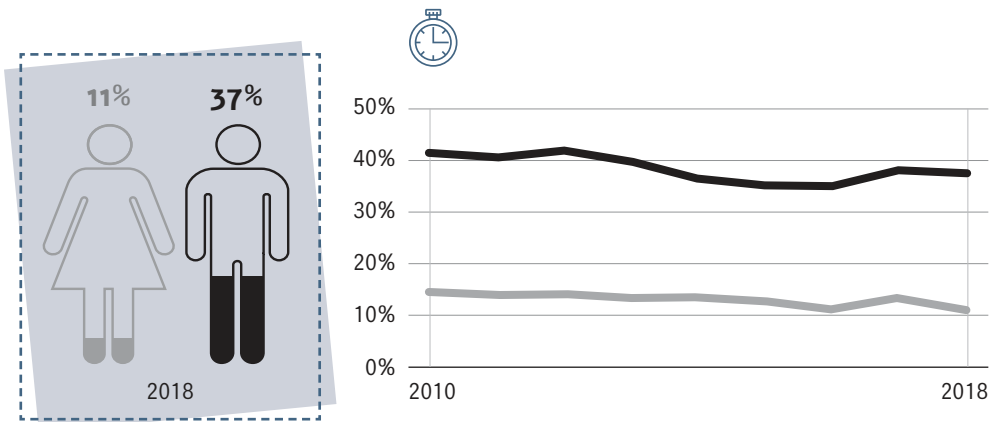


Source: Dugarova 2020



Work, Family and Time

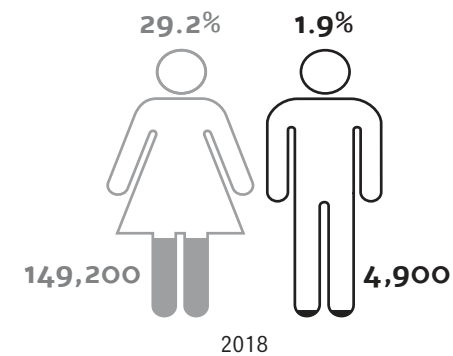
Employees Working More than 50 Hours per Week



Source: CBS data compiled by authors

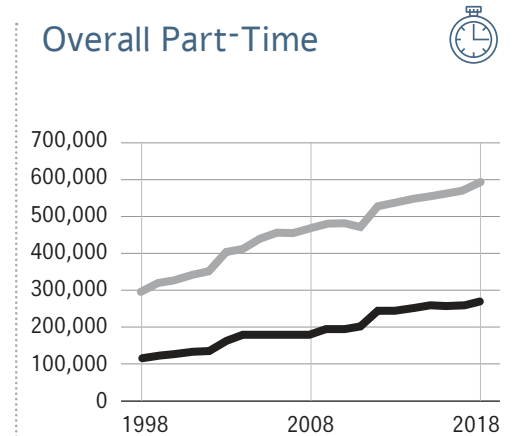
Part-time Employment

Due to Home and Family



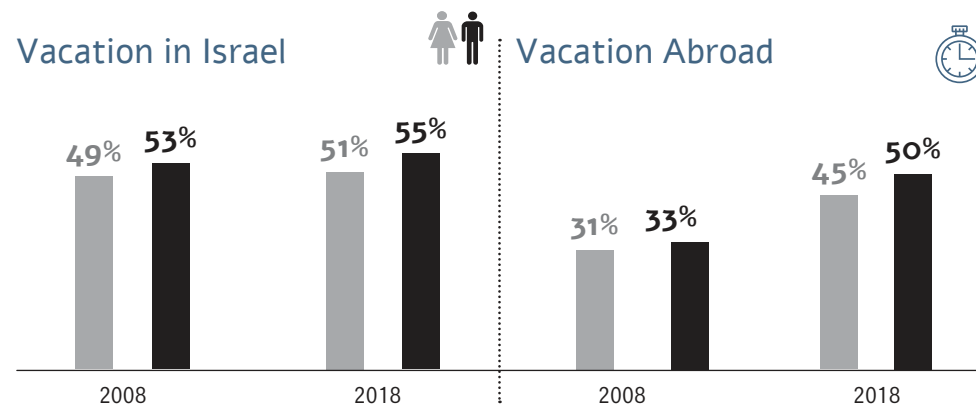
Source: CBS data compiled by authors

Overall Part-Time



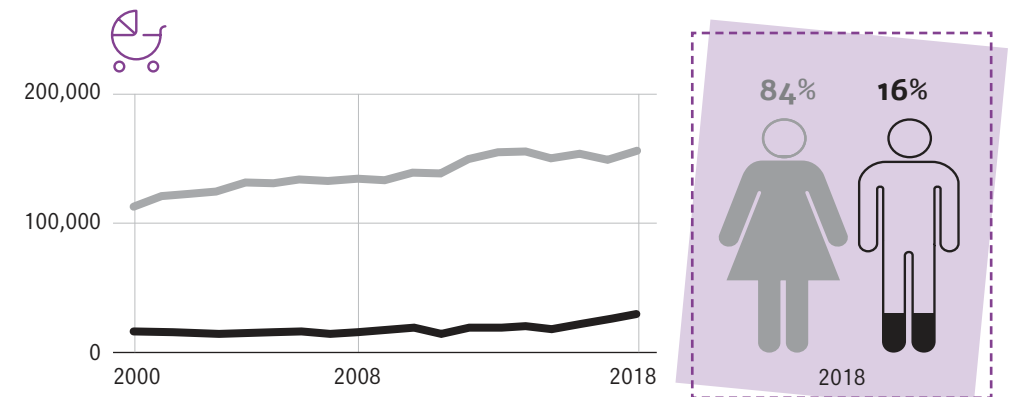
Source: CBS data compiled by authors

The Rate of Women and Men who went on Vacation



Source: CBS data compiled by authors

Heads of Single-Parent Families by Gender



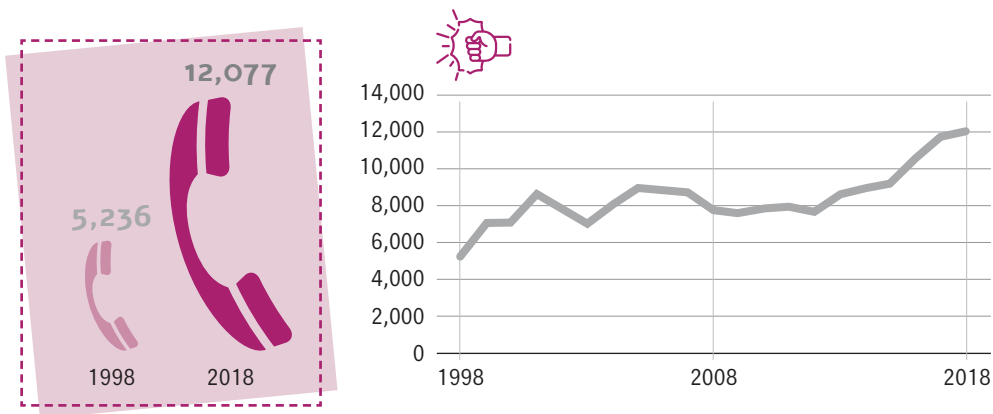
Source: CBS data compiled by authors



Gender-Based Violence

Official data from state authorities on gender-based violence is difficult to obtain and what exists is incomplete. Other countries and international organizations compile and disseminate data on all aspects of gender violence, including number of murders of women by their intimate partners. In most cases there is no comparative data from Israel.

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.

21	26	19	23	15	18	18	14	27	13	20
2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	*2020

* 2020 Data is updated until November.

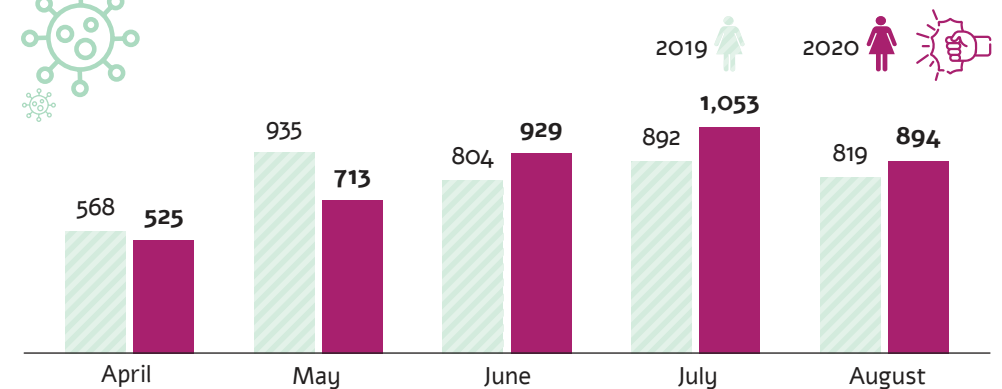
Source: Tizkor



Gender-Based Violence During COVID-19

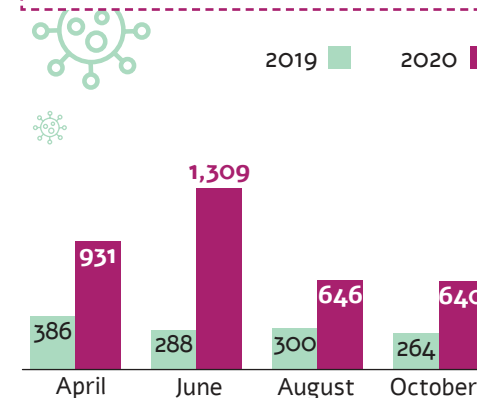
Existing data indicate an increase in the extent of gender-based violence during COVID-19. However, such data is considered an underestimation of the phenomenon.

Number of Applications for Protection Orders



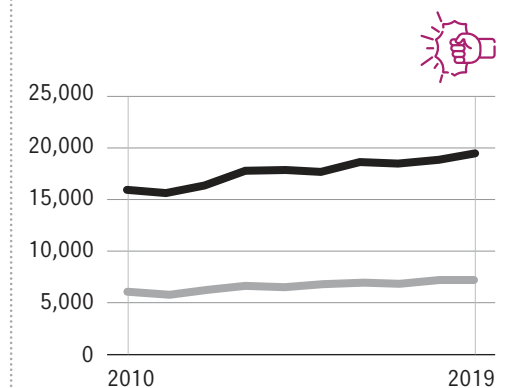
Source: Prime Minister's Office

Calls to the 118 Hotline regarding Domestic Violence



Source: Ministry of Labor, Welfare and Social Services

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



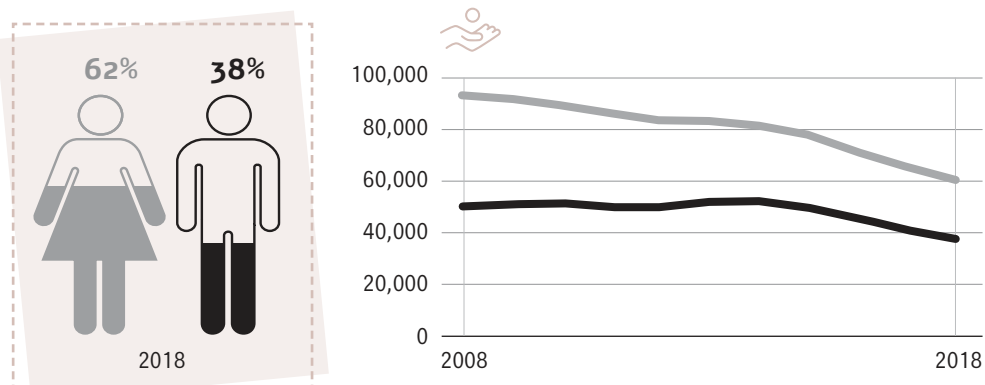
Source: Israel Police



Vulnerability

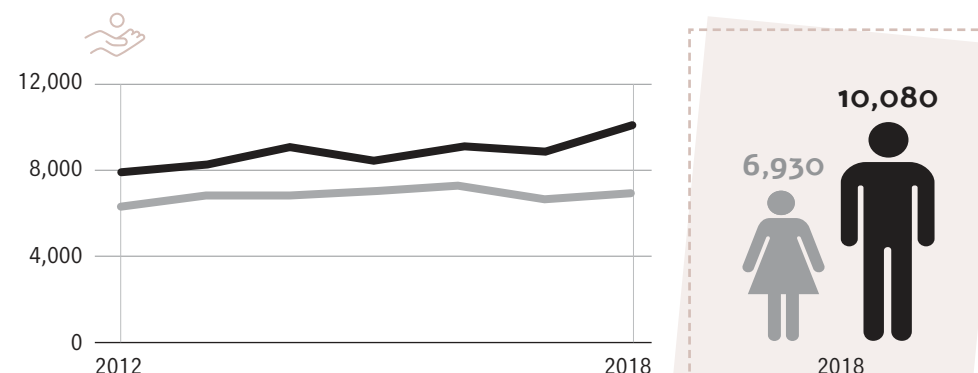
Women on the whole are poorer than men and rely more on the social security system at various stages of life.

Recipients of Income Support



Source: CBS and NII data compiled by authors

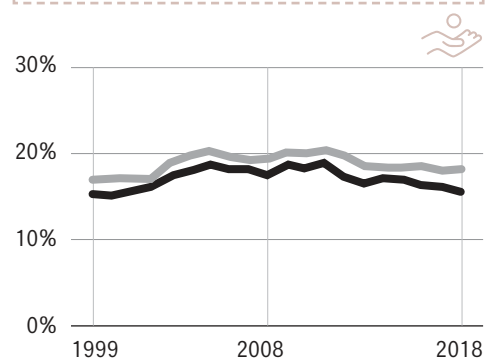
Average Monthly Income from a Pension According to Head of Household (NIS)



NII defines "head of household" economically: the spouse whose income is higher. A household headed by a woman is a household where the man's income is lower than that of the woman's or there is no man's income, and vice versa.

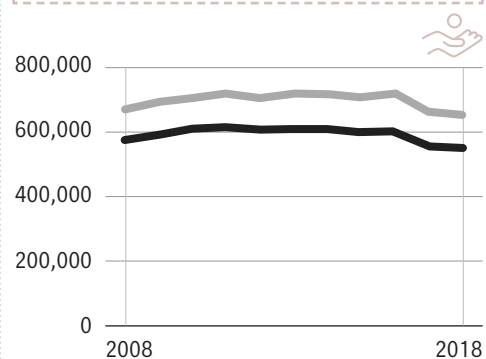
Source: NII data compiled by authors

Incidence of Poverty after Transfer Payments and Taxes



Source: NII data compiled by authors

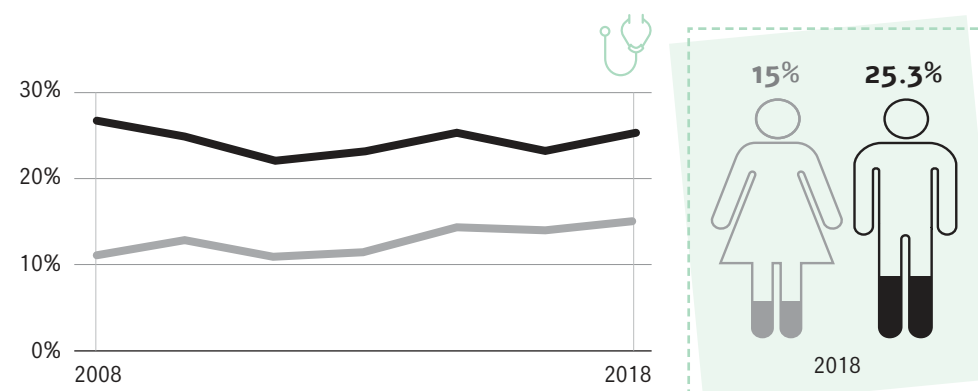
Number of Registered in Social Services Departments*



*Of the Welfare Ministry

Source: CBS data

Rate of Smokers 21 or older



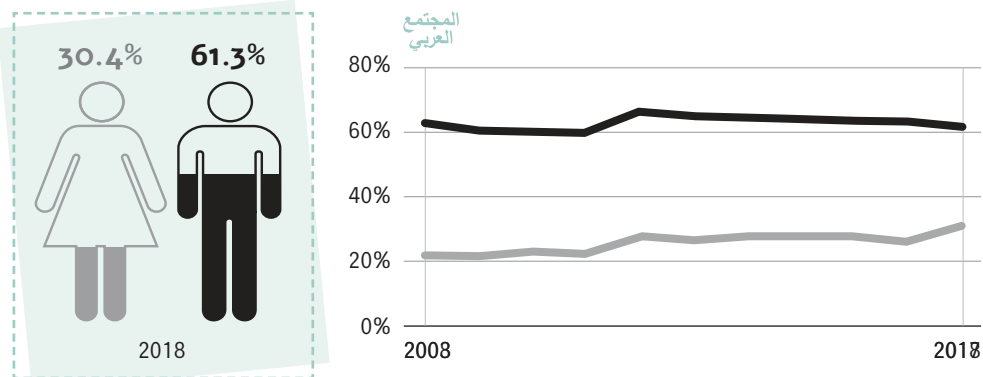
Source: CBS data compiled by authors



Diversity among Women

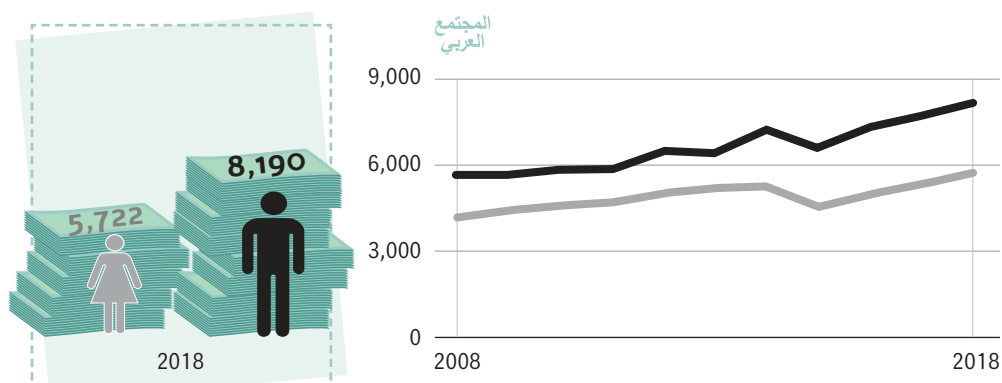
In order to fully understand the lives and perspectives of different women we also have to consider their ethnic and national identities, their economic status, geographic location, and exposure to violence. The intersection between gender and other social factors creates many differences among women,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

Labor Market Participation in Arab Society



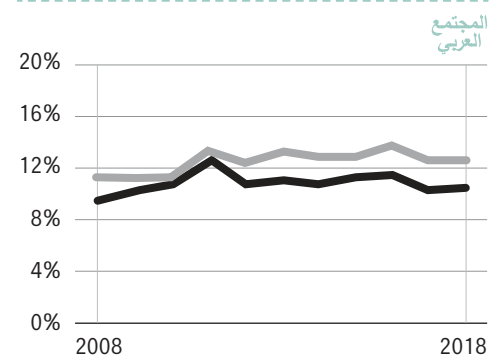
Source: CBS data compiled by authors

Average Monthly Salary in Arab Society NIS

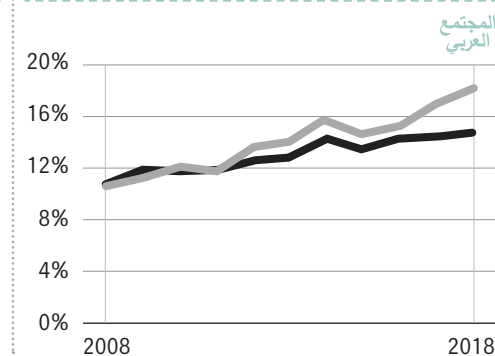


Source: CBS data compiled by authors

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



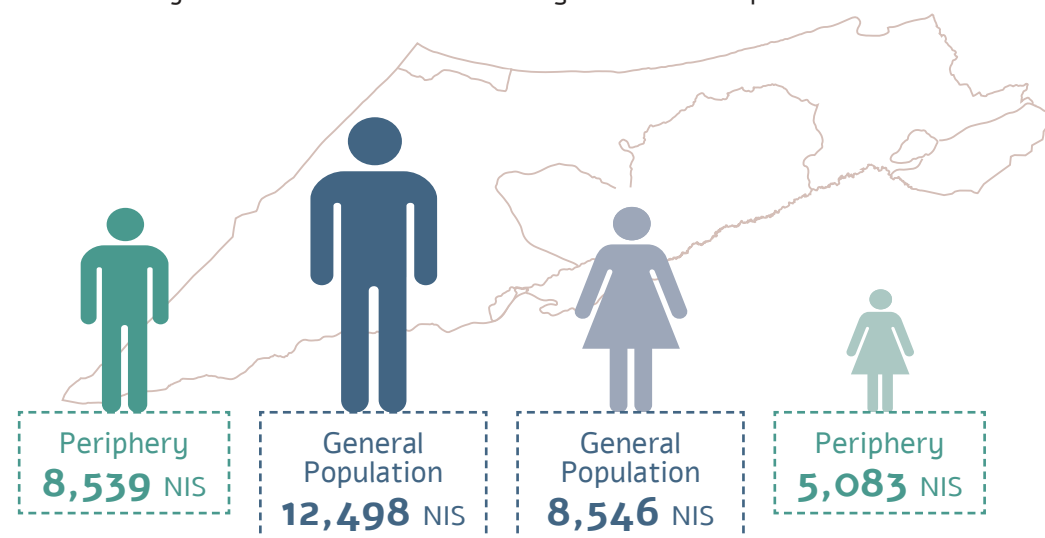
Rate of Those with 16+ Years of Education in Arab Society



Source: CBS data compiled by authors

Average Monthly Salary in the Center and the Periphery

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



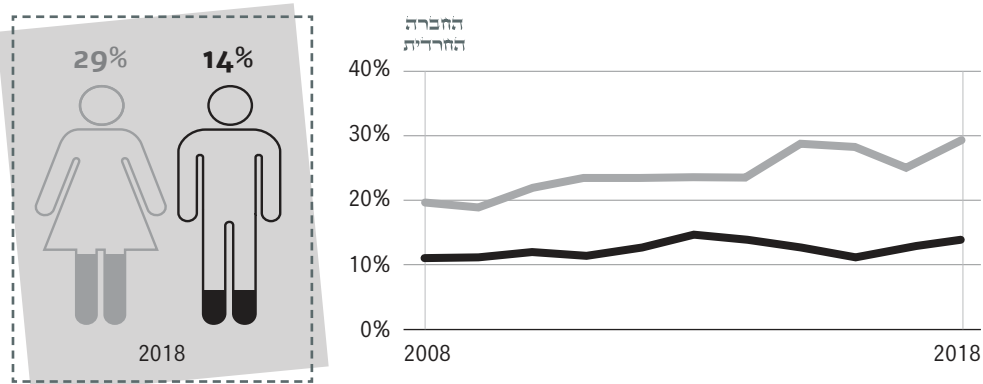
Source: NII data compiled by authors



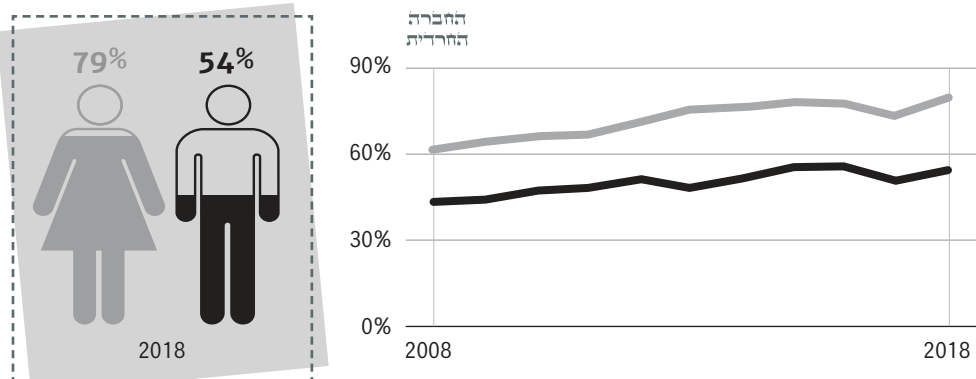
Diversity among Women

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

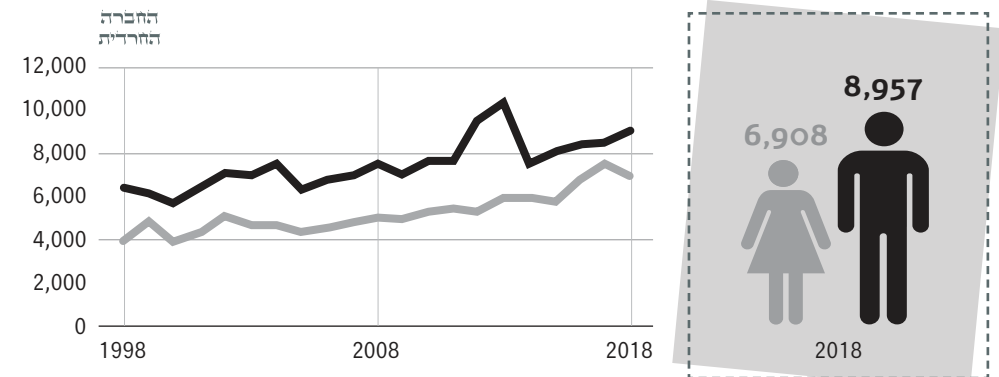
Academic Degree in Haredi Society Age 20+



Haredi Society Participation in the Labor Market Ages 25-64



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

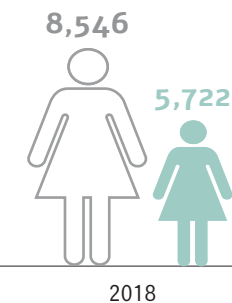


Women from Diverse Social Groups in the Labor Market

Average Monthly Salary

Women ages 15+

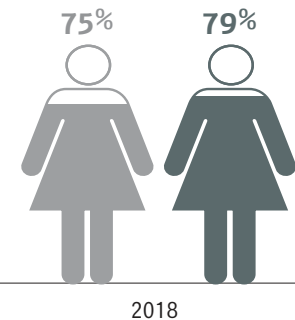
General Society Arab Society



Labor Market Participation

Women ages 25-64

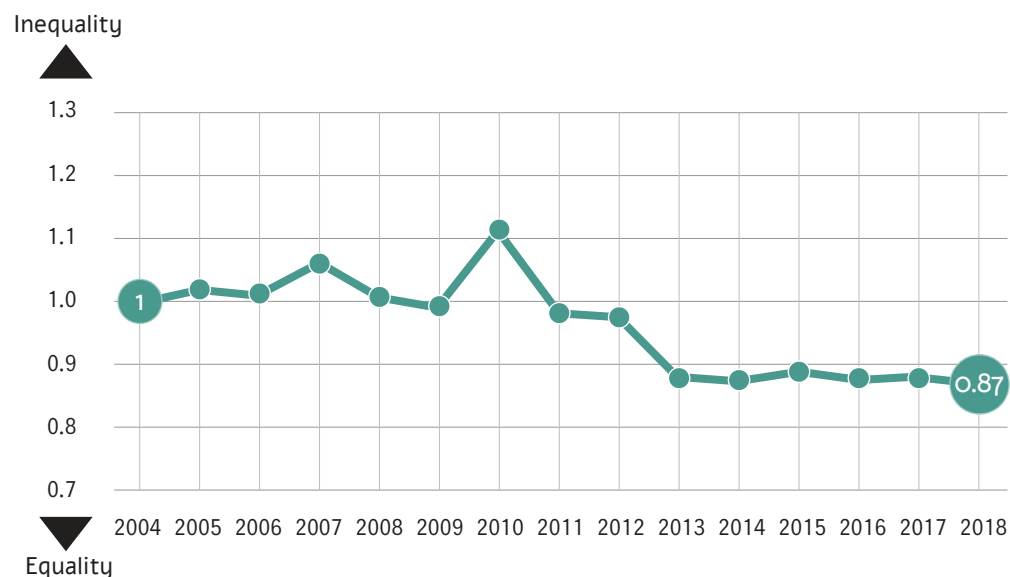
General Society Haredi Society





The Level of Inequality Over the Years

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



Source: Gender Index 2018

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.



The Gender Index 2020: Domains and Indicators



Labor Market

- 1 Workforce participation
- 2 Part-time employment
- 3 Monthly salary
- 4 Hourly wage
- 5 Median wage
- 6 Contract workers
- 7 Employee benefits
- 8 Self employed
- 9 Income of self employed
- 10 Multiple jobs
- 11 Minimum wage
- 12 Wage double than avg.
- 13 Occupational continuity
- 14 Involuntary PT employment
- 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
- 7 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's Prize
- 3 Theater actors
- 4 Theater directors
- 5 Media representation
- 6 Radio – Israeli singers
- 7 Radio – International singers
- 8 Competitive sports



Arab Society

- 1 Labor market participation
- 2 Part-time employment
- 3 Monthly salary
- 4 Hourly wage
- 5 13–15 yrs of education
- 6 16+ yrs of education
- 7 Teen pregnancies
- 8 Age at marriage
- 9 Involuntary PT employment
- 10 High school diploma
- 11 Difficulty in math
- 12 Smoking
- 13 Psychometric scores



Health

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



Time

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



Gender Violence

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



Family Status

- 1 Teen pregnancies
- 2 Singleparent families
- 3 Age at marriage



Haredi Society

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



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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רחוב ז'בוטינסקי 43, ירושלים 9104001, ת"ד 4070, טל' 02-5605222; פקס 02-5619293
 43 Jabotinsky St., Jerusalem 9104001, P.O.B. 4070, Tel. 972-2-5605222, Fax. 972-2-5619293
 شارع جابوتنسكي ٤٣، القدس ٩١٠٤٠، ص. ب. ٤٠٧٠، تلفون: ٠٢-٥٦٠٥٢٢٢، فاكس: ٠٢-٥٦١٩٢٩٣
 vanleer@vanleer.org.il • www.vanleer.org.il