



# Introduction

This report presents findings on the average wage in Israeli localities in 1997. The data appear in Table 1 near the end of this document.

Data on the average wage by locality are important because they reveal the nature of the jobs available to local residents as well as the financial capacity of the residents and, hence, the resources available for local public activity.

For each locality, we present two figures:

- The average wage by gender;
- The proportion of those receiving the minimum wage or less.

The data appear in Table 1. This table includes 244 local authorities - municipalities, local councils, and regional councils. The figures for regional councils show the average for all the localities in that council, not for each one individually.

The source of data is the National Insurance Institute. The average monthly wage is the gross annual wage divided by the actual number of months worked (some employees do not work a full 12 months).

This publication is one of a series by the Adva Center that examine data by locale. Other titles in this series:

*Students Successfully Passing Matriculation Examination, by Locality*

*Infant Mortality, by Locality*

## Place of Residence and Wages

Table 1 reveals a number of striking findings:

- **There is a strong relationship in Israel between class and place of residence.**

The table does not present the full picture, however, as there are significant differences in the level of wages between neighborhoods within the same locality, especially in the big cities.

- **Inequality of wages between men and women is pervasive in all localities in Israel and at all levels of income.**

The wage disparity between men and women grows as men's wages increase. The greatest inequality is found in localities where men's wages are highest.

- **Many Israelis receive very low salaries - minimum wage or less.**

Nationally, an average of 33.7% of all the wage-earners received minimum wage or less in 1997.

## **Average Wages of Men and Women**

- In 1997, the average monthly wage (including part-time employment) for all localities was NIS 5,867.
- The average wage of women for all localities was NIS 4,367.

In 28% of the localities, the average wage of women was higher than NIS 4,367. This group includes most of the more prosperous localities in Israel. It does not include Jewish development towns, with the exception of Yavneh. Nor does it include any of the 71 Arab localities.

On the other hand, in 72% of the localities, the average wage of women was lower than NIS 4,367. Included in this group are all 71 Arab localities and 24 of the 25 Jewish development towns.

- The average wage of men for all localities was NIS 7,135.

In 34% of the localities, the average wage of men was higher than NIS 7,135. This group includes most of the more prosperous localities in Israel, only three development towns - Mitzpeh Ramon, Yavneh, and Arad, and not one of the 71 Arab localities.

On the other hand, in 66% of the localities, the average wage for men was lower than NIS 7,135. This group includes all 71 Arab localities and 22 of the 25 development towns.

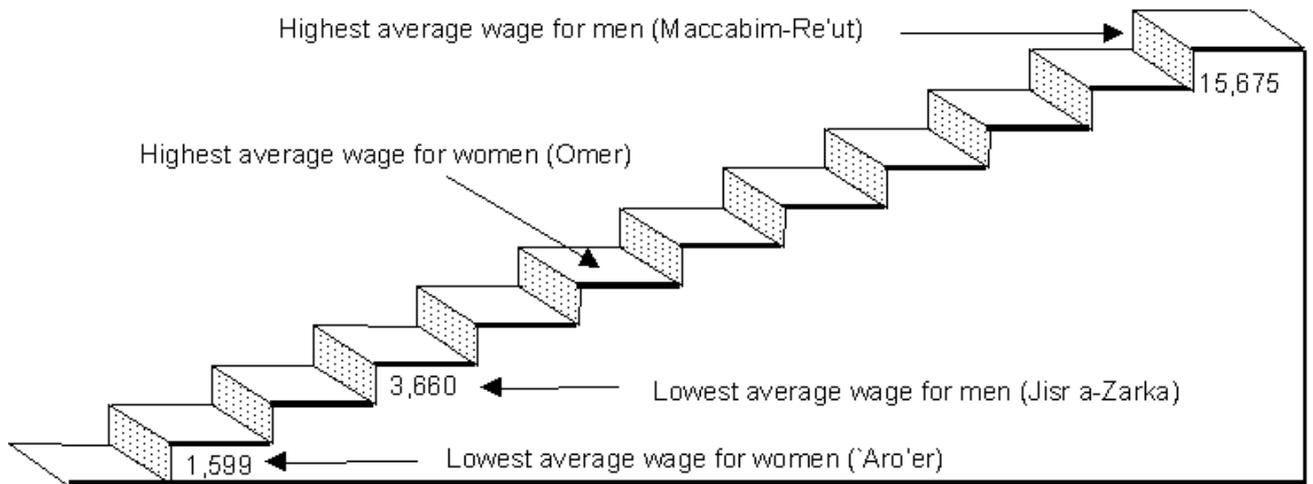
## **Women's Wage Levels are Lower than Men's**

Figure 1 below presents the differences between women and men on the wage scale:

Men begin at a higher level than women: The lowest average wage of men is NIS 3,660 a month (in Jisr a-Zarka, an Arab locale) - more than twice the lowest average wage for women - NIS 1,599 a month (in `Aro'er, a Bedouin village in the Negev).

Men attain much higher wage levels than women: While the highest average wage for women was NIS 7,385 a month (in Omer, a Jewish town in the Negev), that of men was NIS 15,675 a month (in Maccabim-Re'ut, a relatively new Jewish town in the central region).

**Figure 1: Where Wages Halt - For Men and Women**



**Note:** Distances on the figure are only approximate; every step represents about NIS 1,500.

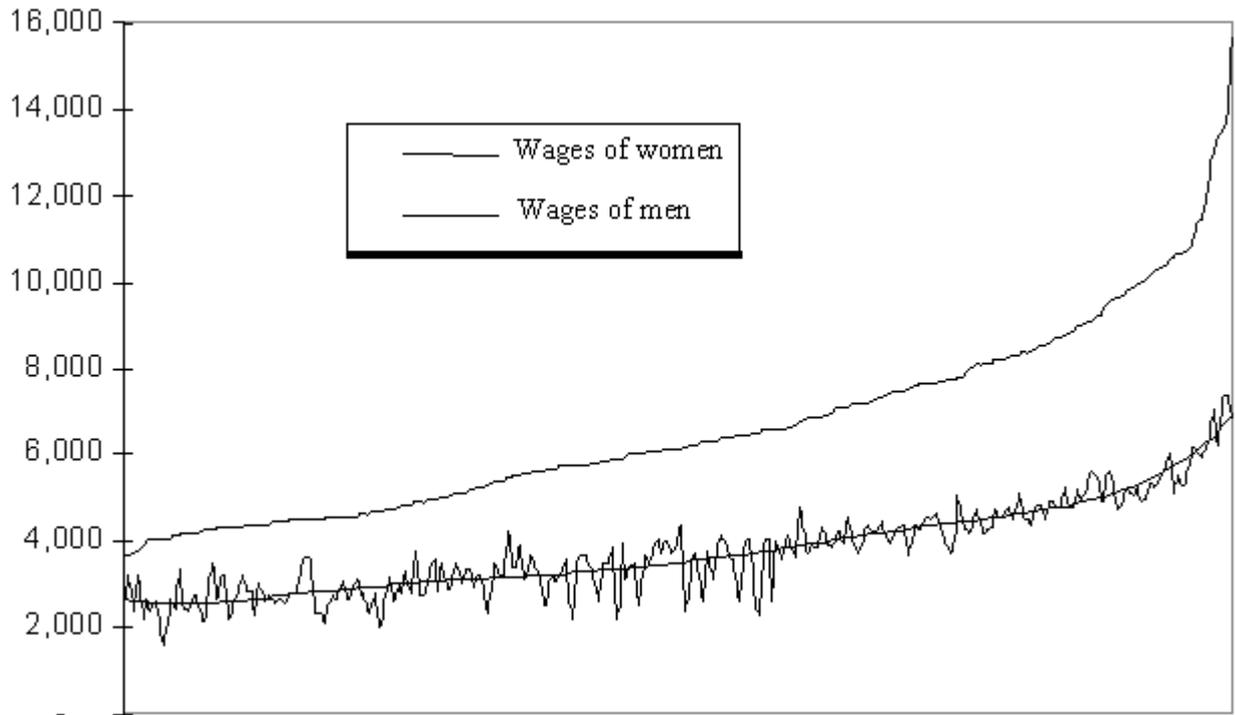
## **As Men's Wages Increase, the Gap Between Men's and Women's Wages Grows**

As evident in Figure 2, as the wages of men increase, women's wages also increase, but they do not keep pace: In fact, the disparity between them widens.

In the 20 localities where men earn the lowest average wage, women's earnings are between 51% and 88% those of the men (except for 'Aro'er, where women earn 39% of men's wages). On the other hand, in the 20 localities where men earn the highest average wage, women earn only 43% to 57% of the earnings of men. In Maccabim-Re'ut, which has the highest average wage for men, the gap between men's and women's wages is the largest among this group: The average wage of women in this locality is 43% that of men.

Calculating the variance in the wages of women and men reveals that an increase of 10% in men's wages parallels an increase of only 8.2% in women's wages. In other words, women's wages rise in parallel with men's wages, but at a lower rate. As a result, the gap between women's and men's wages grows as men's wages increase.

**Figure 2: Actual Average Monthly Wage, by Gender and Locality**



**Notes:**

1. Due to the large number of localities, their names do not appear in the figure, but only in Table 1.
2. Localities are arranged from left to right by increasing average wage of the men in each locality. The average wage of women per locality is not precisely parallel to that of men; therefore we used a trend line around which data of the average wage of women are plotted.

## **As men's average wage decreases, the proportion of those earning minimum wage or less increases**

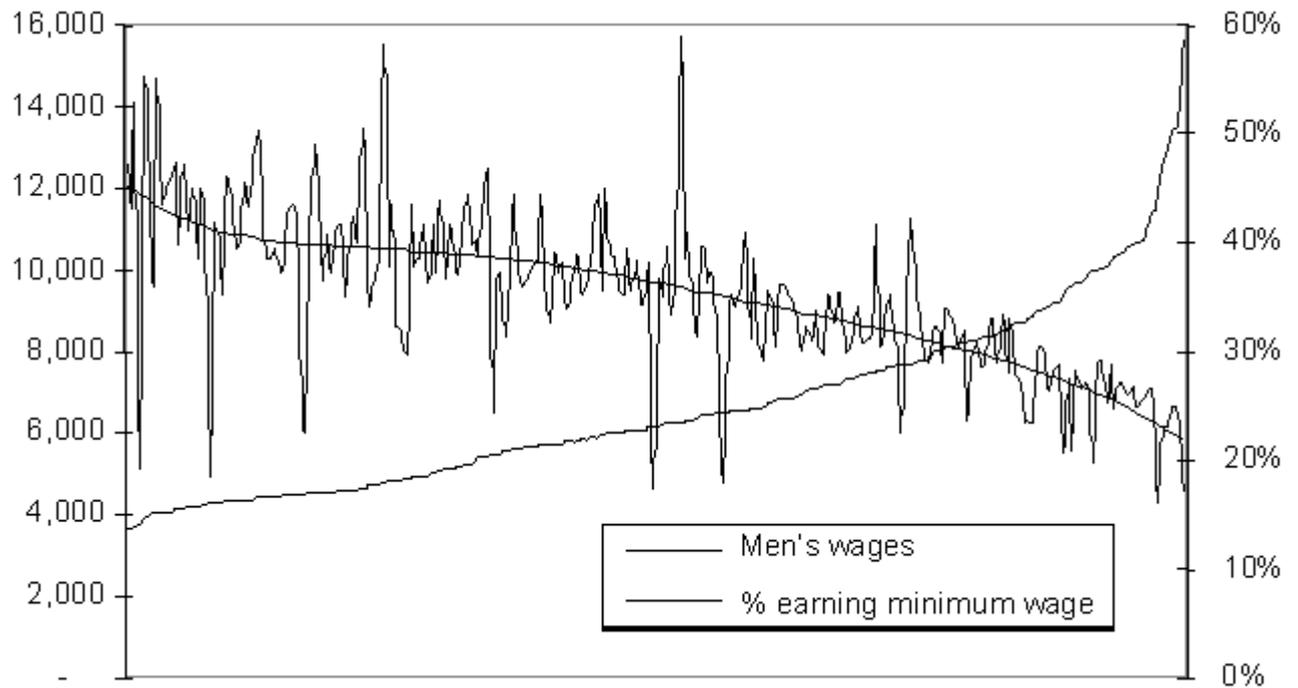
Figure 3 reveals that in localities where the average wage of men is low, there is a high proportion of wage-earners (both men and women) earning minimum wage or less. In localities where the average wage is high, only a small proportion earn the minimum wage. In 1997, the minimum wage was NIS 2,309 a month.

In 1997, 33.7% of all Israeli wage earners earned the minimum wage or less.

Out of 25 development towns, in only three - Yavneh, Yokne'am Elite and Carmiel - was the proportion of minimum wage earners lower than the national average (and only by a little: 30-33%).

Out of 71 Arab localities, in only two - Kfar Kanna and Mazra'ah - was the proportion of minimum wage-earners lower than the national average (and only by a little: 34-33%).

**Figure 3: Proportion of Those Earning the Minimum Wage or Less and Men's Wages, by Locality**



**Notes:**

1. Due to the large number of localities, their names do not appear in the figure, but only in Table 1.
2. Localities are arranged from left to right by increasing average wage of the men in each. The proportion of minimum wage-earners per locality does not precisely parallel the average wage of men per locality; therefore we used a trend line around which data of the minimum wage earners are plotted.

**Highest Average Wage by Region -  
Tel-Aviv and Central Regions;**

**Lowest Average Wage by Region -  
Northern and Southern Regions**

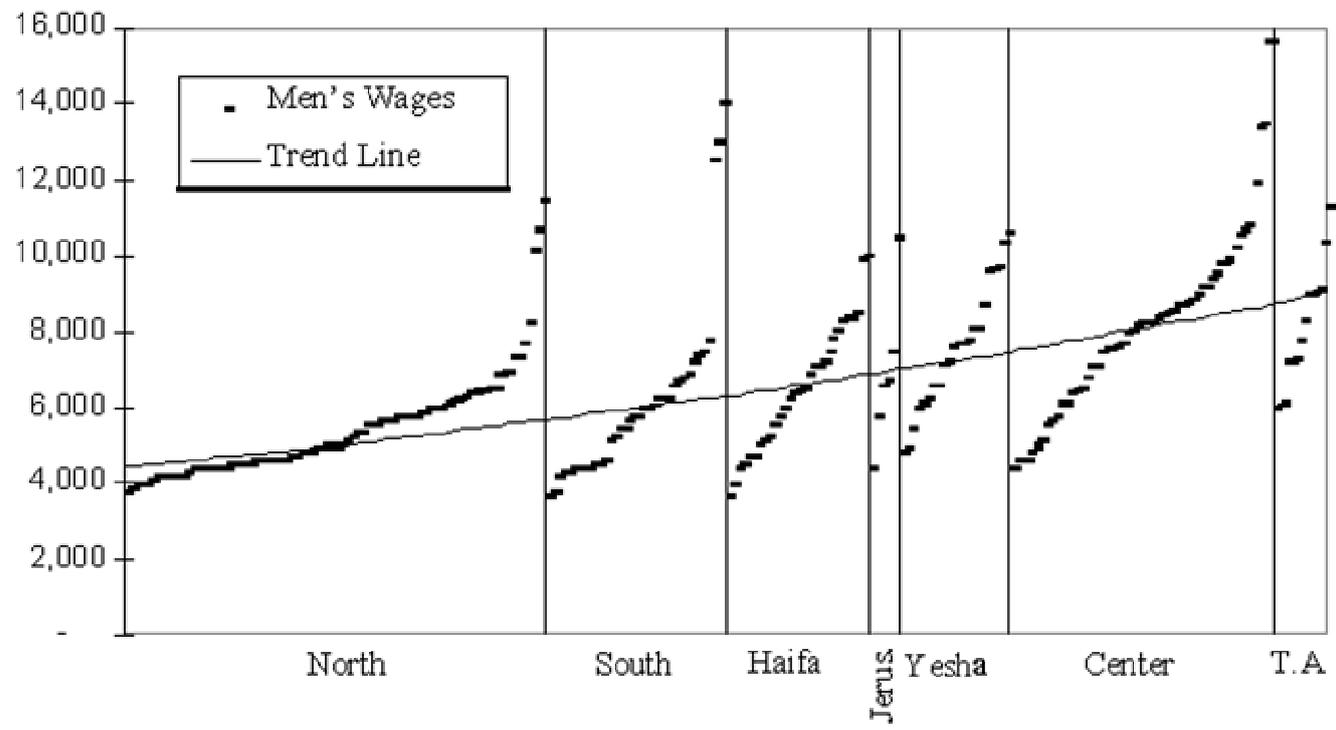
Figure 4 presents the average wage per locality for men by region. Within each region, the distribution of the localities is plotted. The trend line that cuts across all the regions demonstrates clearly that the lowest average wage is characteristic of the northern and southern regions, where there is a large number of Arab localities and

Jewish development towns, while the highest average wage is characteristic of the central regions and Tel-Aviv.

Figure 4 also reveals men's wage gaps by locality in each region. In the northern region, the gaps between localities are relatively small, as the average wage is low for most localities, reflected in a moderate horizontal slope. In the central and Tel-Aviv regions, on the other hand, the gaps between localities are greater, i.e., in some localities the average wage is very high, while in others the wage is quite low (resembling that of the northern and southern regions). This is reflected in the particularly steep horizontal slope.

The differing "widths" of each region indicate the number of localities in each: In the northern region, for example, data from some 85 localities are included, giving a relatively broad band, while the Jerusalem data include only 6 separate localities, represented as a fairly narrow band. *Note that the "width" of the regions in the figure does not represent the number of residents, but rather the number of localities.*

**Figure 4. Average Wage for Men per Locality, by Region**

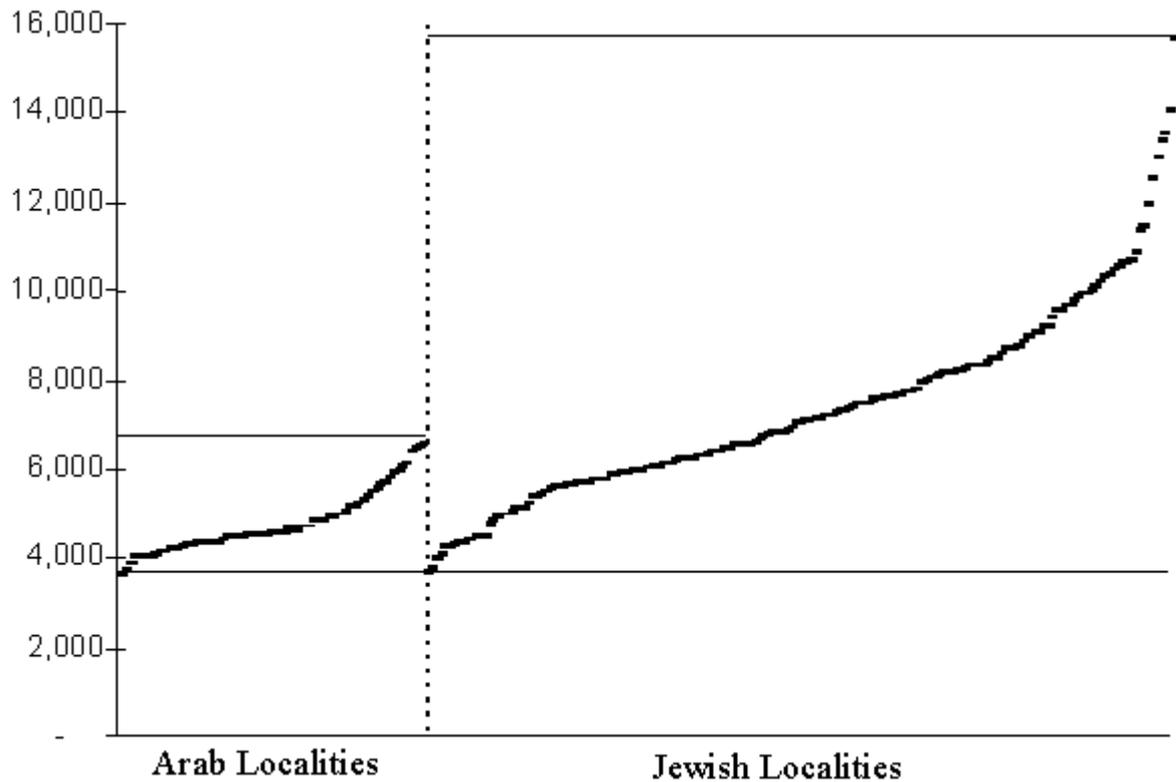


## **Jewish and Arab men begin at the same wage level, but Arab men stop advancing at a lower wage level**

Figure 5 presents the average wage of men in Jewish and Arab localities. The localities in each sector are arranged from left to right in ascending order of average wage. Figure 5 shows that the average wage of Jewish and Arab men starts in the

same range: NIS 3,683 a month in Jewish localities and NIS 3,660 a month in Arab localities. However, while the average wage per locality of Jewish men climbs to NIS 15,675 a month (in Maccabim-Re'ut), the average wage of Arab men per locality stops at NIS 6,568 a month (in Usfiya, a Druze village near Haifa).

**Figure 5: Average Local Wage of Arab and Jewish Men**



**Notes:**

1. Due to the large number of localities, their names do not appear in the figure, but only in Table 1.
2. Localities in each sector are arranged from left to right by increasing average wage of the men in each locality.

**In localities with a high average wage, the gap between women and men decreased slightly between 1993 and 1997**

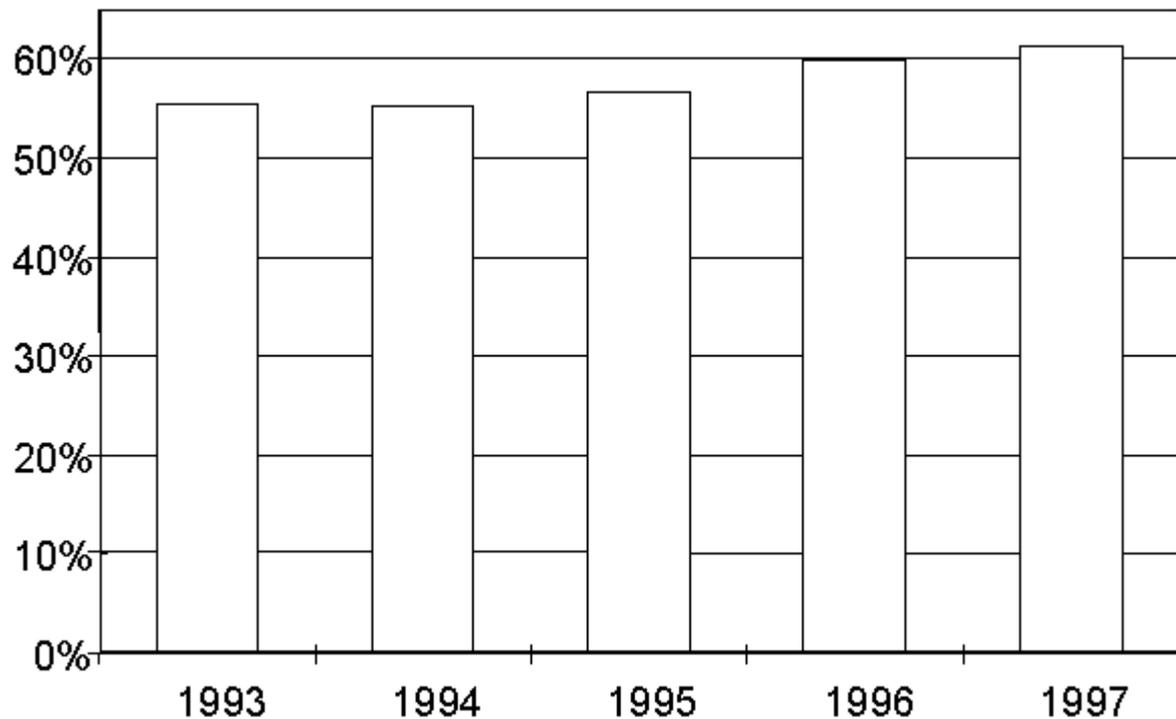
Figure 6 presents the average wage per locality for women (national average) as a percentage of the average wage per locality for men (national average) for each year 1993-1997. The figure shows that wage disparities have decreased: In 1993, women's average wage per locality was only 55.5% that of men's average wage per locality, while in 1997, it was 61.2% of the men's average wage per locality.

The narrowing of this gap is evident primarily in localities with a high average wage. Thus, in 89% of the localities in which the men's average wage was higher than the

national average, the gap between men's and women's wages was reduced by more than 5%. However, in localities in which men's wages were on average lower than the national average, the gap diminished only in 47% of the localities.

One explanation for the reduction in the gap between men's and women's wages in high-wage locales may be the wage increases achieved in the public sector in 1994, especially in the education and health systems, where many women are employed. Employment in these systems are also more characteristic of affluent localities.

**Figure 6: Average women's wage per locality as a percentage of the average men's wage per locality, 1993-1997**



**Table 1: Average Monthly Wage, By Locality and Gender, 1997  
In Ascending Order of Men's Wages**

(RC = Regional Council)

Locality	Men: Average Monthly Wage	Women: Average Monthly Wage	Women's Wage as a Percentage of Men's	Percentage Earning Minimum Wage
Jisr a-Zarka	3,660	2,258	62%	47%
Sha'ar Hanegev - RC	3,683	3,228	88%	43%

Kafar Manda	3,740	2,406	64%	52%
Hevel Eilot - RC	3,774	3,232	86%	19%
Mas'uda	3,890	2,234	57%	55%
Meshhed	3,992	2,692	67%	42%
Ein Mahel	4,045	2,403	59%	36%
Majdel Shams	4,048	2,640	65%	55%
Fouredis	4,049	2,075	51%	44%
`Aro'er	4,079	1,599	39%	45%
Bi'ne	4,083	2,664	65%	46%
Tuba-Zangariya	4,136	2,453	59%	47%
Yoav - RC	4,145	3,322	80%	40%
Sakhnin	4,159	2,594	62%	47%
Majd el-Kurum	4,198	2,419	58%	41%
Tamra	4,202	2,600	62%	45%
Kafar Kanna	4,207	2,712	64%	39%
K'abia-Tabash	4,212	2,201	52%	45%
Tel Sheva	4,273	2,268	53%	44%
Tamar - RC	4,283	3,509	82%	19%
Nahf	4,289	2,666	62%	42%
Abu Ghosh	4,333	2,754	64%	40%
Match Asher - RC	4,339	3,210	74%	35%
Rahat	4,342	2,238	52%	46%

Kuseife	4,364	2,483	57%	43%
Sh'ab	4,368	2,825	65%	40%
Beit Shean Valley - RC	4,374	3,210	73%	40%
Lakiyah	4,382	2,861	65%	46%
Shibli	4,389	2,844	65%	43%
Umm al-Fahim	4,392	2,297	52%	47%
Megiddo - RC	4,401	3,031	69%	50%
Jdeida-Makr	4,413	2,617	59%	43%
Tur'an	4,429	2,736	62%	39%
Nof HaGalil - RC	4,449	2,542	57%	39%
Segev-Shalom	4,453	2,696	61%	40%
Kafar Qasem	4,454	2,559	57%	37%
I'billin	4,474	2,768	62%	39%
Deir al-Assad	4,492	2,800	62%	43%
'Arrabe	4,493	2,869	64%	44%
Menasheh - RC	4,495	3,407	76%	42%
Eshkol - RC	4,497	3,629	81%	23%
Bnei Shimon - RC	4,503	3,591	80%	23%
Zarzir	4,521	2,360	52%	38%
Bu'eine-Nujeidat	4,523	2,333	52%	49%
Bir al-Maksur	4,537	2,096	46%	43%
Iksal	4,550	2,482	55%	37%

Ka-ukav abu al-Hija	4,559	2,721	60%	41%
Hura	4,561	2,665	58%	37%
Taibeh	4,562	3,046	67%	41%
Kabul	4,590	2,668	58%	42%
Reina	4,590	2,786	61%	35%
Yafi'a	4,599	3,096	67%	38%
Jaljulia	4,620	2,732	59%	43%
Kalansua	4,632	2,793	60%	40%
Buk'ata	4,652	2,330	50%	51%
Baka al-Garbiya	4,674	2,774	59%	39%
Ilut	4,708	1,987	42%	34%
Bosmat Tivon	4,710	2,450	52%	37%
'Ar'ara	4,724	3,196	68%	39%
Beitar Elite	4,763	2,619	55%	58%
Tirah	4,821	3,006	62%	38%
Dir Hana	4,838	2,806	58%	44%
HaGilboa - RC	4,844	3,312	68%	32%
Mazra'ah	4,847	2,811	58%	32%
Megilot - RC	4,901	3,810	78%	30%
Daburiyyah	4,918	2,756	56%	44%
Abu Sinan	4,931	2,807	57%	38%
Nazareth	4,969	3,369	68%	39%

HaGalil HaElyon - RC	4,970	3,565	72%	42%
Zemer	4,978	2,821	57%	36%
Kafar Yassif	4,990	3,504	70%	42%
Shfar'am	5,018	2,884	57%	37%
Or Akiva	5,051	3,076	61%	44%
Jordan Valley - RC	5,123	3,501	68%	37%
Shderot	5,128	3,033	59%	42%
Nahal Sorek - RC	5,138	3,323	65%	38%
Jatt	5,179	3,251	63%	37%
Kafar Qara'	5,212	2,954	57%	40%
Netivot	5,237	3,226	62%	45%
Fassuta	5,266	2,884	55%	40%
Megar	5,287	2,368	45%	40%
Ramah	5,410	3,525	65%	39%
Kiryat Arba	5,416	3,265	60%	44%
Ofakim	5,421	3,216	59%	47%
Ramat Negev - RC	5,479	4,220	77%	25%
Jish (Gush Halav)	5,487	3,374	61%	37%
Ma'a lot-Tarshiha	5,492	3,378	62%	37%
Zevulun - RC	5,541	3,887	70%	32%
'Illebun	5,572	3,138	56%	39%
Hevel Yavneh - RC	5,592	3,674	66%	45%

Kiryat Gat	5,618	3,463	62%	38%
Bnei Ayish	5,633	3,222	57%	36%
Yirka	5,658	2,486	44%	37%
Peki'in	5,675	2,832	50%	38%
Hatzor HaGlilit	5,679	3,235	57%	38%
Kiryat Malakhi	5,704	3,087	54%	44%
Shlomi	5,723	3,362	59%	38%
Hof Ashkelon - RC	5,727	3,557	62%	33%
Daliat al-Carmel	5,730	2,249	39%	39%
Beit Shean	5,731	3,522	61%	37%
Nazareth Elite	5,755	3,654	63%	38%
Beit Shemesh	5,759	3,697	64%	34%
Ramleh	5,765	3,476	60%	35%
Acre	5,797	3,359	58%	39%
Sejour	5,807	2,610	45%	36%
Kiryat Shemona	5,860	3,537	60%	35%
Migdal Ha'Emek	5,870	3,487	59%	37%
Azzata - RC	5,925	3,799	64%	40%
Beit Jann	5,929	2,256	38%	44%
Lakhish - RC	5,934	3,958	67%	36%
Emmanuel	5,947	3,116	52%	45%
Tirat Carmel	5,999	3,369	56%	39%

Tiberias	6,008	3,506	58%	39%
Kisra-Samia	6,014	2,504	42%	36%
Or Yehuda	6,017	3,678	61%	35%
Merom HaGalil - RC	6,052	3,473	57%	40%
Bat Yam	6,073	3,840	63%	36%
Central Arava - RC	6,091	4,069	67%	38%
Lod	6,101	3,722	61%	34%
M'iliya	6,105	4,038	66%	36%
Bnei Brak	6,129	3,757	61%	38%
Hof HaSharon - RC	6,145	3,919	64%	18%
Aravot HaYarden - RC	6,147	4,322	70%	37%
Yanoh-Jatt	6,174	2,388	39%	35%
Ashkelon	6,234	3,583	57%	40%
Shafir - RC	6,250	3,741	60%	34%
Yeroham	6,255	3,550	57%	37%
Modi'in Elite	6,273	2,607	42%	59%
Safed	6,281	3,786	60%	39%
Rekhasim	6,293	3,107	49%	41%
Afula	6,324	3,962	63%	35%
Golan - RC	6,390	4,110	64%	31%
Netanya	6,410	3,835	60%	39%
Katzrin	6,410	3,582	56%	36%

Kiryat Yam	6,429	3,583	56%	37%
Hurfeish	6,446	2,616	41%	37%
Brenner - RC	6,481	3,818	59%	25%
Hof HaCarmel - RC	6,487	4,090	63%	18%
Kfar Kama	6,498	3,158	49%	33%
Julis	6,526	2,288	35%	35%
Kiryat Ekron	6,564	3,977	61%	34%
Yavna-el	6,568	4,075	62%	36%
Isifya	6,568	2,616	40%	41%
Ariel	6,578	4,023	61%	31%
Hof Azza - RC	6,603	3,564	54%	39%
Merhavim - RC	6,603	4,063	62%	32%
Match Yehuda - RC	6,610	4,069	62%	29%
Dimona	6,707	3,649	54%	36%
Jerusalem	6,753	4,813	71%	34%
Elyakin	6,784	3,897	57%	31%
Ashdod	6,838	3,711	54%	36%
Hadera	6,848	3,894	57%	36%
Ma'aleh Yosef - RC	6,852	3,829	56%	35%
Eilat	6,874	4,346	63%	35%
Carmiel	6,925	4,053	59%	33%
Yokne'am Elite	6,963	3,849	55%	30%

Pardes Hanna - Karkur	7,053	4,124	58%	32%
Be'er Ya'akov	7,076	4,215	60%	31%
Kfar Yona	7,105	3,983	56%	34%
Allona - RC	7,106	4,547	64%	31%
Hebron Hills - RC	7,180	4,015	56%	30%
Kiryat Atta	7,187	3,753	52%	35%
Gush Etzion - RC	7,200	4,057	56%	33%
Holon	7,212	4,380	61%	33%
Beersheba	7,230	4,163	58%	36%
Azor	7,302	4,350	60%	30%
Mevo'ot HaHermon - RC	7,325	4,476	61%	31%
Nahariya	7,332	4,213	57%	32%
Arad	7,392	3,931	53%	34%
Nesher	7,458	4,263	57%	31%
Emek Lod - RC	7,466	4,349	58%	31%
Beer Tuvia	7,482	4,415	59%	32%
Kiryat Ye'arim	7,518	3,676	49%	42%
Emek Hefer - RC	7,571	4,402	58%	31%
Beit Dagan	7,583	4,283	56%	32%
Kedumim	7,624	4,272	56%	35%
Petah Tikva	7,639	4,587	60%	31%
Lev HaSharon - RC	7,660	4,543	59%	30%

Ma'aleh Adumim	7,662	4,616	60%	23%
Emek Yizre'el - RC	7,684	4,367	57%	33%
Beit El	7,691	4,096	53%	42%
Mitzpeh Ramon	7,753	3,741	48%	36%
Shomron - RC	7,768	4,229	54%	33%
Tel Aviv - Jaffa	7,786	5,064	65%	32%
Givat Ada	7,822	4,522	58%	29%
Kadima	7,975	4,163	52%	32%
Kiryat Bialik	8,023	4,421	55%	32%
Yahud	8,056	4,765	59%	29%
Karnei Shomron	8,073	4,198	52%	34%
Mateh Binyamin - RC	8,135	4,296	53%	33%
Yavneh	8,161	4,368	54%	32%
Hevel Modi'in - RC	8,206	4,747	58%	31%
Gederah	8,208	4,578	56%	32%
Gezer - RC	8,215	4,643	57%	24%
HaGalil HaTahton - RC	8,251	4,791	58%	28%
Kiryat Motzkin	8,290	4,542	55%	31%
Ramat Gan	8,323	5,132	62%	29%
Tel Mond	8,360	4,555	54%	29%
Atlit	8,361	4,501	54%	31%
Binyamina	8,373	4,404	53%	33%

Rishon LeTzion	8,426	4,779	57%	29%
Haifa	8,527	4,847	57%	34%
Gan Yavneh	8,528	4,529	53%	28%
Rehovot	8,598	4,890	57%	33%
Nes Tsiyona	8,706	4,840	56%	29%
Rosh Ha'ayin	8,707	4,791	55%	27%
Givat Ze'ev	8,745	5,213	60%	24%
Derom HaSharon - RC	8,784	4,884	56%	24%
Gan Raveh - RC	8,862	4,786	54%	23%
Herzliya	8,977	5,167	58%	30%
Kfar Saba	8,984	4,967	55%	31%
Kiryat Ono	9,079	5,390	59%	27%
Givatayim	9,102	5,613	62%	26%
Givat Shmuel	9,200	5,486	60%	28%
Hod HaSharon	9,224	4,989	54%	29%
Tzoren	9,396	4,879	52%	21%
Ganei Tikva	9,555	5,652	59%	27%
Beit Aryeh	9,586	5,286	55%	21%
Efrata	9,665	4,721	49%	28%
Alfei Menashe	9,708	5,059	52%	27%
Even Yehuda	9,809	5,243	53%	27%
Mazkeret Batya	9,891	5,101	52%	27%

Modi'in	9,970	5,277	53%	20%
Zikhron Ya'akov	9,974	4,954	50%	29%
Kiryat Tivon	10,018	4,983	50%	29%
Misgav - RC	10,122	5,327	53%	25%
Ra'anana	10,222	5,260	51%	29%
Oranit	10,325	5,480	53%	25%
Ramat HaSharon	10,380	5,750	55%	27%
Mevasseret Zion	10,466	6,011	57%	27%
Pardessiya	10,559	5,106	48%	26%
Elkana	10,647	5,506	52%	27%
Ramat Yishai	10,663	5,300	50%	25%
Gederot - RC	10,684	5,411	51%	26%
Neveh Efrayim	10,841	6,210	57%	26%
Efal - RC	11,325	6,076	54%	27%
Kfar Vradim	11,455	5,982	52%	21%
Shoham	11,925	6,228	52%	16%
Meitar	12,500	6,358	51%	23%
Lehavim	13,004	7,042	54%	23%
Kokhav Ya'ir	13,392	6,270	47%	25%
Savyon	13,512	7,289	54%	24%
Omer	14,047	7,385	53%	24%
Maccabim-Re'ut	15,675	6,778	43%	17%

## About the Data

The data on average monthly wages and the proportion of those who earn the minimum wage or less are taken from *Local Authorities in Israel: Physical Data*, a periodical of the Central Bureau of Statistics. Data for 1997 were received from the Central Bureau of Statistics.

The data on wages used by the Central Bureau of Statistics are based on compilations by the National Insurance Institute (see Jacques Bendelac, *Average Wage and Income and their Distribution by Various Economic Variables 1996-1997*, January 2000).

"Wage" as used by the National Insurance Institute includes all wage components, from salary supplements to pension contributions (National Insurance Institute, *Wage and Income Averages and their Distribution by Various Economic Variables, 1993-1994*, February 1997, p. 5).

The "average monthly salary" is derived from the gross annual salary divided by the number of months worked (*ibid.*).