

GENDER PAY GAPS IN ISRAEL

Numerical
Overview //

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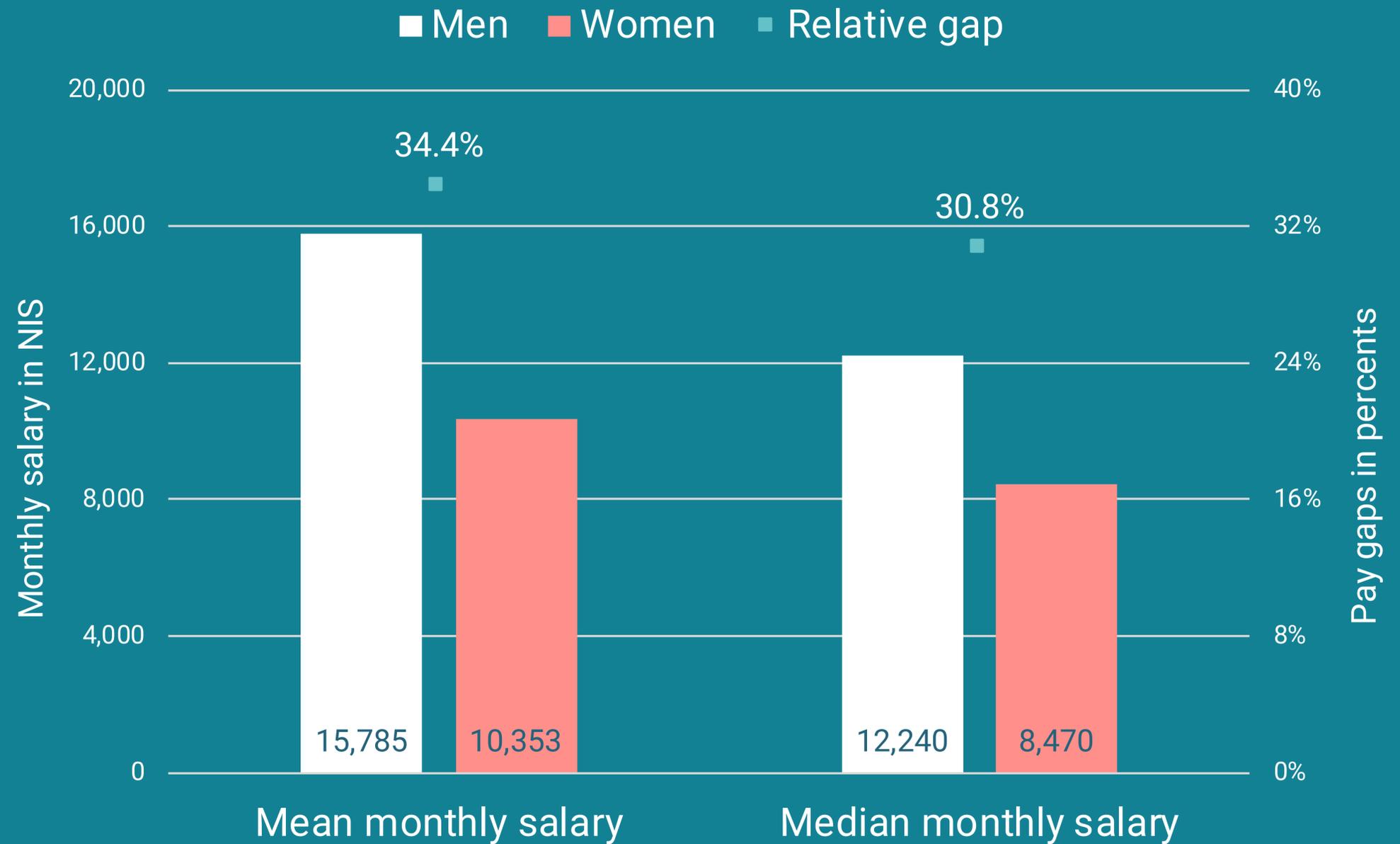
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Monthly Salary Gap

The gap in the average **monthly salary** between women and men remained stable over the past decade. In 2022, it was 34%.

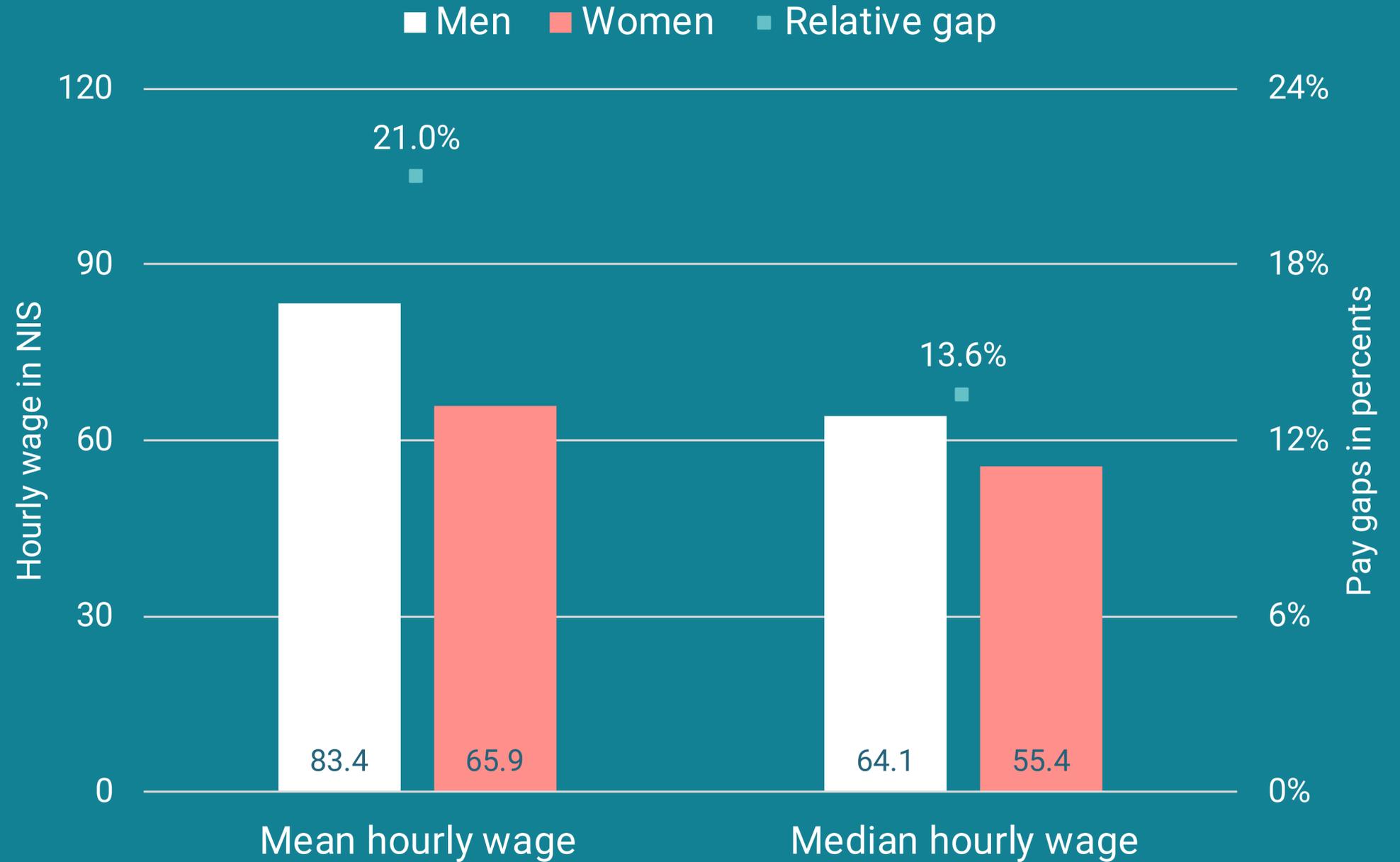


Source: Israel Central Bureau of Statistics (ICBS) Survey of Household Expenses and Incomes, 2022, adapted by the author
Population: Salaried employees in major working age (25-64)



Hourly Pay Gap

The average **hourly pay** gap has increased in recent years: from 14.8% in 2012 to 21% in 2022.



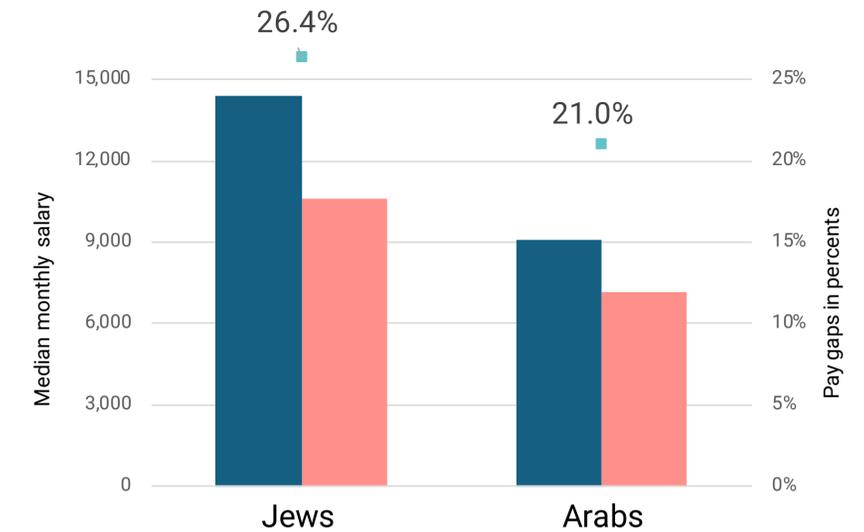
Source: Israel Central Bureau of Statistics (ICBS) Survey of Household Expenses and Incomes, 2022, adapted by the author
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Jews & Arabs

Both the monthly and hourly pay of Jewish salaried employees is higher than that of their Arab counterparts. Moreover, gender pay gaps are wider in the Jewish population due to employment differentiation: many Arab women are employed in teaching and administrative jobs in the public sector, in areas that require higher education, whereas Arab men are employed chiefly in construction and transportation, with lower pay. Conversely, Jewish salaried workers compete for a broader range of jobs and pay levels.

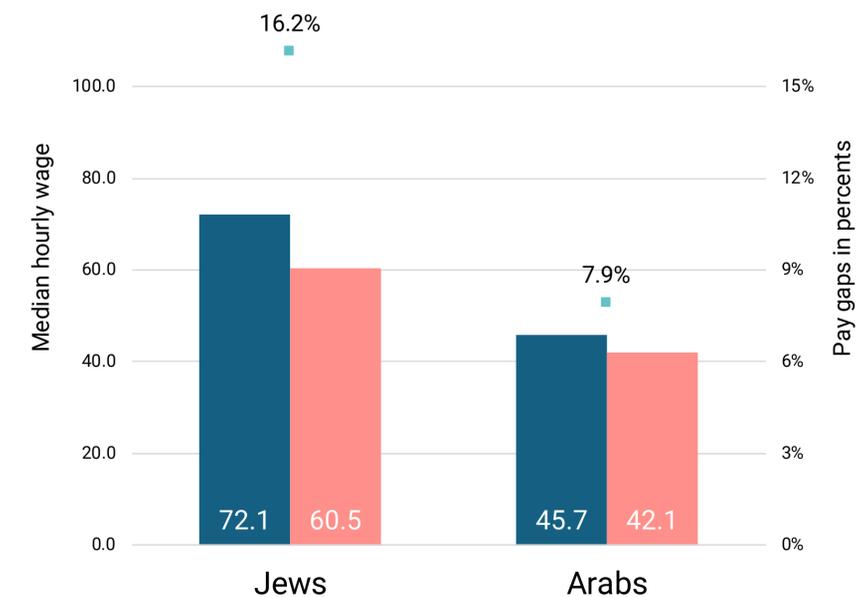
Median monthly salary, fulltime job 35 hours, major working ages

- Men
- Women
- Relative gap



Median hourly pay, fulltime job 35 hours, main working ages

- Men
- Women
- Relative gap

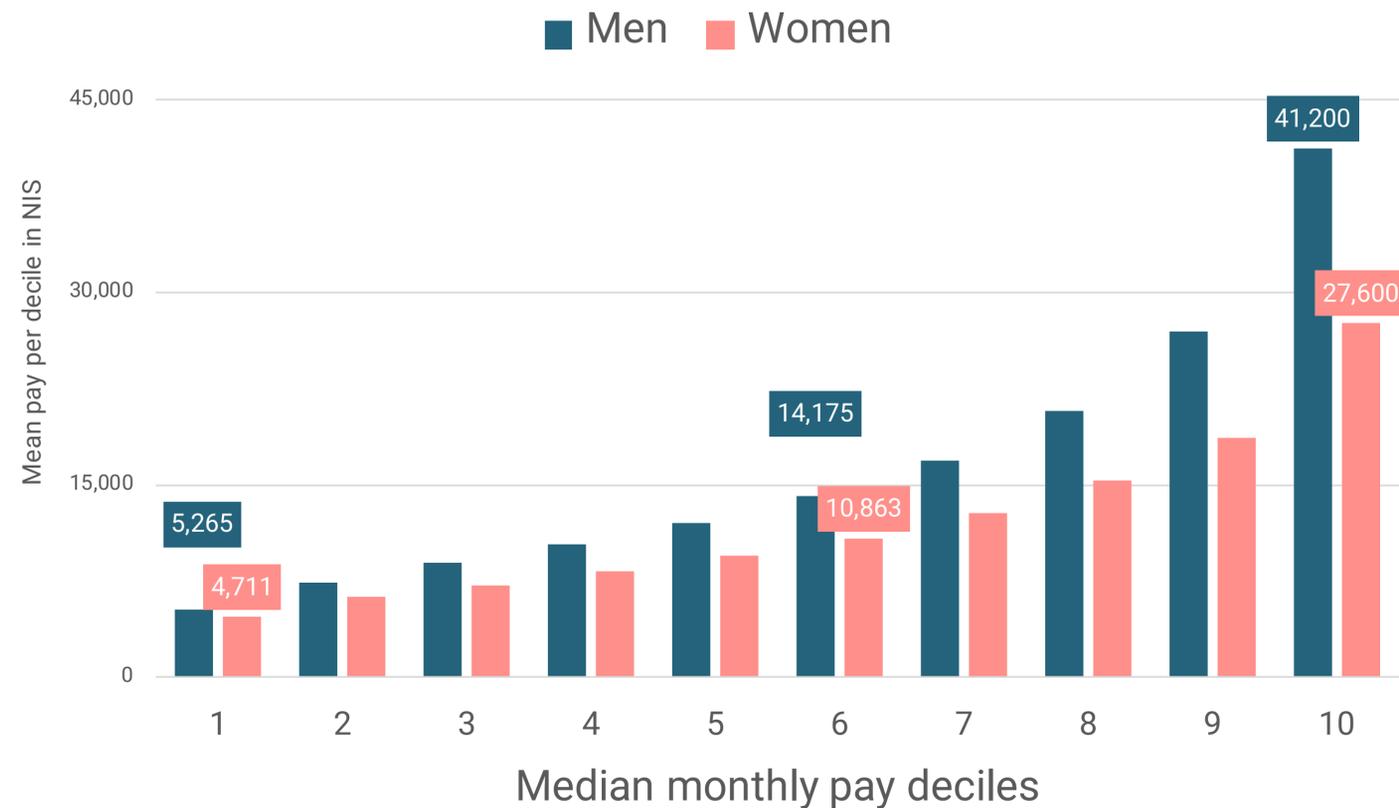


Source: ICBS Survey of Household Expenses and Incomes, 2022, adapted by the author

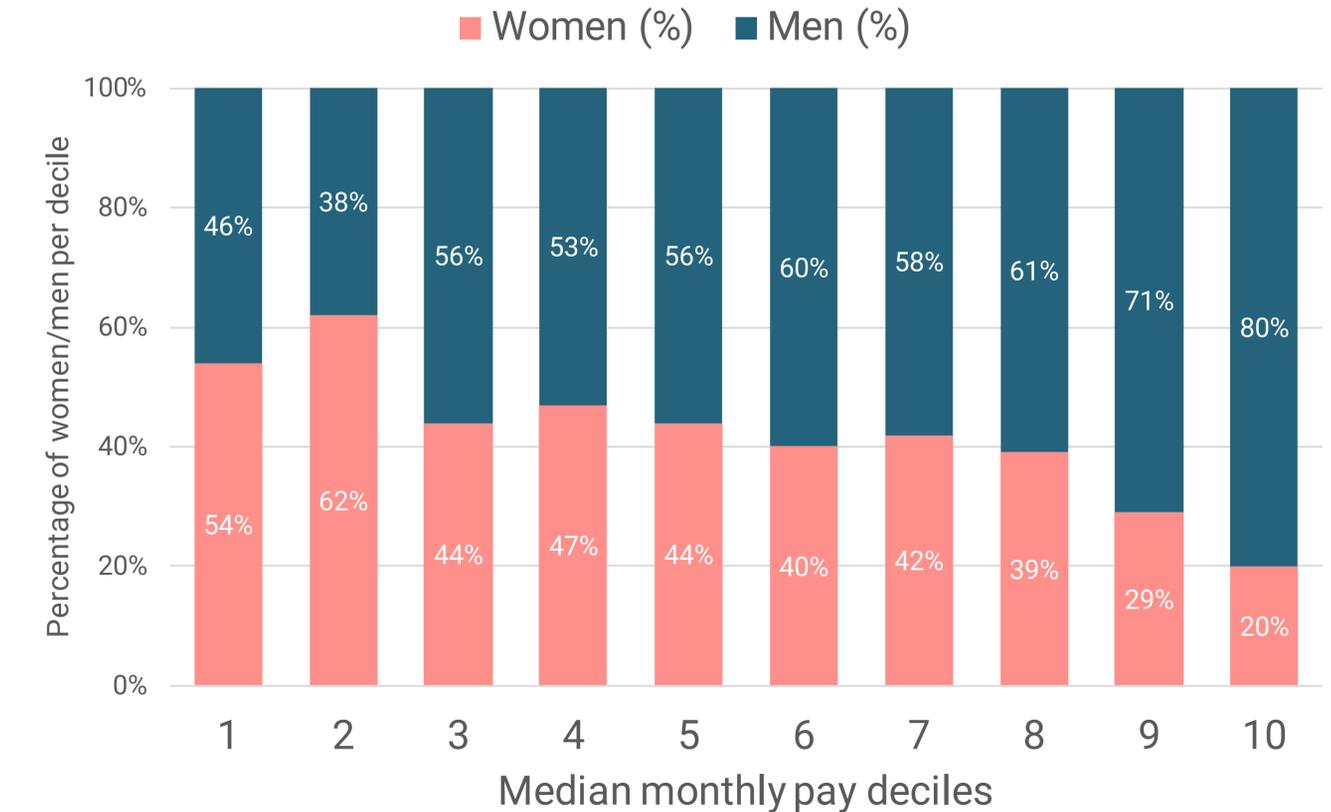
Population: Salaried workers employed for 35 weekly hours or more (fulltime job), in major working ages (25-64)

Low Pay

Women's share in the lower pay deciles exceeds 50% but drops gradually as pay levels increase, down to about 20% in the upper decile. The gender pay gaps expand with the increase in income, and men's pay in the top decile is higher by more than 30% than women's in the same decile.



Source: ICBS Survey of Household Expenses and Incomes, 2022, adapted by the author
Population: Salaried workers employed for 35 weekly hours or more (fulltime job), in major working ages (25-64)

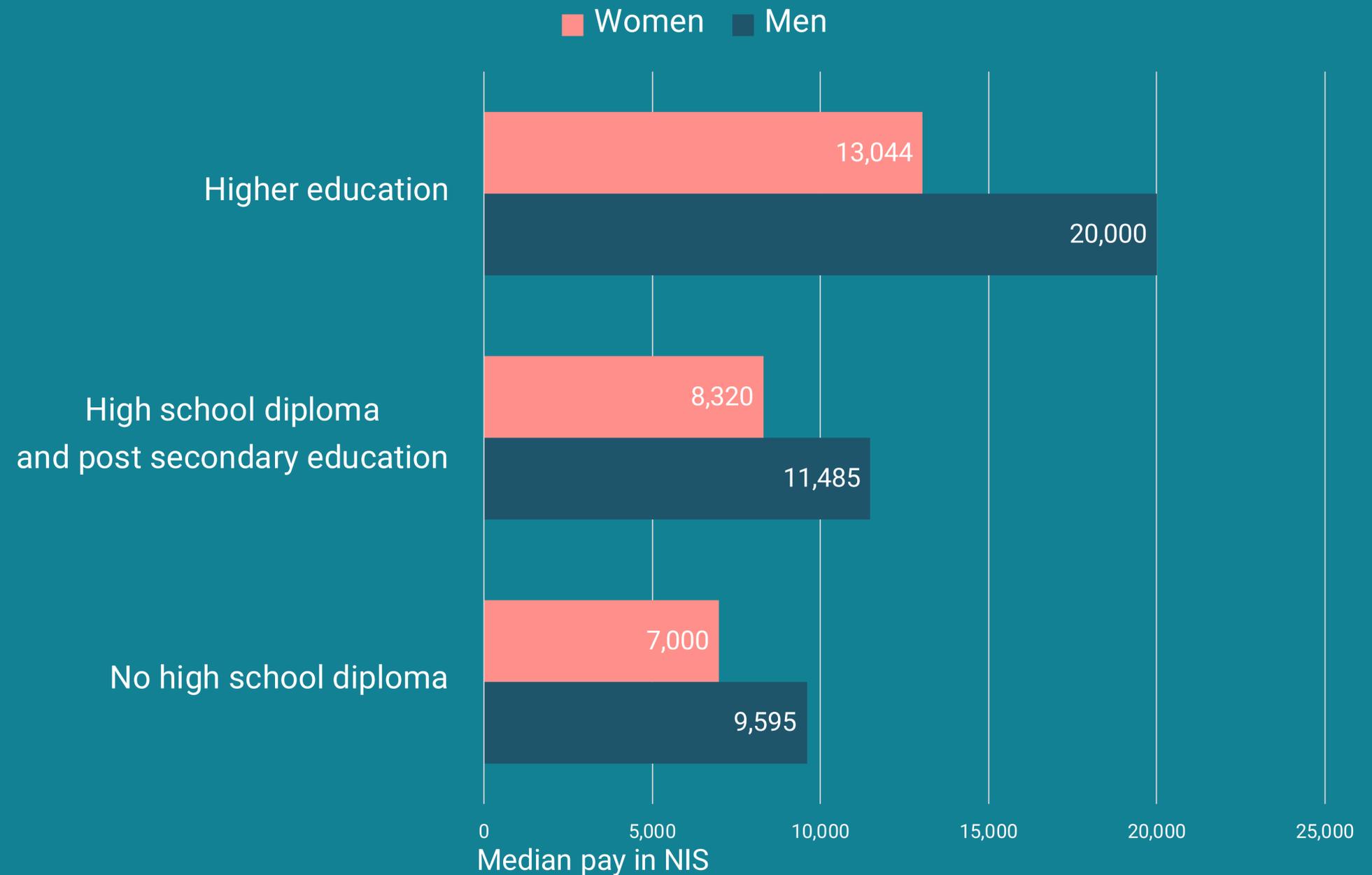


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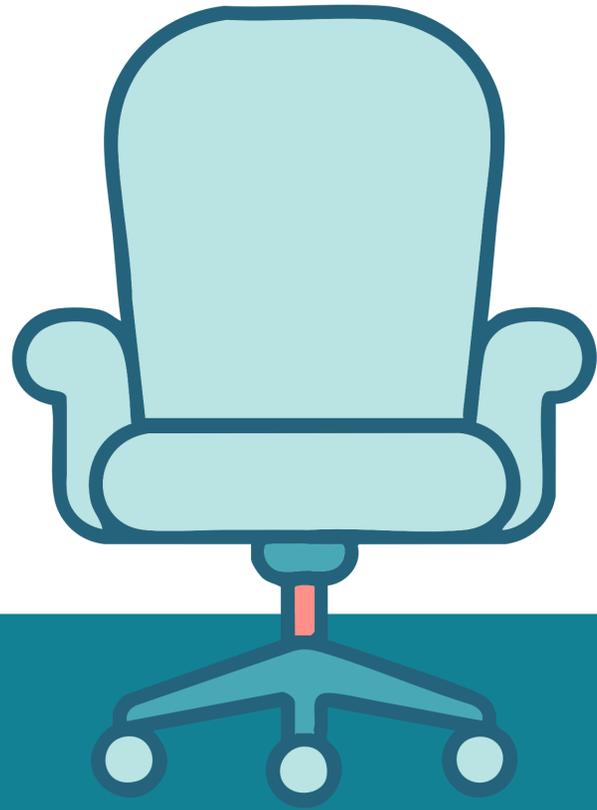
Educated Women and Men

The gender pay gaps increase with education. Among fulltime employees with higher education, women's median pay is 35% lower than men's, compared to a 27% gap among employees without a high school (matriculation) diploma.



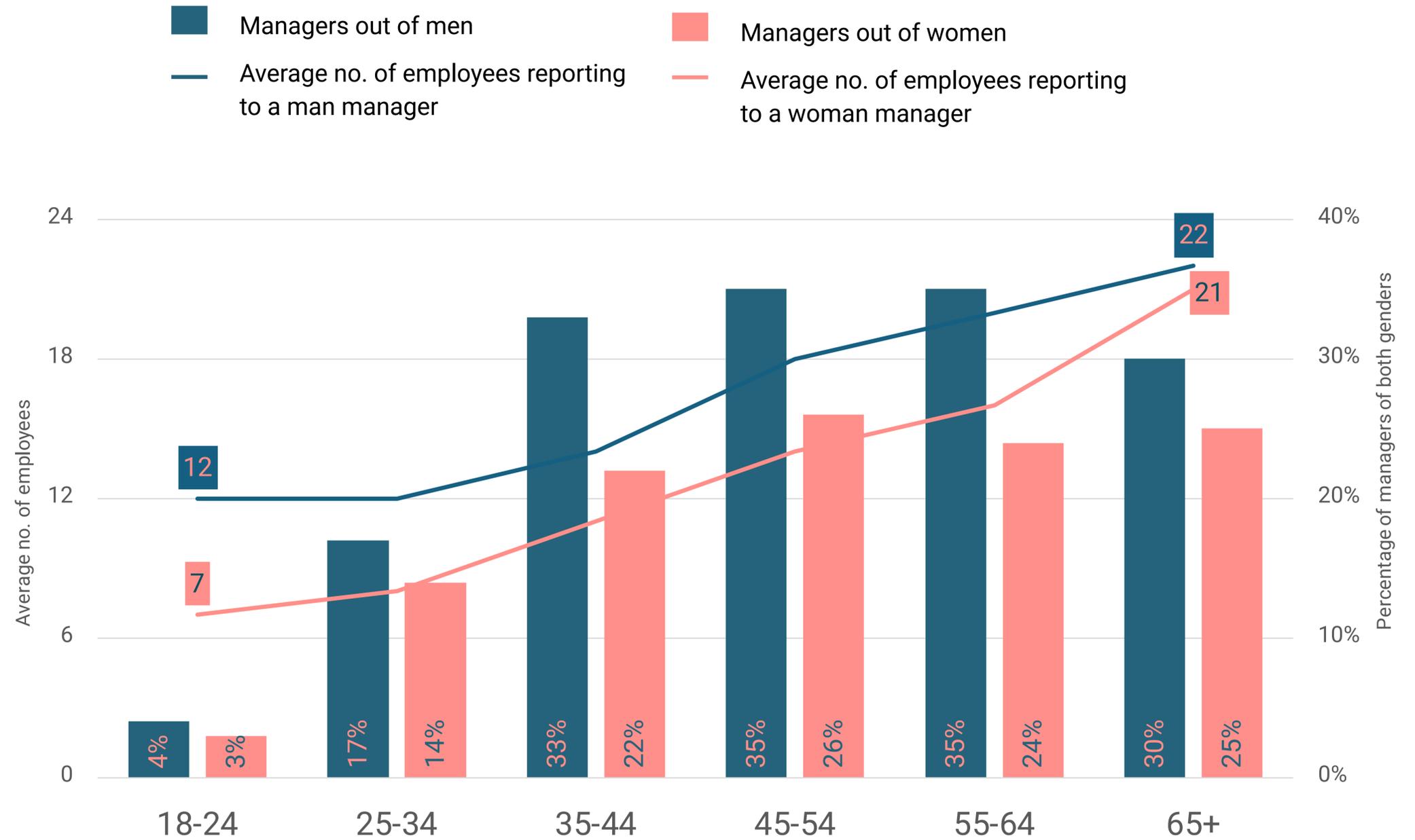
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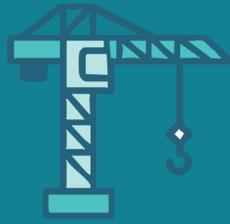


Managerial Jobs

There are fewer women managers, and they manage fewer employees.



Source: ICBS 2023 Human Resources Survey
Population: Salaried workers employed for 35 weekly hours or more (fulltime job), in major working ages (25-64)



Pay Gaps per Occupation

The five most common women's occupations are characterized by relatively low pay, whereas for men the trend is mixed, with very highly paid technological professions combined with driving and security jobs characterized by relatively lower pay.

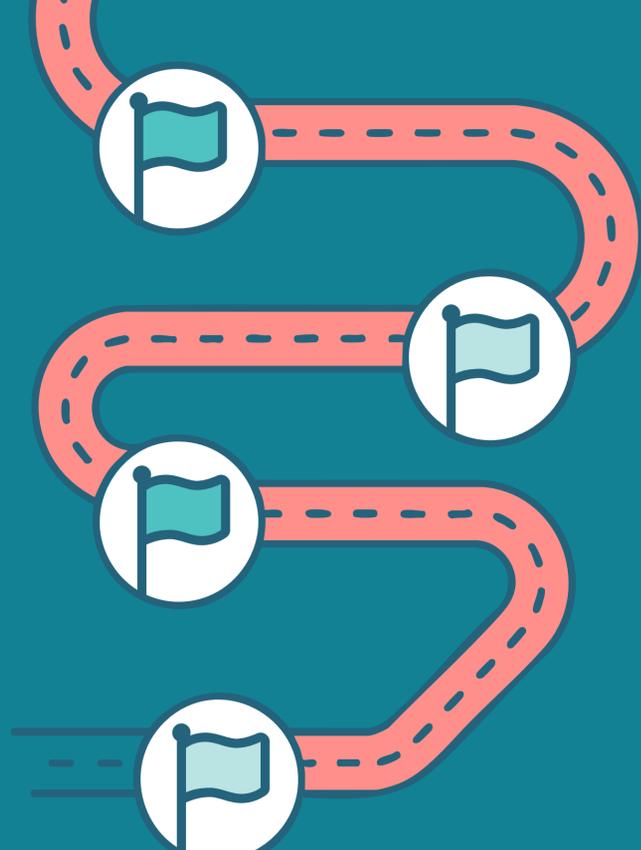
	Jewish men	Median pay	Mean pay
1	Software developers & application analyzers	29,704	32,626
2	Security workers	10,166	12,755
3	Agents (insurance, imports & exports)	16,663	19,499
4	Heavy truck and bus drivers	12,452	12,955
5	Production, inventory and accounting clerks	10,681	12,172

	Arab men	Median pay	Mean pay
1	Heavy truck and bus drivers	10,794	10,884
2	Skeleton construction workers	6,454	8,410
3	Security workers	8,662	10,694
4	Mechanical and engineering equipment operators	10,035	10,867
5	Construction finish workers	6,574	8,001

	Jewish women	Median pay	Mean pay
1	Childcare and teaching assistants	5,878	6,075
2	Kindergarten and elementary school teachers	9,910	10,565
3	Administrative assistants	9,738	11,045
4	Accountants and credit and finance consultants	10,647	12,438
5	Nursing caregivers and healthcare assistants	4,762	5,497

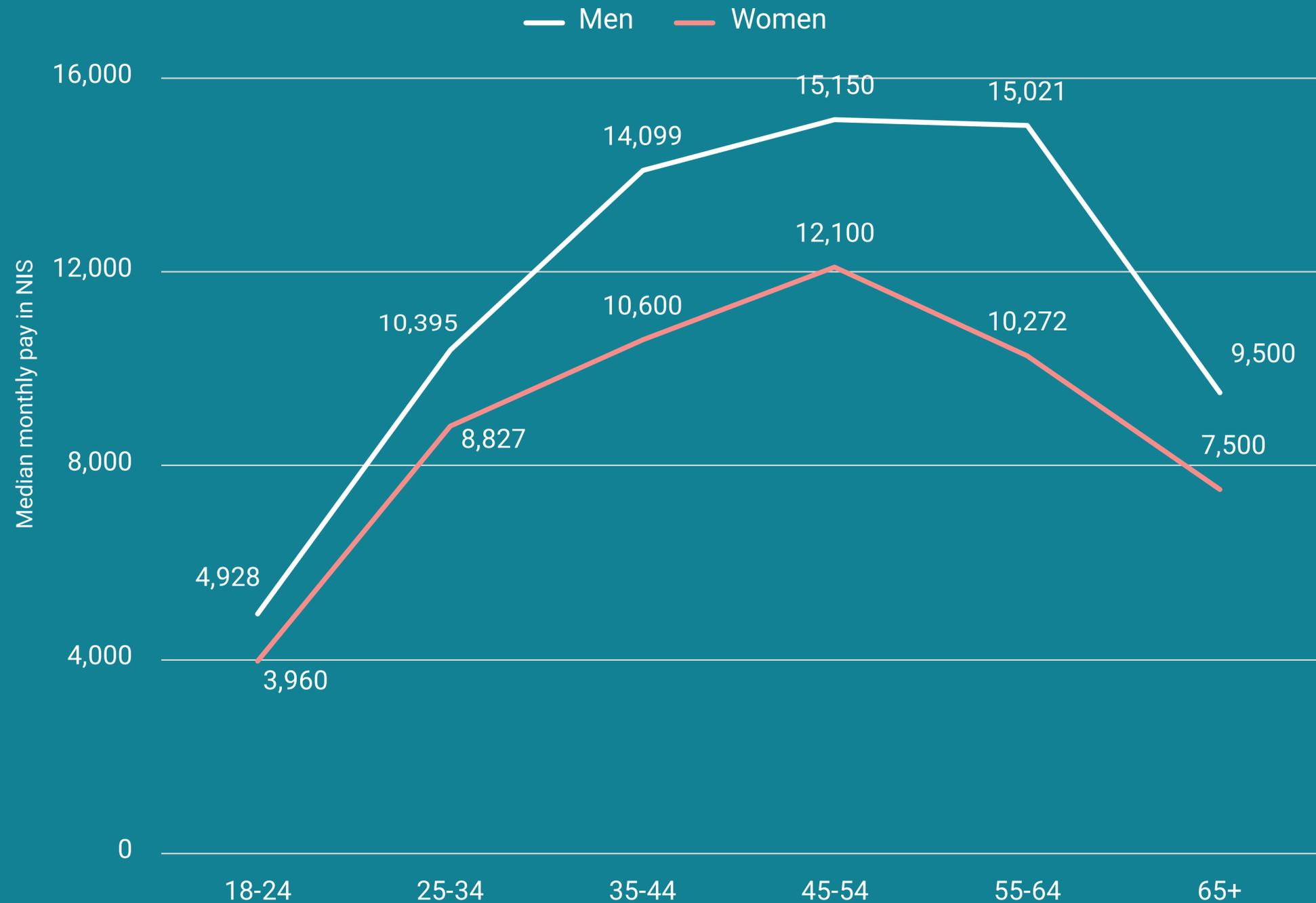
	Arab women	Median pay	Mean pay
1	Kindergarten and elementary school teachers	11,127	10,874
2	Nursing caregivers	3,333	4,053
3	Childcare and teaching assistants	5,108	5,385
4	Cleaners in private homes, hotels and offices	4,319	4,624
5	High school teachers	12,291	12,454

Source: ICBS 2023 Human Resources Survey
Population: Salaried workers in major working ages (25-64)



Lifecycle Gaps

The gender gaps expand over the lifecycle and peak at some 30% in the decade prior to retirement (55-64).

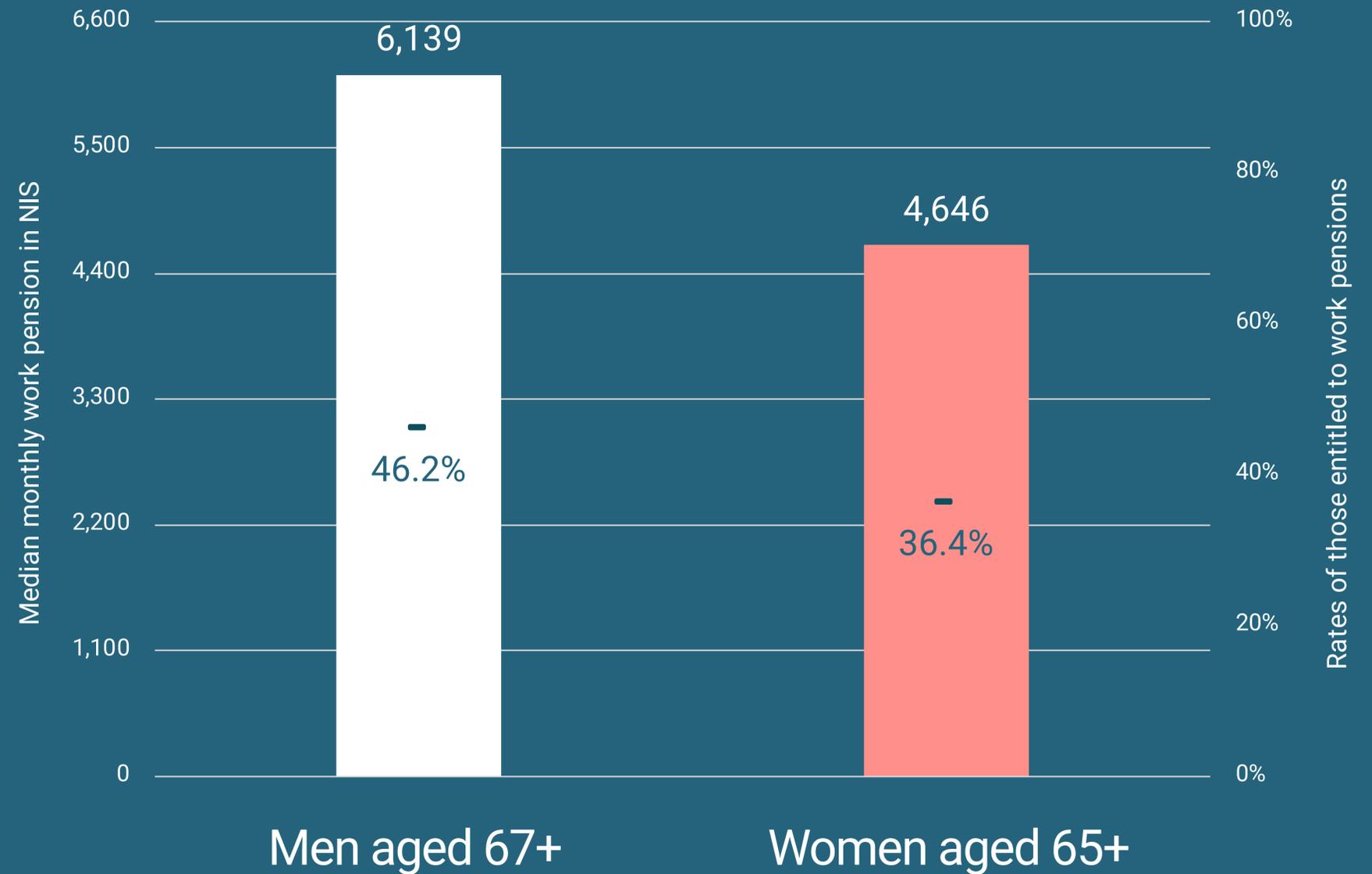


Source: ICBS Survey of Household Expenses and Incomes, 2022, adapted by the author
Population: Salaried workers employed for 35 weekly hours or more (fulltime job)



After Retirement Age

Gendered occupational patterns and widening gender gaps along the lifecycle are expressed in women's lower rates of entitlement to and lower incomes from pension.



Source: ICBS Survey of Household Expenses and Incomes, 2022, adapted by the author
Population: Women aged 65+ and men aged 67+ entitled to work pension in Israel

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הדעות המובעות בפרסום זה אינן
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פרידריך אברט.
שימוש מסחרי בפרסומים של קרן
פרידריך אברט ללא אישור בכתב של
הקרן אסור בהחלט.



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implementation of the Core Gender Program.

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