

Final Projects for the Course

Gender and Municipal Budgets

B e e r s h e b a , 2 0 1 1

Course conducted by
Women's Budget Forum,
Adva Center

Municipal Advisor on
the Status of Women,
Beersheba Municipality

With the cooperation of
Center for External
Studies, Ben-Gurion
University of the Negev
The European Union
Tikkun Olam –Women's
Foundation of Greater
Washington

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The Partners

The **Adva Center** is an independent policy analysis institute committed to promoting equality and social justice in Israeli society through the research and analysis of Israeli social policies. Adva engages in a critical examination of public policy in the areas of budgets, taxation and social services – education, health, housing, welfare, transportation, and the environment -- as well as their implications for Israeli society as a whole and for each of its social groups.

The **Women's Budget Forum** was established by the Adva Center in August 2004; it brings together representatives from a wide range of social organizations, human rights organizations, and academic bodies. The Forum seeks to stimulate discussion among the public and in the parliament about the gender implications of economic policies, and the importance of incorporating gender considerations into budget planning, national and local programs, and legislation.

The **Beer Sheba Municipality, Advisor for the Status of Women, Mayor's Office** (See p. 6-7).

The **Center for External Studies at Ben-Gurion University of the Negev** offers courses and workshops to the general public in a wide variety of subjects. The courses integrate academic knowledge with practical expertise. Course preparation is a collaborative effort of the university's academic faculty and experts in the field.

The **European Union** supports projects designed to strengthen democracy and human rights throughout the world. In 2009-2011, the European Union supported the Women's Budget Forum, including the courses in social economics and a gender analysis of municipal budgets.

Tikkun Olam: Women's Foundation of Greater Washington supports projects that create social change in the lives of women and girls in the Washington DC area and Israel. It seeks to promote women's leadership, philanthropy, and advocacy on behalf of women. A grant from Tikkun Olam made it possible to carry out a gender analysis of salaries in the Beersheba municipality, to undertake ongoing monitoring of those salaries, and to publish this booklet.

The **Friedrich Ebert Foundation** is a German foundation committed to the values of social democracy. It has operated in Israel since 1978, seeking to promote social justice and to strengthen civil society.

The **Hadassah Foundation** is dedicated to refocusing the priorities of the Jewish community through innovative and creative funding for women and girls in the United States and Israel. Its mission is to improve the status, health, and well-being of women and girls; bring their contributions, issues, and needs from the margins to the center of Jewish concern; and encourage and facilitate their active participation in decision-making and leadership in all spheres of life.

Sponsors of this Project and of the Women's Budget Forum

We are grateful to the following organizations, whose support made this project possible:

The **Hadassah Foundation** provided seed money for the establishment of the Women's Budget Forum and has accompanied the Forum's work ever since;

The **European Union** is the primary funder of the courses in the local authorities;

Tikkun Olam –Women's Foundation of Greater Washington provided support for research and monitoring of wages in the Beersheba municipality;

Friedrich Ebert Foundation (Germany) partnered in the publication of this booklet.

We would also like to thank the foundations that have supported the work of the Women's Budget Forum:

New Israel Fund

Nathan Cummings Foundation

Boston Jewish Community Women's Fund

Jewish Women's Foundation of Metropolitan Chicago

Jewish Women's Giving Foundation of Baltimore

National Council of Jewish Women (US)

Daphna Izraeli Fund

Heinrich Böll Foundation (Germany)

This document has been produced with the financial assistance of the European Union. The contents of this document are the sole responsibility of the Adva Center and can under no circumstances be regarded as reflecting the position of the European Union.

Similarly, the other foundations that contributed to this project or to other activities of the Women's Budget Forum bear no responsibility for the contents of this document.

Courses in Social Economics, Gender, and Municipal Budgets for Women in Local Authorities

Data from other countries suggest a correlation between gender equality and a better economic situation for the entire population. **One of the main avenues for promoting gender equality is to incorporate gender considerations into budget planning, economic planning and decision-making, and legislation.** To that end, a gender analysis is required that examines the implications for men and women of budgets, economic planning and decisions, and legislation. This type of analysis is conducted in some eighty countries around the world by governments or local authorities.

Since 2007, the Women's Budget Forum has offered courses to women in local authorities throughout Israel. These courses are designed to provide participants with information about economic issues and the link between economics and society, as well as the tools that will enable a gendered reading and analysis of the municipal budget. This, so that they will have the ability to participate in planning and shaping local budget policies.

Course participants have included senior officials, division heads, chief financial officers, city managers, elected officials, advisors on the status of women, and activists in strategic community organizations that work together with the municipality.

The curriculum includes 20-70 class hours. Classes are given by senior lecturers from the Adva Center or outside experts, accompanied by relevant texts. Upon completion of the course, participants develop team projects drawn from the subjects studied.

Projects carried out by the course participants addressed two main areas:

The terms of employment for women and their representation in municipal bodies: the representation of women in municipal committees, the wages and benefits of female employees in the local authorities compared with those of male employees.

The contribution of municipal initiatives and budget allocations to promoting equality and improving the living conditions of women, such as advancing women in sports, education, and employment.

RESULTS:

Some striking changes were inspired by the principles learned in the courses and the findings of the research projects. A few examples: In the **Kfar Saba municipality**, the budget presentation was revised thanks to the involvement of a course graduate who was on the city council; in **Beit Dagan**, the activities of the municipal Advisor on the Status of Women were given a budget line for the first time; in **Herzliya and Kfar Saba**, a gendered analysis of municipal support for sports was carried out; the **Kfar Saba** city council declared that allocations to sports associations would be cut back if women were not included in management; in **Mevasseret Tziyon and Kfar Saba**, actions are being taken to increase women's employment activities in the communities; and in **Beersheba**, a Forum led by the advisor on the status of women is conducting a study of the salaries of male and female municipal employees. As a result, the National Union of Advisors on the Status of Women voted to conduct similar studies in other municipalities, which will provide a basis for promoting equal pay for women and men in local governments.

Foreword

Edna Sabag Kriboy, Advisor on the Status of Women, Beersheba Municipality

We present here the projects of graduates of the third course in Social Economics, Gender, and Budgets conducted in Beer Sheba.

Every woman who graduated this course has acquired insights that will remain with her throughout her life, insights that will motivate her to work for social equality.

I graduated the very first course in Israel for Advisors on the Status of Women. The final thesis, which I wrote under the mentorship of Shoshana Goldfinger, an accountant and advisor to the Bnei Brak municipality, compared the salaries of men and women in the local authorities. Once I became aware of these injustices, I knew I would dedicate my life to working on behalf of the advancement of women.

I first met Barbara Swirski, Executive Director of Adva, at a lecture she gave in the course for Advisors. Her words about wage differences between the genders was a wake-up call to all the advisors!

The findings presented here reveal dramatic gaps between men and women in numerous areas – representation on municipal committees, wages, salary perks such as use of a cell phone or car, housing rights, the opportunity to work in the diplomatic corps, and more.

The Beersheba Municipality's Council for the Advancement of Women and Department for the Advancement of Women deal with a range of issues, all concerned with closing the gaps and fostering social equality.

We have identified three stages:

(1) Awareness, (2) Public discourse, and (3) Shaping and implementing policies to close the gender gaps in the public sector.

The local authorities in Israel are the largest employer of women in the country, which is why it is so important to close the gender gaps in these settings.

Corrective policies will be implemented through:

the Authority on the Status of Women in the Prime Minister's Office, headed by Vered Swid; the National Committee for Advancing the Status of Women in the Center for Local Government in Israel, headed by Flora Shushan, mayor of Mitzpe Ramon; and the Training Department of the Union of Local Governments in Israel, headed by Sonny Bennett, together with Shula Agami, Coordinator for the Advancement of Women, and Orna Mager, director of the National Union of Advisors on the Status of Women.

The Adva Center will provide professional supervision for this process.

The teamwork of the Municipal Advisors will move this entire society forward!

Acknowledgements from Edna Sabag Kriboys

Thank you!

To Ruvik Danilovich, Mayor of Beersheba, renowned for his efforts to promote women. In his party's list for the municipal elections, women and men alternated as candidates. Our gratitude for his efforts and commitment to the equal compensation of women municipal employees, using all the tools at his disposal.

- To Heftzi Zohar, Deputy Mayor of Beersheba, for her active commitment to advancing women.
- To Ilana Ginsburg, Beersheba City Council Member and Chair of the Council on the Status of Women, tirelessly seeking breakthroughs for women.
- To Avishag Avtovi, Beersheba City Manager, the most senior woman among municipal employees, whose support has made this and similar courses an ongoing, enriching reality for women who are city employees and residents, during work hours and funded by the city.
- To the municipal management – deputies, council members, chief financial officer, legal advisor, comptroller, spokesperson, office head, and department and division directors – for their partnership.
- To Eitan Khouri, Human Resources Director in the Beersheba municipality, and his co-members on the Municipal Committee for Continuing Education, which works to promote women municipal employees in the belief that we thereby create a more just and egalitarian society.
- To Reuma Glisko, head of the Monitoring, Management, and Inspection Department; to Miriam Nachmani, head of the Reporting, Inspection, and Operations Department; and to Acct. Pazit Fuchs, Support Supervisor and Coordinator of Municipal Corporations; all of whom were instrumental in helping obtain the data needed for these projects.
- To members of the Beersheba Municipal Workers Union for their cooperation and commitment to advancing women.
- To Knesset Member Orit Zuaretz for her amazing work in the Lobby for Promoting Women and Mothers in the Workforce and for her ongoing inclusion of the Advisors on the Status of Women.
- To the women of the Tikkun Olam Women's Foundation of Greater Washington for their faith in us and their generous contribution, which helped to make the third course and the publication of this booklet possible.
- To the Adva Center and Barbara Swirski, its Executive Director, and to Maysoun Badawi of Women's Budget Forum for choosing Beersheba as the first pilot city in Israel for a gender analysis of the budget and wage comparisons.
- To Ben-Gurion University of the Negev, Zvia Avish and Nili Hakham, for providing an academic component, and with whom we have together labored with love and devotion toward our goal of advancing women.
- To our course-mate Yehudit Yanko, Director of Facilitators in the City Without Violence Project, for her devoted efforts in editing this book of projects.
- To Sapir Azarzar, my Office Manager, and Esti Sela, a volunteer, for their devotion to advancing women.
- And to you, dear graduates, for your dedication to your studies and for your labors that will bear fruit for all of Israeli society.

With wishes of women united to bring equality,

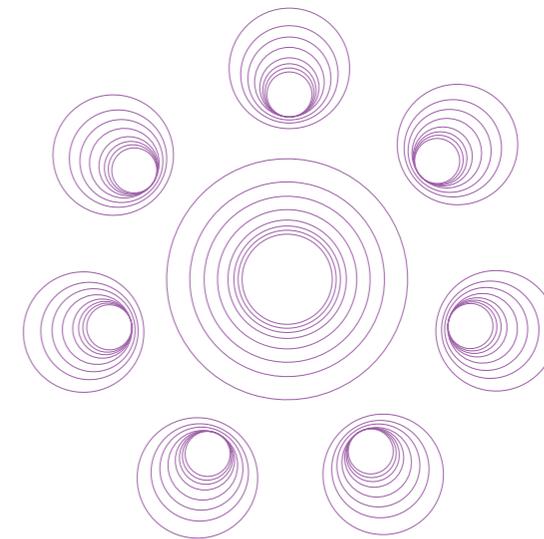
Edna Sabag Kriboy

Social Worker and Municipal Advisor on the Status of Women

About this Booklet:**Final Projects for the Course “Gender and Municipal Budgets”**
Beersheba, 2011

The projects presented here were prepared by participants in the course “Gender and Municipal Budgets” – municipal workers and community activists – and are based on material studied in the course. Each project is a model that can be replicated in other municipalities. Most of the projects examine areas of gender inequity, particularly the representation of women in various positions and the terms of their employment. In some cases, recommendations were made regarding steps to be taken to narrow the inequality gaps, some of which have already been implemented. The research was based on data received from various municipal bodies, which now constitute a database of gendered aspects of municipal employment and activity. The information in this database can serve as the basis for responsible action about the status of women within the municipality. Two projects addressed activity in the field of welfare, which clearly has gender implications, as most beneficiaries of these services are women. Another is a social project designed to improve the employment situation of women from disadvantaged communities in the Negev.

Further details about the projects can be obtained from Edna Sabag Kriboy,
Municipal Advisor on the Status of Women

The Projects

Wages of Women and Men Employed by the Beersheba Municipality

The first step was taken by Edna Sabag Kriboy, Municipal Advisor on the Status of Women, even before the course began: a request to the Beersheba municipality for data about the wages of male and female municipal employees.

Some of the preliminary results of her request:

Distribution of Municipal Employees by Rank, Men's Salaries, and Women's Salaries (2009)

Rank/Field	Number of Men	Average gross monthly wage, men (NIS)	Number of Women	Average gross monthly wage, women (NIS)
Society and Youth	16	10,231	34	8,032
Administration	452	8,259	994	6,044
Senior Officials	29	22,198	13	17,227
Social science graduates	18	12,078	28	9,337
Teaching	122	9,425	303	10,004
Engineers	23	12,510	21	11,958
Attorneys	4	25,429	7	15,391
Practical Engineers	22	12,132	37	13,296
Social Workers	13	10,307	125	8,899

Vehicle Provided by the Municipality

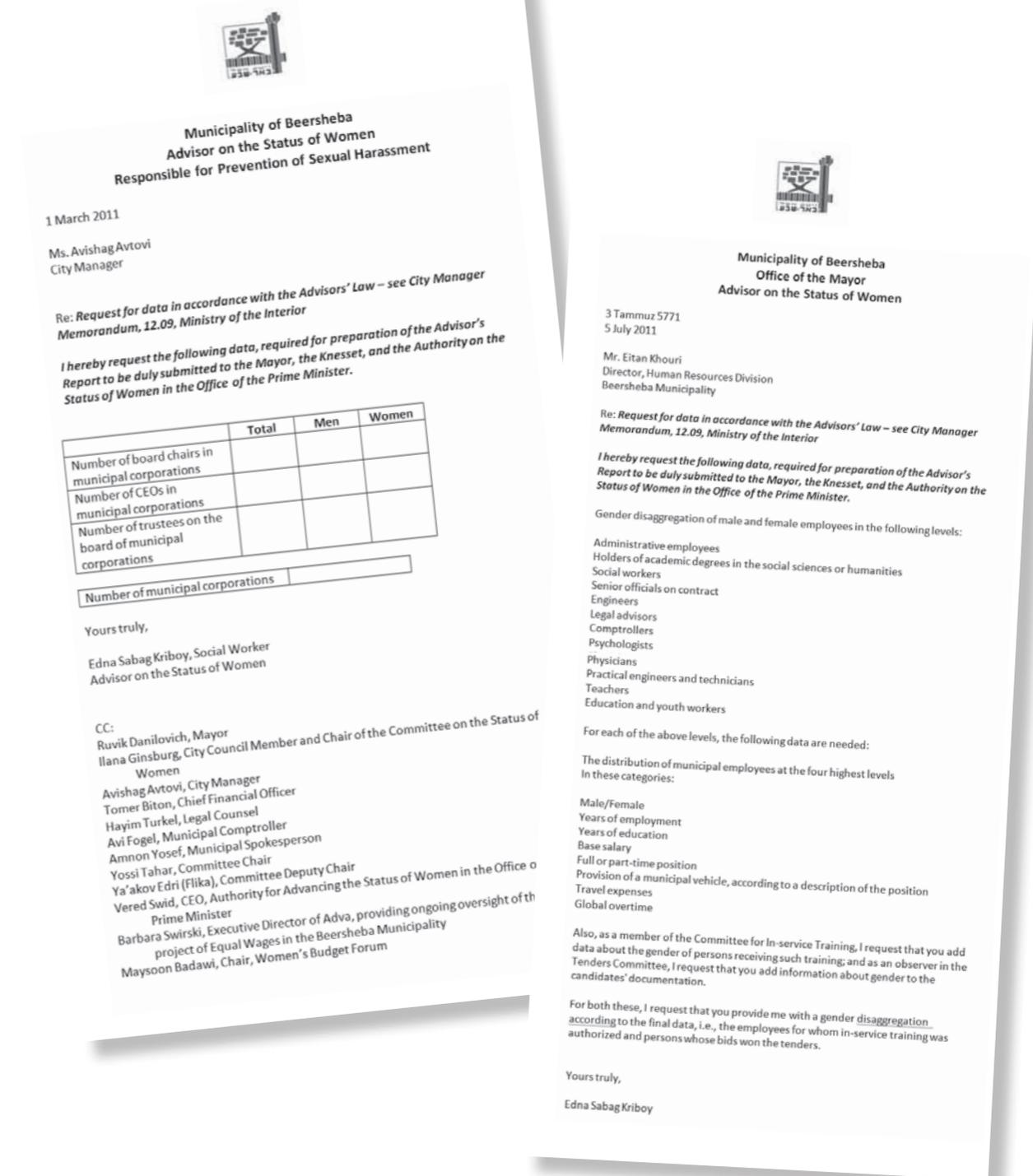
Gender	Number of Cars
Men	16
Women	7

- Upon receipt of the initial data, the Advisor on the Status of Women asked for additional data. What follows are the letters requesting additional data, which we present to facilitate the work of Advisors in other municipalities.
- Several of the projects described below refer to these data.

Comments by graduates:

"I am very satisfied with the course; the subjects were fascinating, and the lecturers were very interesting. Clearly the process that I and the other course participants underwent has been instructive, preparing us to address social problems." Beersheba, February 2011

"I'm very glad I took this course. All the subjects were interesting and stimulated me to learn more. Some of the subjects are relevant for my professional life and some are not, but it is very important to address these issues and become involved. Courses like this should be given in all the local authorities." Beersheba, February 2011



The Project:

Gender Makeup of Municipal Committees

SUBMITTED BY: Oshrat Ben Hayun, Technological and Logistics Division; Efrat Rokeach, Coordinator in the Assets Division.

PROJECT GOAL: To investigate the representation of women in the municipal committees, reveal the under-representation of women in decision-making bodies, and promote the representation of women in committees.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Although women comprise the majority of municipal employees, women constitute the minority in municipal committees. These committees make policy in various fields that have far-reaching consequences for the lives of Beersheba residents. Improved representation of women on the committees would bring gender considerations into committee work.

THE ACTIVITY: Data collection about the municipal committees, including the number of men and women who are members of each committee.

RESULTS:

- In all municipal committees, with the exception of the Committee for the Advancement of Women, men have a clear majority. This is true even for the Education Committee and the Committee for the Advancement of the Child, areas that have a significant impact on the lives of women.
- The findings of this research have been submitted to the municipal Advisor on the Status of Women for purposes of advancing women in the committees.

The Gender Composition of Municipal Committees



Comments by graduates:

“Interesting subjects were presented in an inviting manner. For me it was worth every minute.” Yafia, 2011

“Thanks a million and tons of appreciation. Good job. We need a revolution!” Yafia, 2011

“The course was good, serious-minded, well constructed. Clearly the lecturers know the material and love their work.” Kfar Saba, June 2010

The Project:**Cinderella – Changes in the Employment Terms of Cleaning Women**

SUBMITTED BY: Shirley Katzir, Director of Eden, and Edna Sabag Kriboy, Advisor on the Status of Women

IMPLEMENTATION: Eden Association to Promote Educational, Social, and Cultural Projects in the Northern Negev, with the assistance of the advisors to Beersheba, Omer, Meitar, and Lehavim – “Women’s Circles Move Forward.”

PROJECT GOAL: To improve the terms of employment of cleaning women in the Negev, whose present employment arrangements involve gross exploitation, and to provide opportunities for professional training and advancement for women from disadvantaged communities.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Families from Omer, Lehavim and Meitar, which are well-to-do Negev communities, employ cleaning women who come from less advantaged communities in the region. Distances are great and public transportation is irregular, making it hard for the cleaning women to reach work on their own, so many take jobs with employment contractors. Employment by a contractor is detrimental to the cleaning women, who receive low wages and often no social rights, which leads to high turnover. Although the wealthier homes pay high amounts to the contractors, the service they receive is not commensurate.

THE ACTIVITY:

- Establishing a self-managed employment association for women who work as cleaners in Omer, Meitar, and Lehavim;
- The employment of women without intermediary contractors at a fair wage and with social benefits;
- Financing of professional training of their choice for the women;
- A support system for the participants provided by Eden activists;
- Application of the surplus profit currently made by the contractors to benefit the women employed.

Comments by graduates:

“The lectures are focused and interesting, and the lecturers are sensitive to the participants. Even though they are dealing with economic issues, the language is clear and comprehensible.” Tel-Aviv, November 2010

The Project:**Wage Gaps in the Beersheba Municipality**

SUBMITTED BY: Social workers Na’ama Levine from SHATIL, Jennifer Cole from Community Advocacy, and Hila Horesh, chair of Atidenu in the Negev.

PROJECT GOAL: To analyze the wage gaps between women and men in the Beersheba municipality and to promote more egalitarian wage policies.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: This project was submitted by activists in Atidenu, a movement of social workers, both women and men, who seek to promote a social-democratic approach and instill the values of solidarity and feminism. The movement is active in Beersheba in efforts to narrow the wage gaps between men and women in the field of social work and in general.

THE ACTIVITY: Investigation of the wage gaps in the Beersheba municipality using the data collected by the Advisor on the Status of Women (see page 10). Appealing for support to the Beersheba mayor and making use of Atidenu resources. We are currently organizing a roundtable discussion on this subject with women from the municipality, women’s organizations, and other interested parties.

RESULTS:

- The average gross salary of women is significantly lower than the average gross salary of men in almost all areas of municipal employment. This gap is particularly marked in the legal department and among senior officials.
- Many women are employed on a part-time basis, while men are employed full-time.
- There is a huge difference in the number of vehicles allocated to men and women: Although men constitute less than a third of municipal employees, two-thirds of the cars in the municipal fleet are assigned to men.
- Women are under-represented in the city council, even though they constitute the majority of municipal employees. We believe the reason for this is because women work primarily in service positions, labeled as “women’s jobs,” while membership in the council is perceived as a political and male role.

“The course was excellent, the lecturers were expert in their fields, they prepared great lectures, they connected well with the audience.” Yavneh, March 2010

“I became aware that the gender situation needs to be addressed. Today I see everything through a gender lens.” Modi’in, June 2009

The Project:

Gender Gaps among Senior Municipal Officials

SUBMITTED BY: Yehudit Yanko, Director of Facilitators in the City Without Violence Project; Michal Corsia, Supervisor of Cleaning Contractors in the Education Division and a member of the employees union; Esther Halfon, Coordinator of Preschool Staff in the Education Division; and Hannah Simantov, Administrative Assistant in the Budget Department.

PROJECT GOAL: To investigate the representation of women among senior officials in local authorities, Beersheba in particular.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Exposure of the fact that only a minority of women hold senior positions in the local authorities, which also impacts on the wage gaps.

THE ACTIVITY: Examination of the wages of senior officials as reported by the Director of Wages in the Ministry of Finance, in the report on local authorities.

RESULTS:

- In all the local authorities as a sector, the number of men holding senior positions is twice or more the number of women holding senior positions.
- The number of women who hold senior positions is particularly low in municipal associations (less than 10%), government corporations (about 15%) religious councils (about a quarter), and municipal corporations (about a third).
- 39 men hold senior positions in the Beersheba municipality, compared with only 14 women. The average gross monthly salary of men is NIS 22,764 compared with NIS 18,544 for women.

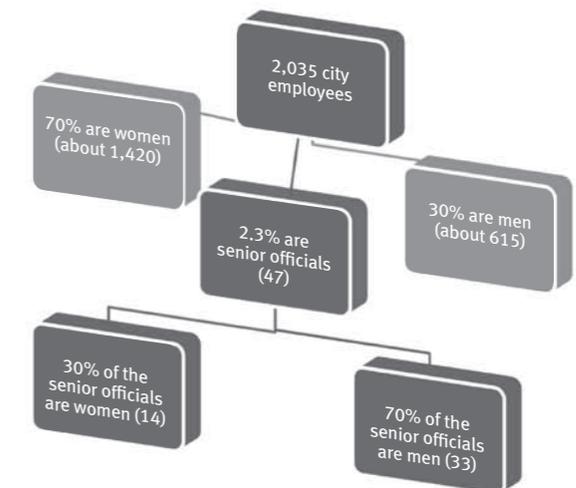
Salaries of senior officials in selected local authorities

by gender (2009) Beersheba municipality

Local Authority	Total		Portion of full-time position (average)		Gross monthly salary (average)		Monthly salary cost to employer (average)	
	Men	Women	Men	Women	Men	Women	Men	Women
Ashdod	77	47	0.96	0.94	22,269	17,824	29,218	22,618
Ashkelon	45	30	0.94	0.94	21,014	16,611	27,956	22,086
Beersheba	39	14	0.91	0.96	22,764	18,544	29,322	23,935
Dimona	19	4	0.96	1.00	19,453	12,671	25,178	15,329
Eilat	25	9	0.96	1.12	22,955	20,024	29,726	25,699
Hadera	18	2	0.91	1.00	24,640	21,755	32,031	30,186
Herzliya	19	6	0.95	1.00	27,854	28,123	35,688	37,761
Holon	43	29	0.98	0.98	24,234	20,836	30,206	25,793
Ofakim	12	2	0.72	0.59	19,870	21,341	26,508	28,052
Zikhron Ya'akov	10	7	0.95	0.98	18,339	17,996	24,325	23,331

Source: Director of Wages, Ministry of Finance, Report 2009.

Beer Sheba Municipality



Comments by graduates:

“An excellent course, most welcome, instills excellent critical skills.” Beersheba, November 2009

“The course was fascinating, and enriching. We learned about issues that we previously had only heard mention of.” Beersheba, November 2009

“I personally enjoyed the course. It was very interesting. Although I knew the situation was bad on all levels in the Arab sector, after the course I realized it was much worse than I had thought. An idea went through my mind: Something has to be done, and urgently. Thank you so much, and well done.” Yafia, 2011

The Project:

Division Heads in the Beersheba Municipality, by Gender

SUBMITTED BY: ETTY MAKHLUF, secretary in the Gimel Regional High School.

PROJECT GOAL: To investigate the representation of women as department heads in the various divisions of the Beersheba municipality.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: The need to expose the mechanisms of gender inequality. This research provides a picture of the gendered division of labor, and it may help explain the gendered wage gaps in the municipality.

THE ACTIVITY: Data collection from the Beersheba municipality, gender mapping of the department heads in all municipal divisions, and analysis of the data.

RESULTS:

- The Beersheba municipality has 2,035 employees, 70% of whom are women.
- Of the 47 department heads, 22 are women and 25 are men, which is an egalitarian distribution in numerical terms.
- An analysis of the distribution by division indicates that women are concentrated in fields traditionally considered women’s occupations such as care giving, education and welfare, while men are concentrated in administration, planning, and economic areas.
- The environment, finance, engineering, and general administration divisions have a significant majority of men.
- The education, human resources, and welfare divisions have a significant majority of women.

Department heads within each municipal division, by gender

Division	Men department heads	Women department heads	Total
Environment	6	1	7
Finance	4	1	5
Engineering	6	1	7
General Administration	5	1	6
Education	3	6	9
Inspection	1	2	3
Human Resources	0	5	5
Welfare	0	4	4
Business Licensing	0	1	1
Total	25	22	47

Comments by graduates:

“I have to say quite frankly that beyond acquiring knowledge, exposure to significant social issues, and meeting fascinating and inspiring women, the course changed something inside me that must have been latent and denied, and that was transformed during these studies into a worldview and a desire and willingness to take a stand to change things.” Beersheba, February 2011

The Project:

Equality in the Hiring Practices of the Beersheba Municipality

SUBMITTED BY: ATTY. ILANIT HADDAD-NACHMIAS, Legal Department;

ATTY. IRIS BIRON-NACHMANI, Legal Department;

ATTY. SHARON COHEN, Legal Department;

FANNY COHEN, Office Manager, Deputy Mayor's office.

PROJECT GOAL: To investigate compliance with equal opportunity legislation in the hiring practices of the Beersheba municipality.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Israel has progressive legislation requiring equal opportunity at work, including the hiring of women and men: the Equal Opportunity in Employment Law as well as the directives of the Commissioner for Equal Opportunity in Employment regarding the wording of employment advertisements. Nevertheless, in most local authorities, women are under-represented in senior posts in which hiring is done by tender.

THE ACTIVITY: Examination of the publications of job vacancies in the municipality, and examination of the degree of compliance with the recommendations of the Commissioner for Equal Opportunity in Employment. Investigation of the proportion of women hired by municipal tenders in the years 2006-2009.

RESULTS:

- The tenders examined comply with the rules of non-discriminatory wording.
- With regard to hiring women relative to the number of jobs offered by tender: In 2006-2008, women won more than half the tenders; in 2009, women won somewhat fewer than half the tenders.
- Although there is no apparent problem with the hiring practices of women in the Beersheba municipality, additional research should be undertaken about the type of positions offered and the terms of employment.

Tenders for personnel issued by the Beersheba municipality (2006-2009)

Year	Number of positions offered	Number of women hired
2006	19	10
2007	33	23
2008	24	18
2009	27	12

“The course was interesting and enriched my knowledge and approach to many things.” Yafia, 2011

“I acquired basic fundraising skills. I sharpened my knowledge about budgets, and of course I learned to search for the truth between the lines and the numbers. My sensitivity to gender matters reached a high level.” Modi’in, June 2009

The Project:

Distribution of Cell Phones to Municipal Workers from a Gender Perspective

SUBMITTED BY: Social workers **Yael Shavit** and **Yardena Rejwan**, Department for the Elderly in the Welfare Division.

PROJECT GOAL: To expose inequality in the distribution of cell phones to Beersheba municipal employees.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: The need to expose and reduce gender inequality in working conditions and benefits for Beersheba municipal employees. Investigation of the charge that the distribution of benefits, cell phones, in this case, is not purely functional, but contingent upon the bargaining power and gender of the employee.

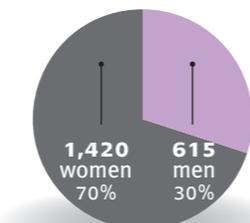
THE ACTIVITY: Analysis of data about the distribution of cell phones to women and men in the various municipal divisions, and submission of the findings to policymakers.

RESULTS:

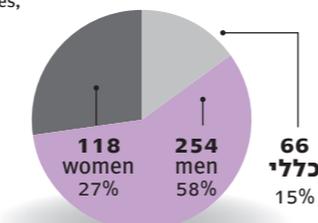
- The research revealed gender inequality in the allocation of cell phones within some divisions. Although women comprise 70% of the total employees, only 4% of them receive cell phones for their work.
- Following this research, the distribution of cell phones was changed in the municipality, and additional phones were provided to women.

41% of all the male municipal employees were given cell phones, compared with 8% of all the female employees.

Beersheba Municipality

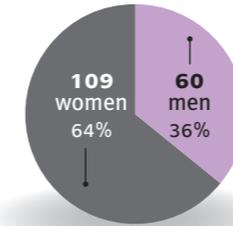


Total employees: 2,035

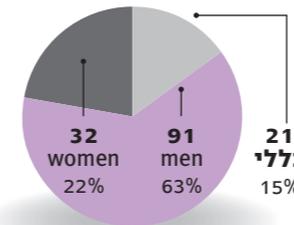


Total cell phones assigned to employees: 434

General Administration
(including the Legal Department)

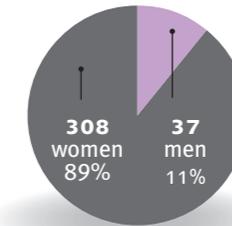


Total employees: 169

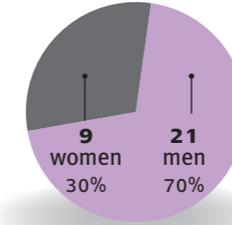


Total cell phones assigned to employees: 144

Finance Division



Total employees: 345



Total cell phones assigned to employees: 30

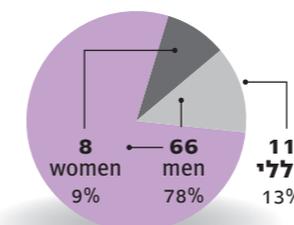
In the Finance Division, 89% of the employees are women, but they received only 30% of the cell phones allocated to employees in this division. The men, who comprise just 11% of the division, received 70% of the phones.

This division shows the least equality, as 56% of the men who work there received cell phones, while only 3% of the women there received phones.

Environment Division

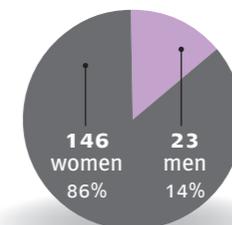


Total employees: 221

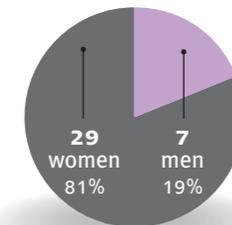


Total cell phones assigned to employees: 85

Welfare Division



Total employees: 169



Total cell phones assigned to employees: 36

Comments by graduates:

“As a result of the course, I feel that even in my municipality there is a need to deepen the knowledge of senior women and public figures about social economics, and also to provide tools for the effort to achieve a fair budget.” Tel-Aviv, March 2010

“I understood that the next stage in gender thinking is to examine every aspect of municipal activity from a gender-budget perspective. And then educate the mayor and city council members in that kind of thinking in order to change the order of priorities.” Modi’in, June 2009

The Project:

Gender Gaps in Municipal Allocations to Public Sports

SUBMITTED BY: Sima Lazmi, bookkeeper, Finance Division.

PROJECT GOAL: To investigate the system of allocations of the Beersheba municipality's Support Department within the Finance Division to soccer and basketball associations for men and women; and to make recommendations for equitable allocations.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Exposing and reducing gender inequality in municipal support for sports.

THE ACTIVITY: Examination of the criteria for allocating support to sports associations; analysis of the support by gender to soccer and basketball associations in 2008-2010; and recommendations for reducing gender inequalities.

RESULTS:

- Men's sports associations enjoy budgets that are three to seven times higher than women's sports associations.
- The allocation of support is based on two key criteria, each having 50% weight in the decision: the scope of financial activity of the association and its professional ranking. The scope of activity of the men's associations in both sports is significantly higher than the scope of activity in the women's associations.
- **Recommendations:** To ensure a more equitable distribution by gender, the criteria for allocations, which only perpetuate the gaps, should be reviewed, and steps should be taken to increase women's participation in these sports.

Municipal Allocations to Sports Associations in the Field of Soccer

	Men	Women
2008	1,834,731	495,268
2009	2,392,001	550,000
2010	2,642,000	300,000

Comments by graduates:

"The subjects of the course are very relevant for the work of the Advisors on the Status of Women; municipal department directors – both men and women – should be taking the course. Understanding budgets and economic policies are the foundation for our work and for promoting a gender agenda." Modi'in, June 2009

The Project:

Municipal Support for Sports from a Gender Perspective

SUBMITTED BY: Galit Yifrah, Office Manager, Office of the Chief Financial Officer; Atty. Dorit Kakon-Danon, Legal Department.

PROJECT GOAL: To examine the legislation and litigation relevant to gender equality in sports, and to analyze the compliance of Beersheba municipal policies with the law.

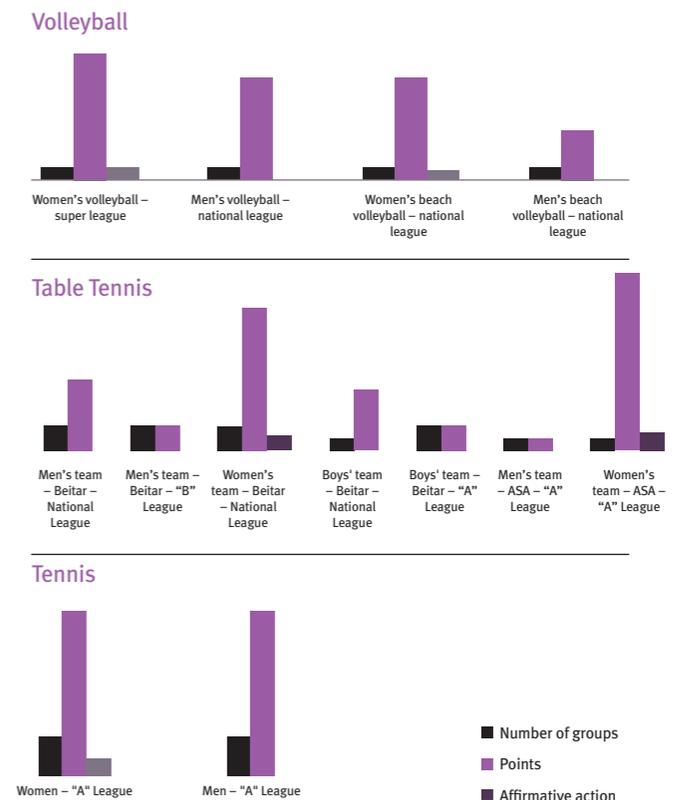
BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Exposing and reducing gender inequality in municipal support for sports.

THE ACTIVITY: Examination of the scope of municipal support for various sports, and the method of setting criteria for support; comparison of support for women's and men's teams in several sports.

RESULTS:

- The municipality gives extensive support to sports in Beersheba, including approximately 185 teams and 54 associations that operate in 29 different sports. Over 100 sports facilities exist throughout the city.
- Most support for sports goes to soccer and basketball.
- Support is determined by the scope of financial activity and the professional points assigned to the group.
- In the sports examined from a gender perspective: volleyball, tennis, and table tennis, support for men was equal to or higher than support for women. In all the sports, additional points are assigned to women as part of an affirmative action policy.

Points Assigned to Men's and Women's Groups as the Basis for Allocations



"The course is eye-opening for a gendered understanding of all aspects of policymaking in the local authority. Thank you, it was worth taking and passing on to others, trying to change things and not accept the situation as a given." Modi'in, June 2009

The Project:**Gender and Diplomacy in Israel, 2011**

SUBMITTED BY: Malka Reisner, Department for External Relations, Beersheba municipality.

PROJECT GOAL: To investigate the representation of women in diplomatic posts.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: As an employee in the municipality's Department for External Relations, which is in contact with diplomatic bodies, it was important for me to expose the gender inequality in senior diplomatic posts. This is an initial investigation, but further questions should be raised about the desire and difficulty of women to undertake diplomatic posts, how many female candidates apply for embassy posts, and so on.

THE ACTIVITY: Examination of data about Israel's ambassadors to other countries, and examination of the gender division.

RESULTS:

- Of the 81 countries or regions examined in which Israel has an embassy or consulate, there are only five female ambassadors, constituting 6% of the total number of ambassadors. The fact that so few women serve in this role raises the need for a deeper analysis of the reasons for this discrepancy.

The Project:**Budget Analysis of the Center for Prevention of Violence in the Family in the Beersheba Municipality**

SUBMITTED BY: Social workers Tzippi Zeltzstein and Hemda Lev, both in the Welfare Division.

PROJECT GOAL: To examine the budget of the Center for the Prevention of Violence in the Family and how the service operates.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Professional interest of the researchers, who work in welfare; examination of a municipal activity that has a clear gender component – many of those who benefit from it are women and many of those employed by it are women.

THE ACTIVITY: Examination of the proposed 2011 municipal budget for the Center for the Prevention of Violence in the Family, and interviews with the director and the budget coordinator in the Center.

RESULTS:

- The budget of the Center for the Prevention of Violence in the Family falls into the category of Individual and Family Welfare, and has the highest budget among the municipal care-giving agencies. The budget includes the activity of the centers for preventing violence as well as special activities to prevent violence among immigrants.
- Most of the budget is allocated to "activities," as the entire service is contracted to a nonprofit agency, and all the personnel are employees of that agency. The budget is not given in detail, and therefore it is hard to compare salaries and terms of employment from a gender perspective.
- Two-thirds of the clients of this service are women. Also, two-thirds of those employed by the agency are women.
- Its main activity is fostering the autonomy and self-esteem of the women under its care, and empowering their functioning and development.
- **Problems we identified in the program:** limiting participation to one year, which is inadequate for a complex process.
- **Recommendation:** To improve the program, complementary programs should be developed or the existing program should be extended beyond one year.

Comments by graduates:

"I really enjoyed it; it was fun! I have already met with our Chief Financial Officer about the budget and told him I want to see a change. The classes here opened up new horizons for me." Tel-Aviv, March 2010

"This course should be taken by more and more women, raising awareness about the subjects studied, especially about budgets." Tel-Aviv, November 2010

"I learned not to be afraid of numbers, that there is money around and that we have to figure out where it is, that there are budget lines in the various departments which should be used for advancing gender [equality], and that we have to introduce gender aspects into all the departments." Modi'in, June 2009

The Project:**Economic Benefits for Single-Parent Families in Ofakim**

SUBMITTED BY: Ruthie Krispin, Chair, Union of Amigur Employees, Negev.

PROJECT GOAL: To investigate the entitlement of single-parent families in Ofakim to economic benefits granted by the Single-Parent Families Law.

BACKGROUND/NEED/PROBLEM ADDRESSED BY THE PROJECT: Most single-parent families in Israel are headed by women, and this is true in Ofakim. This research examined the options for providing support to Ofakim women who are single parents.

THE ACTIVITY: Examination of data on single-parent families in Ofakim, and the system of national and municipal benefits for these families.

RESULTS:

- Presentation of the eligibility criteria for support in housing, and a description of the benefits given by the local authorities – discounts in access to community centers, swimming pools, municipal day camps, preschools, and priority in registration for childcare facilities.

Comments by graduates:

“Every subject discussed was professional, well prepared, and provided an infrastructure on which more could then be constructed.” Modi’in, June 2009

“An important, enriching, and thought-provoking course.”
Yavneh, March 2010

The Project:**Review of the Literature: Women in the Israeli Workforce**

SUBMITTED BY: Ronit Sasson, Inspection Division.

PROJECT GOAL: To present the inequality between women and men in the Israeli workforce, and the rationale for this inequality as discussed in the literature.

BACKGROUND/NEED FOR THE PROJECT: Exposure of the mechanisms of inequality for women in the workforce.

The activity: Review of the literature that seeks to explain the inferior status of women in the labor market, and presentation of data about women in the Israeli workforce.

RESULTS:**THEORIES THAT SEEK TO EXPLAIN THE INFERIOR SITUATION OF WOMEN IN THE WORKFORCE:**

- Historical theories: These are based upon the traditional exclusion of women from the public sphere, such as the status of women in Judaism.
- Economic theories: The human capital approach of Adam Smith links the level of skill of the workers with the level of their wages; hence the lower wages of women are attributed to their inferior professional skills.
- The “division of labor” approach claims a correspondence between the rarity of the profession and the remuneration to those performing it. According to this approach, traditionally female professions such as teachers, secretaries, childcare workers, and cleaners are more common than traditionally male professions, and therefore women are not as well compensated.
- Sociological explanations are based on an analysis of the modern perception of a career, which requires full commitment to one’s job. This excludes women who bear the brunt of childrearing and housework, and who therefore enter the job market at a disadvantage.
- Legal arrangements of a free market economy, which do not adhere to the principle of equality, preferring individual contracts, for example, which do not take into consideration the principles of equality or nondiscrimination during negotiations for wages or job benefits.

GENDER DIFFERENCES IN ISRAEL FROM A HISTORICAL PERSPECTIVE:

- Prior to the founding of Israel, women were a small minority in the political elite of the pre-state Jewish community.
- Data from 1995 about the status of women in the civil service, collected just before passage of the law requiring appropriate representation of women in the civil service, reveal that 59% of the civil servants were women, but that women were over-represented at the lower levels and under-represented in senior posts. At the two highest levels, only 9% of the employees were women. At the four highest levels, 22.5% of the employees were women. In a significant number of levels, such as engineers, practical engineers, laborers, and the uniform ranking, there were no women at all in the senior positions.
- A similar situation was found in data about the Electric Corporation: 15.4% of the employees were women, but their representation in senior positions was negligible.
- In the labor force, a distinction is made between women’s and men’s professions: A third of employed women worked as caregivers, teachers, or secretaries, but they were a minority in professions such as the judiciary or administration.



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