

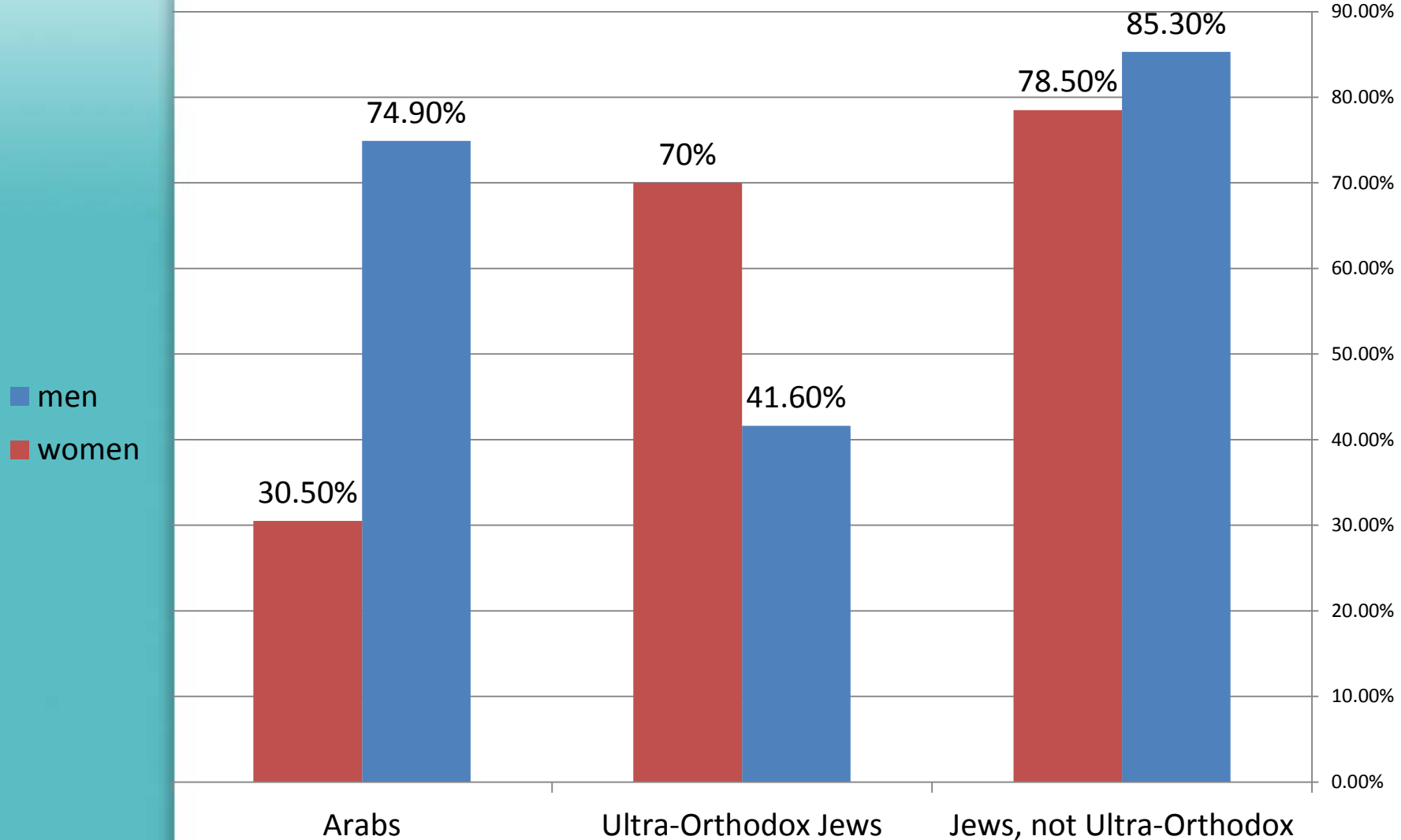
# **Gender Equality – Israel 2015**

**April 2015**

**Tziona Koenig-Yair, Adv.  
National Commissioner**

# Employment Rates 2013

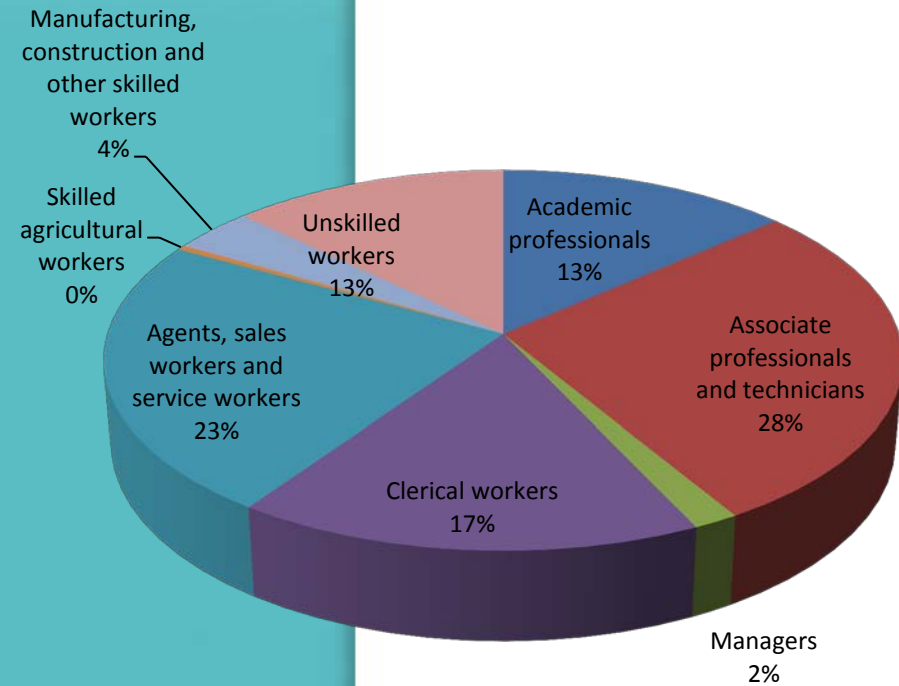
(population aged 25-64)



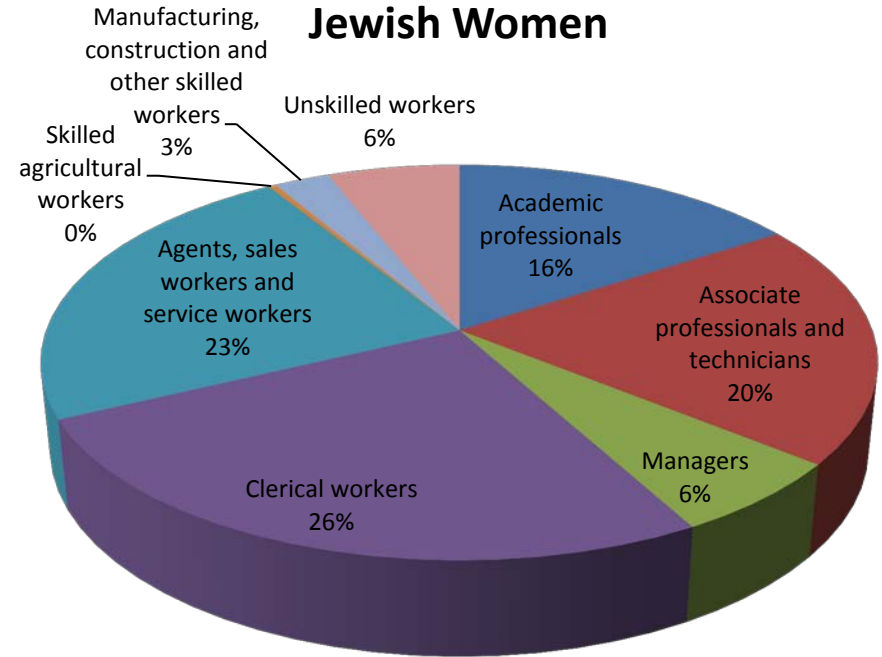
Reference: ICBS, Labor Force Survey, 2013

# Women Employees by Occupation, 2012

## Arab Women



## Jewish Women



# Grounds of Discrimination

Disability

Ethnic  
origin

Pregnancy

Gender

Political  
party

Religion

Opinion  
/ View

Sexual  
orientation

Reserve  
duty

Nationality

Parenthood

Personal  
status

Address

Race

Age

Fertility  
treatments



# Equality Legislation - Israel

- **Equal Employment Opportunity in the workforce Law, 1988**
- Equal Pay for Men and Women, 1996
- Women's Labor Law, 1954
- The Law for the Prevention of Sexual Harassment, 1998
- Law of Hours of Work and Rest, 1951
- The Law for Discharged Soldiers, 1949
- The Civil Service Law (appointments), 1959
- Women's Equal Rights Law, 1951
- The Employment Service Law, 1959
- Protection of Workers Law, 1997
- Government Companies Law, 1975.



# EEOC Legal Cases

## Sarah Elhanani v. The State of Israel

- Elhanani filed a lawsuit against the Civil Service Commission and the Water Authority claiming she was discriminated against on the basis of gender in the terms of her employment
- The Court ruled that the Water Authority had an “inherent organizational culture” of discrimination against women and that the CSC did not act as required in order to promote the values of equality in the Water Authority

**Therefore the court ordered:**

- **To promote Sarah and reimburse her losses**
- **Additional 50,000 NIS as compensation**



# EEOC Legal Cases

## Anonymous Person v. The Ulpana

- A teacher at an Ulpana [a religious school] was dismissed because of her pregnancy [due to fertility treatments] - while single.
- The EEOC: Freedom of Occupation, the right to equality and the right to parenthood prevail over religious considerations.
- **The Court accepted the EEOC's legal opinion and ruled in favor of the plaintiff - 250,000 NIS as compensation.**

# EEOC Legal Cases

## Israa Gara v. The Municipality of Lod

- An Arab employee [a children's psychologist] at the Lod municipality was dismissed because of a post on her Facebook during "Tzuk Eytan".
- The employee responded to another Facebook post regarding the amount of dead Palestinians and wishing for more.
- In her response, she posted a similar remark regarding the deaths of Israeli soldiers. She deleted the post 2 hours later.
- After her dismissal she requested an injunction from the Labor Court- the injunction was denied





# Abir Rushda v. “Mor” Ltd.

- An Arab employee [a technician] at Mor Ltd. Posted a link on FB an article of pictures compering “Tzuk Eytan” to the Holocaust with the following caption:  
"Similarities between Jewish Holocaust and Palestinian Genocide [photos]"
- The employer held a hearing , in which the employee apologized and clarified that she deleted the post.
- The employer rejected the apology and the employee was fired.
- After her dismissal she requested an injunction from the Labor Court- the injunction was excepted.



# Vision and Values

**Vision:** To promote equality - to mobilize others to mainstream equality and challenge discrimination while fostering partnerships with stakeholders

## Values:

- Equality
- Diversity
- Partnership
- Professionalism



# Strategic Plan 2014-2016

## Strategic Objectives

- Deepening the enforcement of equality law
- Enabling inclusion in the labor market
- Deploying expertise to inform policy and practice
- Making it work (being effective and efficient)



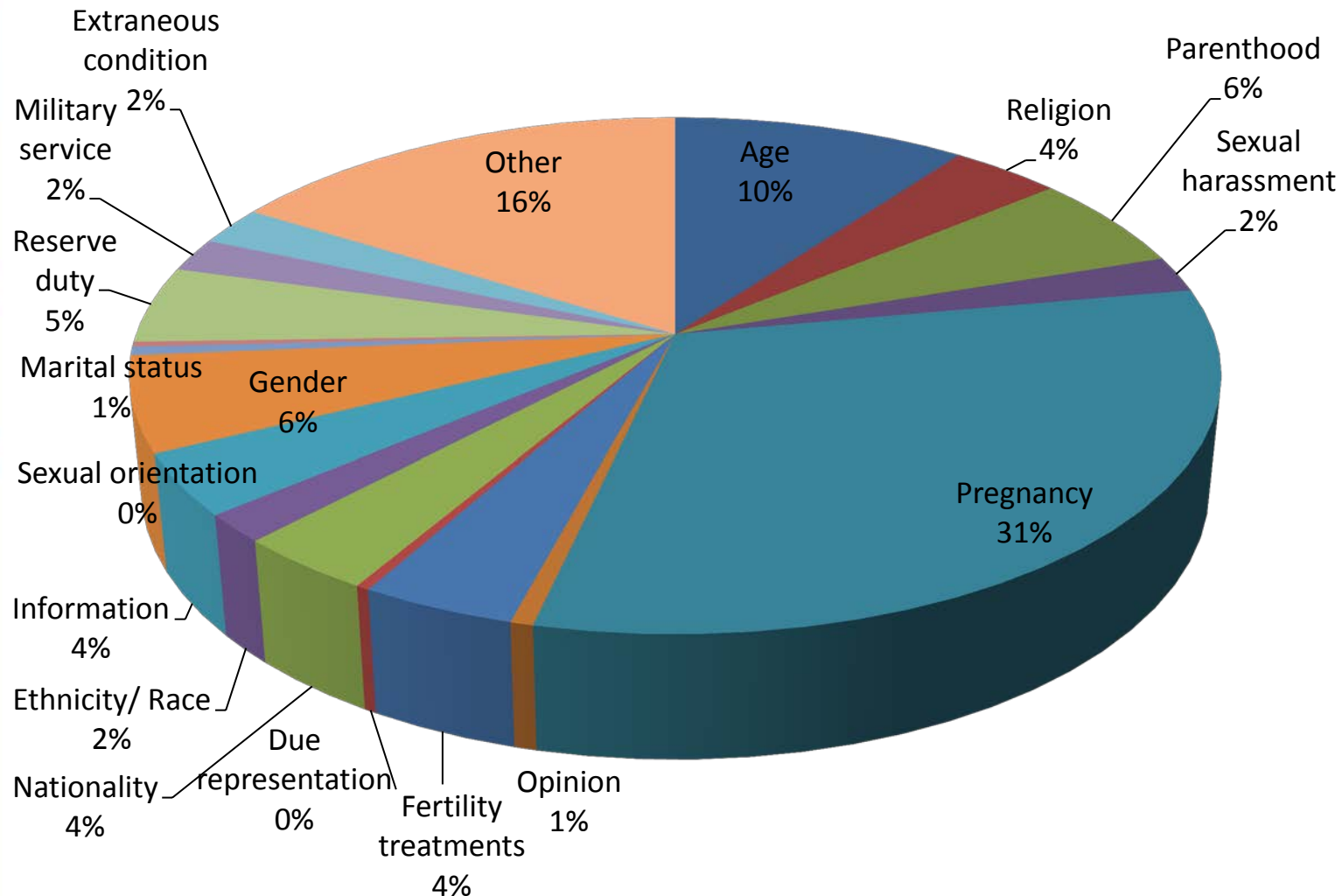
# EEOC Authorities

- Raising public awareness
- Handling complaints
- Issuing legal orders to submit data
- Filing legal procedures in the labor courts



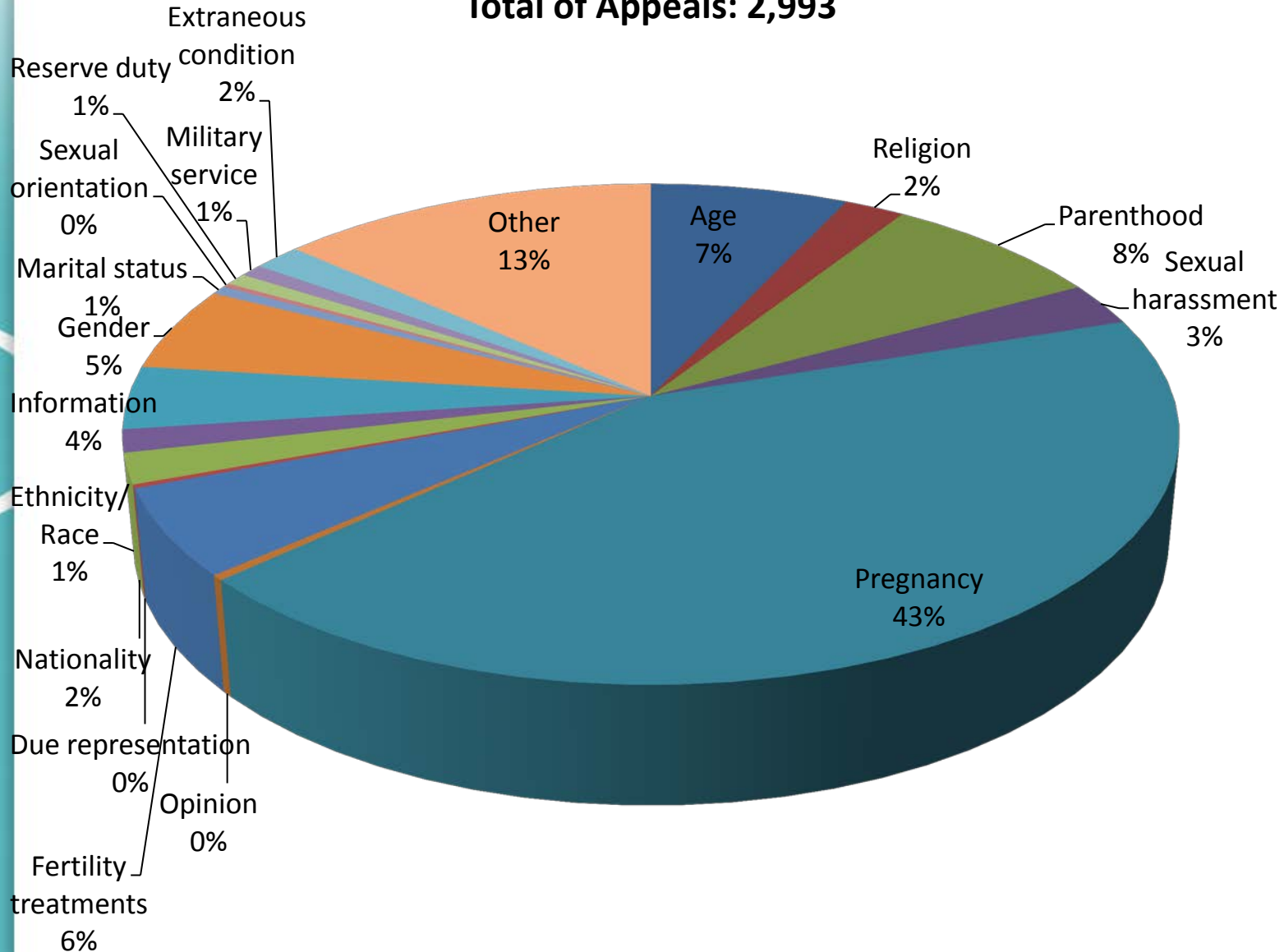
# Appeals to the EEOC by Topic, 2008-2014

Total of Appeals: 4,616



# Women's Appeals to the EEOC by Topic, 2008-2014

Total of Appeals: 2,993



# The Department of Employment Regulation, Ministry of Economy

## Arab women:

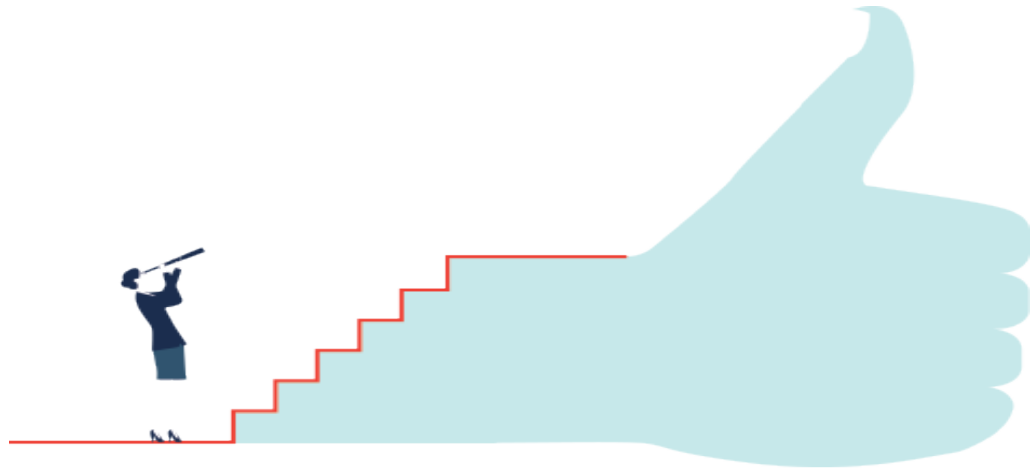
- Employment Centers –**61% women, 39% man- 2013.**
- Training Programs for teenagers [1,200 girls- 21%]- a new plan that will add 350 female students – 66 million Nis every year until 2017
- Wage Subsidies – higher subsidies for employers that employ Arab women-from only 29% women in 2010 to 43% in 2013
- Programs supporting Arab entrepreneurs- The SAWA fund- 2011-2013- 6 million Nis per year



# The Department of Employment Regulation, Ministry of Economy

## Ultra Orthodox women [2013]:

- Employment Centers- 59% women
- Wage Subsidies- 75% women [590 Jobs]
- Training Programs- “Tzofia”- 550 women,  
“Chen” [engineering]- 300 women
- Vouchers for Training Programs- 102 women





# How can the EEOC help?

- Legal advice and guidance
- Executive Training - equality and diversity
- Assistance in the development of equality plans
- The "EQUAL PAY" project to reduce the gender wage gap
- Workshops and lectures on Equality and Diversity



I wish for equality...



...justice and opportunity.



**POOF**





Equal  
Employment  
Opportunities  
Commission



# THANK YOU

[WWW.ECONOMY.GOV.IL/SHIVION](http://WWW.ECONOMY.GOV.IL/SHIVION)