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Quality of Employment in Israel, 2001-2010 **(Continuation of a previous study reported in 2009)**

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Abstract

The current report is a continuation of the previous report on "Quality of Employment" in Israel. The last publication on this topic appeared in 2009, and included the data for the period 1998-2007.

This report presents economic aspects of the quality of employment. The report relates only to the list of available indicators, which has been developed according to the UNECE Quality of Employment Framework, as well as to the trends over the time. There is neither a profound analysis in this report, nor international comparisons. We recommend that this be done separately .

The purpose of this report is to analyze quality of employment under the following issues:

1. Safety and ethics of employment
2. Income and benefits from employment
3. Work hours and balancing work and non-working life
4. Stability and security of work and social security
5. Social dialogue and workplace relationships
6. Skills development and life-long learning

The report analyzes the period 2001-2010. Some of the data relate to the period 2003-2009. The main issue of this report is an examining quality of employment indicators by population group, district of residence, industry and occupation.

The Introduction presents the labour laws and the main trends in economy of Israel in 2001-2010.

The Indicators section consists of two parts: the first part presents 2001-2010 yearly trends for those selected indicators, for which data is available. This part includes information on employment, and contains nested data on as many relevant variables as possible. The second part lists those indicators for which we have no data (annex 17). The summary contains metadata on the indicators.

Introduction

The six dimensions which underlie the concept of Quality of Employment and which will be presented in our report are:

- 1. Safety and ethics of employment**
 - a. Employment safety
 - b. Child labour and forced labour
 - c. Fair treatment in employment
- 2. Income and benefits from employment**
 - a. Income from employment
 - b. benefits from employment
- 3. Work hours and balancing work and non-working life**
 - a. Work hours
 - b. Working time arrangements
 - c. Balancing work and non-working life
- 4. Stability and security of work and social security**
 - a. Stability and security of work
 - b. Social security
- 5. Social dialogue and workplace relationships**
- 6. Skills development and life-long learning**

Regarding data availability, indicators were classified in three groups. The first group includes indicators for which there was comparative data. The second group of indicators was calculated according to a different definition than that given in the quality of employment framework. The third group contains indicators for which there was no available data (annex 17).

The purpose of the current study is to describe the situation with the Quality of Employment in Israel in the period between 2001 and 2010. The indicators are presented by socio-geographic characteristics, such as gender, population groups – Jews and Arabs, district of residence, industry and occupation.

Labour laws¹

The Israeli government has ratified many international labor conventions. These conventions constitute a basis for the interpretation of Israeli labor law. In most cases, labor related legislation is binding and enforceable upon all parties in an employment relationship.

Wages and Benefits

Labor Remuneration

Generally, the remuneration for labor is paid on the basis of a time unit for the time during which the employee worked or made himself available to work (even if the employer does not provide any work to perform). Most full-time employees are employed on a monthly basis.

Wages are generally comprised of three elements: the basic wage, the cost of living increase (to which all employees are entitled pursuant to an extension order applicable to all employers in Israel), and various supplements.

Following are the main aspects of such wage protection provided under the Israeli law:

(a) Prohibition of Inclusive wages. The Wage Protection Law, 1958, provides that the effective salary excludes overtime, work on the weekly day of rest, and vacation pay. Therefore, any payments due to the employee with regard to such excluded items should be added to the employee's salary.

(b) Minimum Wage. The objective of the Minimum Wage Law, 1987, is to ensure a fair, minimum pay to every employee. This law determines that all employees should be paid not less than the legally minimum pay, the rate of which is updated from time to time. The current minimum monthly rate for a full time position (i.e. 186 hours per month) is ILS 3,850 in 2010.

(c) Prevention of Wage Discrimination. The Male and Female (Equal Pay) Law, 1964, provides that an employer must pay female employees a wage equal to that paid to male employees in the same place of work for the same or substantially the same work.

(d) Guarantee of Timely Payment of Wages. The Wage Protection Law, 1958, imposes an obligation to pay wages not later than on the ninth day of the month following to that for which the wage is payable. After this date, the law obligates the employer to pay the employee wage delay compensation at a high rate.

(e) Permission to make Deductions from Wages. The Wage Protection Law, 1958, determines obligatory and permissible deductions from employees' wages, and provides that only the amounts expressly stated in the law may be deducted.

¹ By Labor and Employment Law in Israel by adv. Ofer Ravid and Shira Schrieber from Goldfarb, Levy, Eran, Meiri, Tzafrir & Co. and The Ministry of Industry, Trade and Labor

Hours of Work and Rest

According to the Hours of Work and Rest Law, 1951, a working week shall not exceed 43 hours to be allocated among five or six days of work, provided that each working day shall not exceed eight or nine hours of work, as the case may be. With the exception of certain exempt categories, employees are entitled to overtime pay for work performed during overtime hours. Overtime hours must be calculated on a daily basis (rather than weekly or monthly).

In principle, the Jewish day of rest, or Sabbath, is observed from Friday afternoon to Saturday night (lasting no less than 36 hours). Working during the weekly rest period without first obtaining a permit is forbidden by law, and violations may constitute a criminal offense.

The law also provides that the compensation for overtime shall be higher than during regular work hours. For the first two overtime hours, the remuneration shall be 125 percent of the regular wage, and for any additional hour of work as well as for work during the weekly day of rest, remuneration shall amount to 150 percent of the regular wage.

Some companies in Israel pay a global monthly amount as compensation for overtime pay (separately from the salary). If the employer refers to such overtime pay both in the employment agreement and in a separate line in the pay slip, then the global fee shall be deemed to be overtime pay rather than part of the salary, according to criteria set by Israeli labor courts.

Annual Leave and Public Holidays

The Annual Leave Law, 1951, sets the right to paid annual leave, the length of which depends upon the period of service of the employee, provided that the minimal period required by law is between 10 and 23 days a year.

Employees are prohibited from working for their employer during their annual leave, and if they do work, the law expressly provides that they shall lose their right to paid vacation from their employer. Note that on top of the statutory annual leave, employees in Israel are entitled to paid holidays, a quota of which is determined by the religion of the employee (e.g., Jewish employees are entitled to nine days per year).

Managers' Insurance and Pension Funds

Some companies in Israel contribute to “managers' insurance” policies or to pension funds. Managers' insurance provides for a monthly allocation into an insurance fund of 18.3 percent of the employee's salary, paid in part by the employer and in part by the employee; a portion of the employers' contributions are “on account” or “in lieu” of severance pay. In addition to such managers' insurance, some employers also provide disability insurance for their employees in an amount of up to 2.5 percent of the employee's salary.

Typically, certain allocations are paid into funds to assure employees a pension fund that is accessible upon retirement (currently age 67), in the event of disability, or in the event of death (payable to the employee's heirs). Usually, the rate of the monthly payments to the pension funds (as opposed to the managers' insurance funds) is 17.5 percent of the employee's salary, of which the employer pays 12 percent and the employee 5.5 percent. Should the employer be obliged to pay severance pay, 6 percent of the employer's payment is credited on account of or in lieu of severance pay.



Sick Pay

The Sick Pay Law, 1976 (and certain other related laws), sets the right of any employee to receive sick leave at a rate of one and a half days for each month of employment with the right to accumulate up to 90 days. Employees are not entitled to any payment for the first day of illness; for the second and third day of illness, employees are entitled to 37.5 percent of the salary; and from the fourth day onward, 75 percent of the salary. However, in several industries it is common to pay full salary for sick leave, starting from day one.

Convalescence

All employees who are employed for more than one year with the same employer are entitled to an annual payment for convalescence, the rate of which is updated from time to time, and the quota of which is dependent upon the period of service of the employee. The minimal period is between five and ten days per year.

Convalescence pay can be included in the employee's salary, subject to the employee's explicit, written consent.

Collective Agreements

Collective labor agreements, arrangements, and extension orders serve to standardize various binding employment terms. Two laws of paramount importance are devoted to the aspect of collective labor law: the Collective Agreements Law, 1957, and the Settlement of Labor Disputes Law, 1957 .

The issues usually addressed by collective agreements, arrangements and extension orders include wages, social conditions, working hours, compensation for overtime, and manner of dismissal of employees. Any employer that is a member of an employers' organization is subject to all of the general collective agreements and arrangements to which that organization is a party.

Discrimination on the basis of age, race, gender, disability, pregnancy, and other factors

In Israel, there are numerous labor-related laws regarding equality and nondiscrimination (referring also to the hiring of new employees, as well as to rights of employees deriving from their employment), whose purpose is to eliminate discrimination on grounds of age, sex, personal status, parenthood, sexual orientation, race, religion, nationality, country of origin, opinion or membership in a political party.

The main statute to be considered when hiring new employees is the Employment (Equal Opportunities) Law, 1988, which prohibits employment discrimination based on sex, sexual tendencies, personal status, age, race, and religion. Therefore, in the process of hiring the employer should concentrate on the true and actual needs of the relevant position, and should refrain from irrelevant and illegal consideration.

The Prevention of Sexual Harassment Law, 1998 require that employers prepare and publish a set of rules with respect to prevention of sexual harassment in their place of work.

Recently, a special govern ship has been established, the purpose of which is to enforce equality in workplaces and to support employees and candidates that suffer from discrimination.

Youth labour law²

Israel adheres to international conventions to which it is a signatory and maintains a special set of laws to protect children.

The Youth Employment Law prohibits the employment of a minor who is under the age of fifteen. During official school vacations, however, it is permissible to engage minors over the age of fourteen in light work that is unlikely to harm their health or development. The law authorizes the Minister of Labor to prohibit certain types of work, if these are liable to adversely affect the minor's physical, mental, or educational development. The law restricts the number of days and hours a minor may work per week. A minor may not be employed for more than eight working hours a day and forty working hours a week. The employer is obligated to allow a minor to take breaks to rest and eat. Minors may not be employed on the weekly rest day of their religion. The Law prohibits a minor from engaging in night work between 20:00 and 08:00 for minors to whom the Compulsory Education Law applies, and between 22:00 and 06:00 for those to whom it does not. The Minister of Labor and Social Affairs may make exceptions to these restrictions. Even when a permit has been granted a minor must be guaranteed a rest of at least fourteen hours between one working day and the next.

Main trends in Israel, 2001-2010

General data

The small and developed Israeli economy is essentially affected by the world's economy. At the beginning of 2000 there was a rapid economic growth in Israel. Since October 2000 the growth rate declined due to 3 separate causes: 1) the global economic slowdown, 2) the decline in the American financial markets, and 3) the adverse effects of Palestinian Intifada.

The period between 2001 and 2003 was characterized by economic recession and Palestinian uprising. The recession was accompanied by a small increase in the size of the labour force and a significant increase in the unemployment rate; the number of immigrants who arrived during these years was insignificant (in the early '90's a massive influx of immigrants from the former USSR arrived in Israel; that influx slowed down during the late '90's); tourism also declined. As of the second half of 2003 the economy started to recover.

The period between 2004 and 2007³ was characterized by rapid and stable economic growth. The growth during that period can be attributed to continuous improvement in the world economy; intensification of international trade; and stabilization of the security situation, except for the war in Lebanon (July-August 2007). During the same period the government's macro-economic policy was characterized by: reduction of the budget deficit; reduction of public debt and government expenditure; and an increase in local demand, which resulted in wage increases and a decrease in the unemployment rate.

The global financial crisis of 2008-2009 spurred a brief recession in Israel. The global economic downturn affected Israel's economy primarily through reduced demand for Israel's exports in the United States and EU, Israel's top trading partners. Exports of goods and services account for about 40% of the country's GDP.

² Prepared by Ruth Levush, Senior Foreign Law Specialist

³ The US mortgage crisis that began during the second half of 2007 did not influence Israeli economic activity.

When the crisis erupted, Israel's economy was in a relatively favorable situation after five years of rapid growth and low inflation, with the banking system in sound condition. The Israeli Government responded to the recession by implementing a modest fiscal stimulus package and an aggressive expansionary monetary policy - including cutting interest rates to record lows, purchasing government bonds, and intervening in the foreign currency market. The Bank of Israel began raising interest rates in the summer of 2009 when inflation rose above the upper end of the Bank's target and the economy began to show signs of recovery.

In addition to the negative influences exerted from abroad, Israel Economic has experienced an impact of the "Cast Lead" operation. Notwithstanding that fact, it is important to note that military operations have a limited effect on economic activities and the financial markets, certainly in comparison with events overseas.

Growth

Table 1: Expenditure on Gross Domestic Product, at market prices, 2001- 2010

Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Gross Domestic Product (Chained at 2005 prices- NIS Million)	541,411	538,273	546,580	574,513	602,507	636,833	670,680	699,030	704,632	737,429
Gross Domestic Product per capita (Chained at 2005 prices- NIS Million)	83,897	81,720	81,467	84,101	86,628	89,928	93,008	95,199	94,158	96,751
Fixed capital formation (% of GDP)	19.8%	18.3%	17.2%	16.5%	16.2%	16.9%	18.5%	18.7%	18.0%	19.3%

Source: Central Bureau of Statistics

Between 2001 and 2010, the GDP (chained at 2005 prices) in Israel increased by 36.2% and reached 737,429 million NIS in 2010. This growth can be associated with domestic demand; the growth in the world economy; Israel's fiscal policy; economic reforms; and the security situation.

GDP per capita is an indication of the country's standard of living. Israel's GDP per capita declined in 2001-2003, the period was characterized by economic slowdown. Since 2003 the GDP per capita was continuously increasing and reached 96,751 NIS in 2010.

The rate of fixed capital formation steadily declined from 19.8% in 2001 to 16.2% in 2005, and increased slightly to 19.3% in 2010.

Labour market

Table 2: Average monthly wages per employee job at current prices, 2001- 2010

Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Average monthly wages (NIS)	7,072	7,023	6,859	7,000	7,219	7,466	7,628	7,921	7,974	8,247

Source: Central Bureau of Statistics

During 2001-2010 the average wages per employee increased from 7,072 NIS in 2001 to 8,247 NIS in 2010. The unemployment rate was 9.4% in 2001, compared with 10.4% in 2002 due to the economic slowdown which began in. Despite economic growth in 2003, the unemployment rate continued to rise and reached 10.8% that year. In 2004 the unemployment rate began to decline and reached 6.7% in 2010.

During a five year period, in 2005-2009, there was a general upward trend in the labour force participation rate. The gap between men and women in this indicator was decreasing over the time from 13.2 percentage points in 2001 to 10 percentage points in 2009.

Inflation

Table 3: Change in level of price indices, 2001- 2010

Indicator	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Consumer Price Index	1.4	6.5	-1.9	1.2	2.4	-0.1	3.4	3.8	3.9	2.7

Source: Central Bureau of Statistics

Consumer Price Index (CPI) behavior was not uniform during 2001 to 2010. High price increases occurred during 2002, due to the lack of stability in financial markets (a decline in interest rates, exchange-rate depreciation, etc.). The CPI declined by 0.1% in 2006 because of a weak dollar and reduction in fuel prices and increased by 3.4% in 2007. In 2009, the CPI rose by 3.9 percent. The increase in the CPI was influenced by a sharp rise in housing prices, as well as the nonrecurring effects of increases in indirect taxes such as VAT. In 2010 the CPI experienced a 2.7% growth. Housing is still a major contributor to inflation, along with the fruit and vegetable component. Another item that contributed to the increase in the CPI in 2010 was the communication and transportation component, reflecting ongoing increases in energy costs.

Definitions and concepts used in this report are similar to definitions and concepts that were specified in the quality of employment framework (see Annex 1).

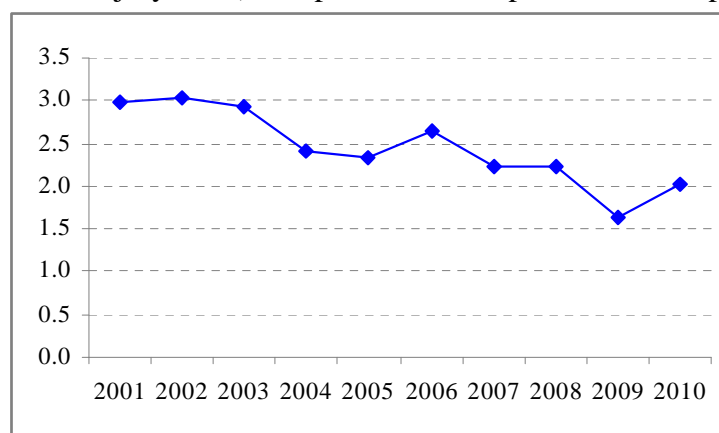
The available indicators of quality of employment in the Israeli labour market, 2001-2010

Dimension 1. Safety and ethics of employment

a) Employment safety

Indicator 1: Fatal occupational injury rate

Figure 1: Fatal occupational injury rate (Workplace fatalities per 100,000 employees), 2001-2010



*Note: Only deaths resulting from accidents occurring during the same year (employees include workers from abroad).
Source: Ministry of Industry, Trade and Labor and Labour Force Survey.*

Table 4: Fatal occupational injury rate (Workplace fatalities per 100,000 employees), by industry, 2001-2010

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	4.5	6.5	11.0	6.1	9.3	8.1	7.6	7.3	7.4	5.7
Manufacturing and Electricity and water supply	3.0	5.4	1.8	4.3	3.3	5.0	3.1	4.1	2.8	3.9
Building and engineering building	26.7	25.6	32.0	16.4	23.8	26.1	22.6	19.2	15.0	17.4
Transport	3.9	2.4	1.6	2.3	1.4	0.0	0.0	0.6	0.6	0.0
Services and trade and other	0.7	0.3	0.6	0.7	0.3	0.4	0.4	0.5	0.4	0.5
Total	3.0	3.0	2.9	2.4	2.3	2.6	2.2	2.2	1.6	2.0

Note: Employees include workers from abroad.

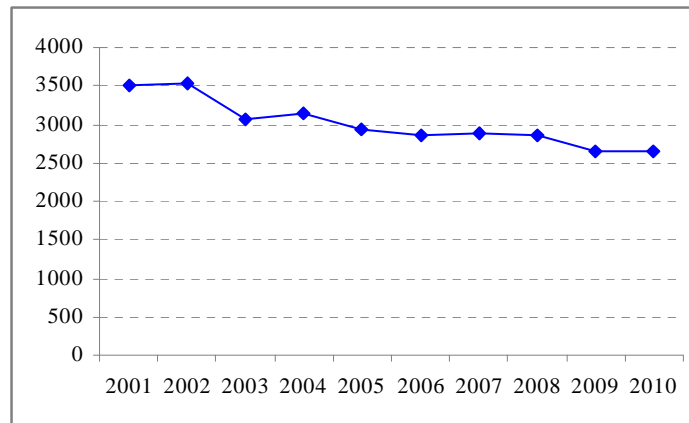
Source: Ministry of Industry, Trade and Labor and Labour Force Survey.

The rate of fatal injuries declined steadily from 3.0 in 2001 to 2.0 in 2010, which makes a total decline of 33.8%. Especially notable is the decrease in the “Building and engineering building” industries from 26.7 in 2001 to 17.4 in 2010.

The “Building and engineering building” industries remain the most hazardous place to work, with 17.4 fatal accidents per 100,000 employees in 2010.

Indicator 2: Non-fatal occupational injury rate

Figure 2: Non-fatal occupational injury rate (Workplace accidents per 100,000 employees), 2001-2010



Note: Incapacity of 3 days or more. Employees include workers from abroad.

Source: Ministry of Industry, Trade and Labor and Labour Force Survey.

The same decline was observed with respect to non-fatal occupational injuries, a decline of about 24% between 2001 and 2010. Between 2006 and 2008 no change in non-fatal occupational injury rate was observed.

Indicator 3: Occupational injury insurance coverage

According to Israeli Law, occupational injury insurance covers all employed people.

b) Child labour and forced labour

Indicator 7: Children working: average weekly hours, by age and sex

Indicator 8: Children not in school by employment status

These indicators were calculated according to a different definition than that given in the quality of employment framework (see Annex 1).

In 2010, the population of youth aged 15-17 reached 324,300, an increase of 8.1% compared with 2001 (a decline of 1% among Jewish youth, and an increase of 41.4% among Arab youth). Most of the youth are living in Tel Aviv and Central districts (113,000 in 2010). Between 2001 and 2010, the population of youth aged 15-17 living in Jerusalem, Haifa, Northern and Southern districts, has increased. In Tel Aviv and Central District the situation is different: throughout the entire period, the decline was found from 116,700 to 113,000. Most of the youth aged 15-17 were studying; some of them were working, or combined studies and work, and some of them were neither studying nor working.

Table 5: Share of young people aged 15-17, who were working, by sex and population group, 2001-2010

Percentages

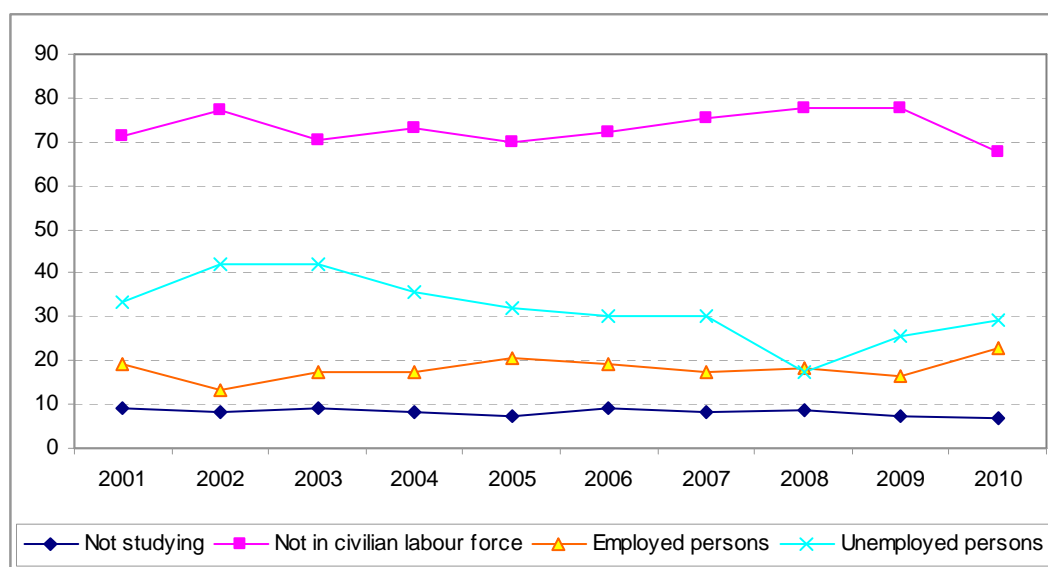
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	7.4	5.2	5.8	5.7	6.4	6.6	6.5	6.4	4.9	5.4
Males- total	8.1	5.5	6.9	6.8	6.6	7.6	6.8	6.8	4.7	5.8
Females- total	6.7	4.8	4.7	4.8	6.2	5.6	6.2	6.1	5.2	5.1
Jews- total	6.4	6.0	8.0	7.9	7.6	7.5	6.9	6.8	6.2	8.9
Arabs- total	2.1	1.7	2.5	2.1	3.0	3.3	2.2	2.4	2.3	2.4

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Between 2001 and 2010, the percentage of youth who were working declined from 7.4% to 5.4%. That group includes those who were “only working” as well as those who were “working and studying”. The decline was observed among Jewish youth, while among Arab youth, there was a slight increase from 2.1% to 2.4%.

Figure 3: Young people aged 15-17 not in school, by employment status, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); the unemployment rate was calculated as a percentage of the civilian labour force (employed and unemployed persons)

Source: Labour Force Survey

Between 2001 and 2010 the percentage of youth who were not studying experienced a decline from 9.1% to 6.7%. Most of them are not in the civilian labour force. In 2001, participation rate in the civilian labour force among not studying youth was 28.8%. Over the years, there has been an upward trend in the percentage of participants in the labour force among youth who were not studying. Thus, the participation rate in the labour force among not studying youth reached 32.3% in 2010. Employment rate increased from 19.2% in 2001 to 22.8% in 2010 and at the same time, unemployment rate declined from 33.3% to 29.3%.

Table 6: Young people aged 15-17 who were working and not studying, as a share of total number of young people aged 15-17, by sex and population group, 2001-2010.

Percentages

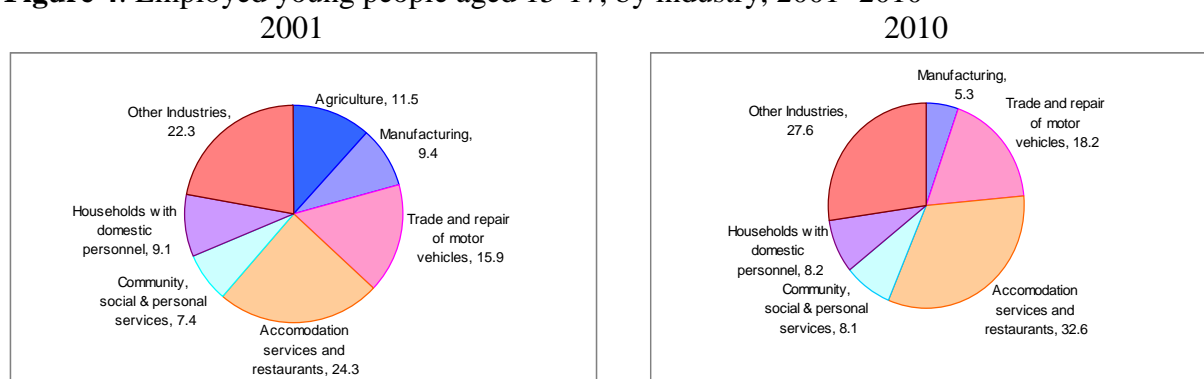
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	1.7	1.1	1.6	1.4	1.5	1.8	1.4	1.5	1.2	1.5
Males- total	2.4	1.5	2.5	1.6	2.3	2.7	1.9	2.5	1.4	2.1
Females- total	1.1	0.7	0.7	1.3	0.8	0.9	1.0	0.7	1.0	1.0
Jews- total	1.7	0.9	1.3	1.5	1.1	1.2	1.2	1.3	0.9	1.3
Arabs- total	1.9	1.6	2.4	1.4	2.7	3.1	1.9	2.1	2.0	2.1

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).

Source: Labour Force Survey

The majority of the youth who were working only and not studying was male. During the same period there was a decline in the percentage of Jewish youth who were working and not studying, from 1.7% to 1.3%. Among Arab youth, the percentage of those who only worked raised from 1.9% in 2001 to 2.1% in 2010. The percentage of Arab girls who only worked was negligible.

Figure 4: Employed young people aged 15-17, by industry, 2001- 2010



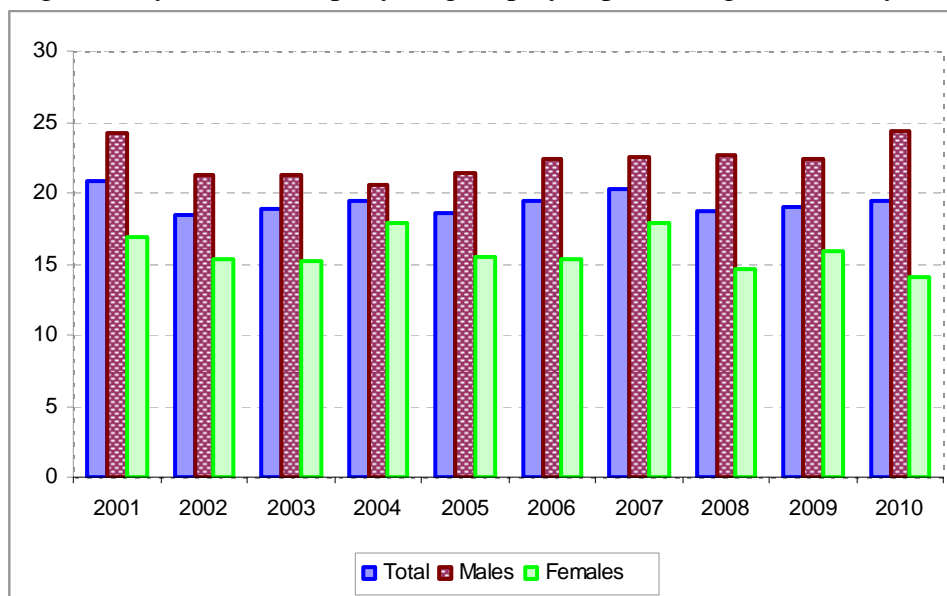
Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Young people tend to work mostly in the industries of “Accommodation services and restaurants”. The percentage of youth who worked in those industries increased from 24.3% in 2001 to 32.6% in 2010. The share of youth employed in Agriculture declined from 11.5% in 2001 to almost 0% in 2010 (this trend corresponds with the overall decline in number of agricultural workers in the economy).

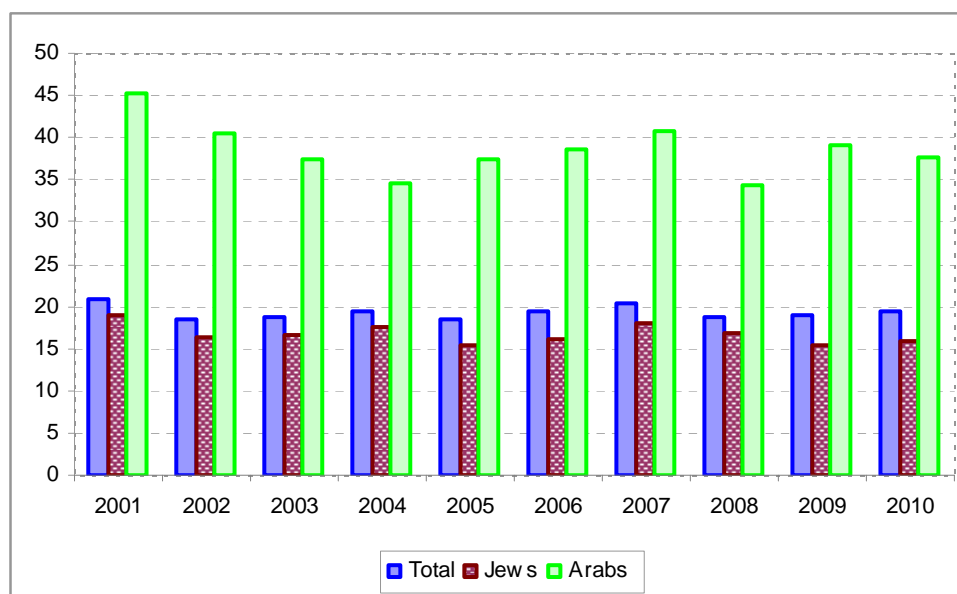
In 2010 there were 7,800 of young people (44.6%) working as “Agents, sales workers and service workers”.

Figure 5: Average weekly work hours per young employed persons aged 15-17, by sex, 2001-2010



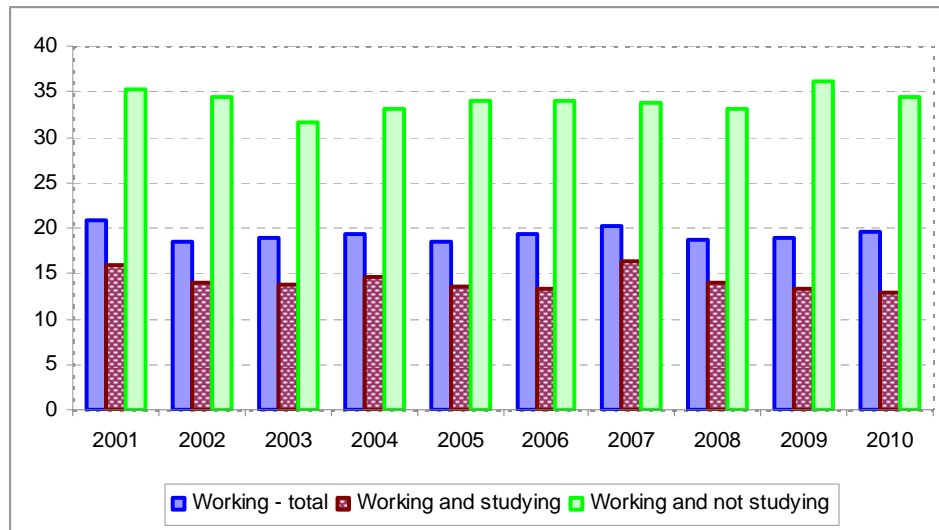
Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).
Source: Labour Force Survey

Figure 6: Average weekly work hours per young employed persons aged 15-17, by population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).
Source: Labour Force Survey

Figure 7: Average weekly work hours per young employed persons aged 15-17, by work and studies, 2001-2010



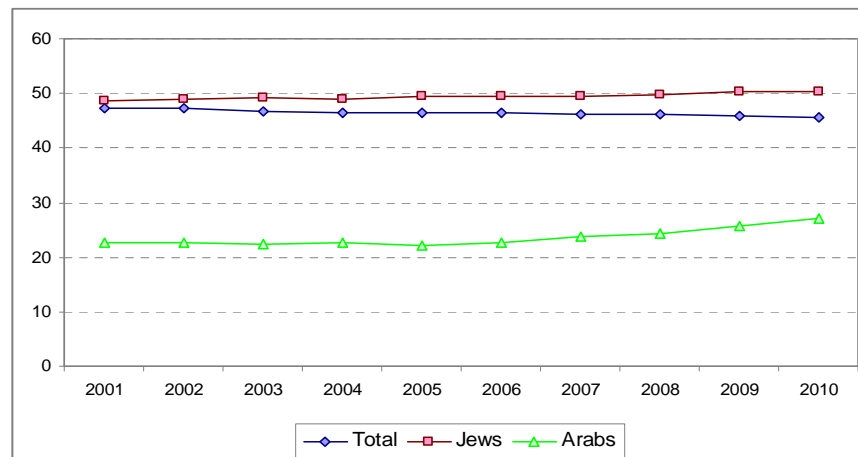
Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

During that period, the average number of work hours of employed young person aged 15-17 was approximately 19 hours a week. Notably, girls work fewer hours than boys (in 2010 it was approximately 14 hours and 24 hours a week respectively). Arab youth work more than Jewish youth (with over 35 hours a week versus 16 hours a week). In 2001-2004 there was a decline in average number of work hours among the Arab youth from 45.2 to 34.7 a week, while from 2004 this number started to increase and reached 40.8 hours in 2007. Young people aged 15-17 who are working and not studying, work approximately 34 hours a week. In contrast, those, who combine their work with studies, work on average about 13 hours a week.

c) Fair treatment in employment

Indicator 9: Employed women as a share of total employment

Figure 8: Employed women as a share of total employment, by population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 7: Employed women as a share of total employment, by district, 2001-2010

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	45.7	44.8	44.6	45.1	45.4	43.8	42.9	44.5	44.7	44.3
Northern	40.8	40.1	39.8	39.5	38.5	39.4	39.3	40.0	40.0	39.4
Haifa	46.3	47.2	45.5	45.9	46.0	46.3	45.8	45.7	45.2	45.6
Central	49.0	48.8	48.9	48.4	48.1	47.8	47.9	47.8	47.4	47.2
Tel Aviv	50.2	50.4	49.5	49.5	49.5	49.9	49.1	49.8	48.8	48.2
Southern	47.9	47.8	46.3	46.4	47.1	47.2	46.8	45.7	45.7	45.4

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 8: Employed women as a share of total employment, by industry, 2001-2010

Percentages

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	14.2	16.9	20.4	18.9	18.5	16.4	17.0	18.4	19.2	22.4
Manufacturing (mining and industry)	27.9	27.9	27.6	28.3	28.0	27.5	28.7	29.0	28.6	28.5
Electricity and water supply	18.2	17.7	16.3	19.2	20.3	15.3	20.2	20.2	25.0	20.2
Construction (building and civil engineering projects)	7.8	7.7	8.3	8.5	7.9	6.7	6.1	7.5	6.4	7.5
Wholesale and retail trade, and repairs	41.2	42.0	41.3	40.0	41.7	42.3	41.3	42.1	41.9	42.0
Accommodation services and restaurants	39.9	43.1	42.6	42.8	39.5	40.5	40.4	42.2	41.5	45.4
Transport, storage and communications	28.0	27.9	27.7	29.4	28.8	29.2	30.0	30.4	31.0	31.7
Banking, insurance and other financial institutions	59.6	56.4	59.2	61.7	58.5	60.1	60.8	60.8	62.1	61.1
Business activities	44.2	42.1	42.8	40.7	41.6	41.4	42.6	41.6	42.1	42.1
Public administration	43.5	44.4	44.5	44.3	44.7	45.4	44.4	46.1	48.8	44.0
Education	76.9	76.4	76.4	76.9	77.9	77.4	76.8	77.0	76.5	75.8
Health, welfare and social work services	75.8	77.1	76.7	76.6	78.0	77.3	76.9	77.5	77.4	78.5
Community, social, personal and other services	49.3	50.2	51.7	49.4	47.9	50.6	49.1	46.6	49.8	48.5
Services for households by domestic personnel	92.6	90.7	89.7	93.1	94.1	90.8	91.6	91.6	89.9	89.9

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 9: Employed women as a share of total employment, by occupation, 2001-2010
Percentages

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	47.6	47.9	47.8	47.9	48.5	48.7	48.5	47.2	48.2	47.4
Associate professionals and technicians	59.9	59.8	59.6	58.8	58.6	59.0	59.3	59.1	59.2	59.3
Managers	26.6	25.8	28.7	27.0	26.0	28.9	28.7	31.6	29.8	32.9
Clerical workers	74.4	74.3	75.0	74.1	74.6	75.0	74.0	74.8	75.3	74.8
Agents, sales workers and service workers	54.9	56.0	56.0	54.8	55.4	55.3	54.9	55.5	56.0	56.4
Skilled agricultural workers	9.1	9.3	13.9	13.4	11.0	9.3	10.3	11.4	11.6	14.3
Manufacturing, construction and other skilled workers	10.8	9.9	10.2	11.2	10.9	10.5	10.4	10.5	10.2	9.2
Unskilled workers	43.3	44.9	44.1	44.2	43.7	41.4	44.5	42.6	41.7	44.5

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

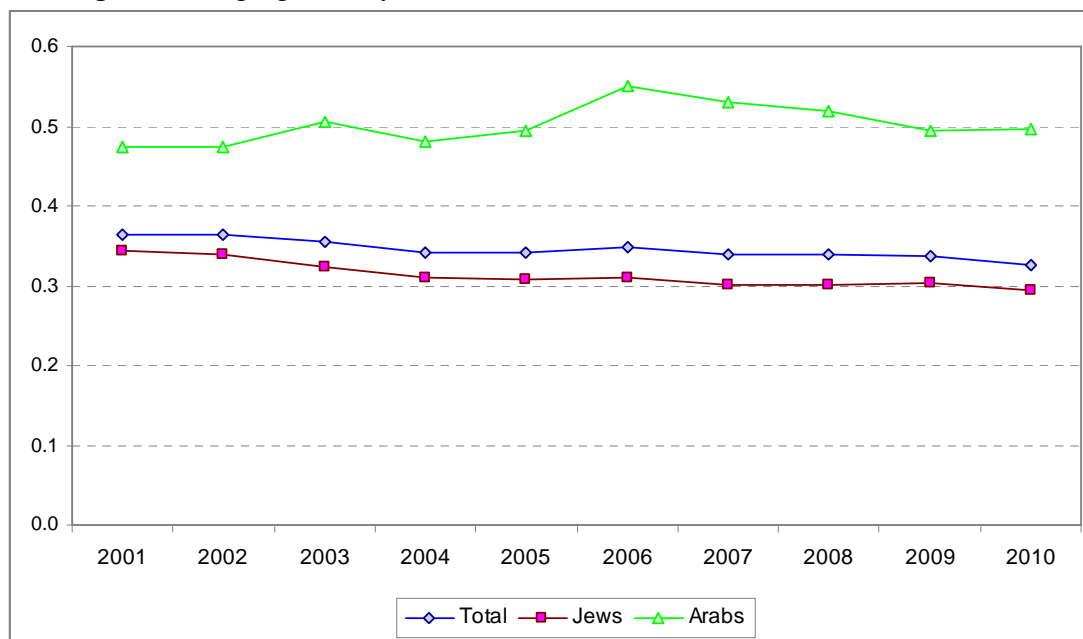
The share of women in total employment slightly decreased from 47.3% in 2001 to 45.7% in 2010. Figure 6 shows that the percentage of women among Arab employees is considerably lower compared to Jewish group, throughout the whole period (in 2010 it was 27.2% vs. 50.2%). This fact can be explained by traditional Arab socio-cultural norms. Notably, the overall upward trend in this indicator resulted from a significant growth of the share of women among working Arab population.

The share of working women in total employment is the highest in the Tel Aviv District and the lowest in the Northern District. During 2001–2010 one can see a continuous decline in this rate in all the districts.

Women tend to choose professions that allow them to combine work with family obligations, e.g. part-time jobs, located near place of their residence, etc. As a result they work mainly in teaching and administrative jobs. Throughout 2001-2010 different industries and occupations experienced not the same dynamics. Women presence noticeably increased in "Accommodation services and restaurants" industry and Agriculture, and also slightly grew in few other industries. As to occupations, there is the highest rise in share of women working as managers; percentage of women among agents, sales workers and service workers also grew. Among skilled agricultural workers the share of women also increased, while among manufacturing, construction and other skilled workers there was a considerable decline in the share of women.

Indicator 10: Occupational segregation by sex

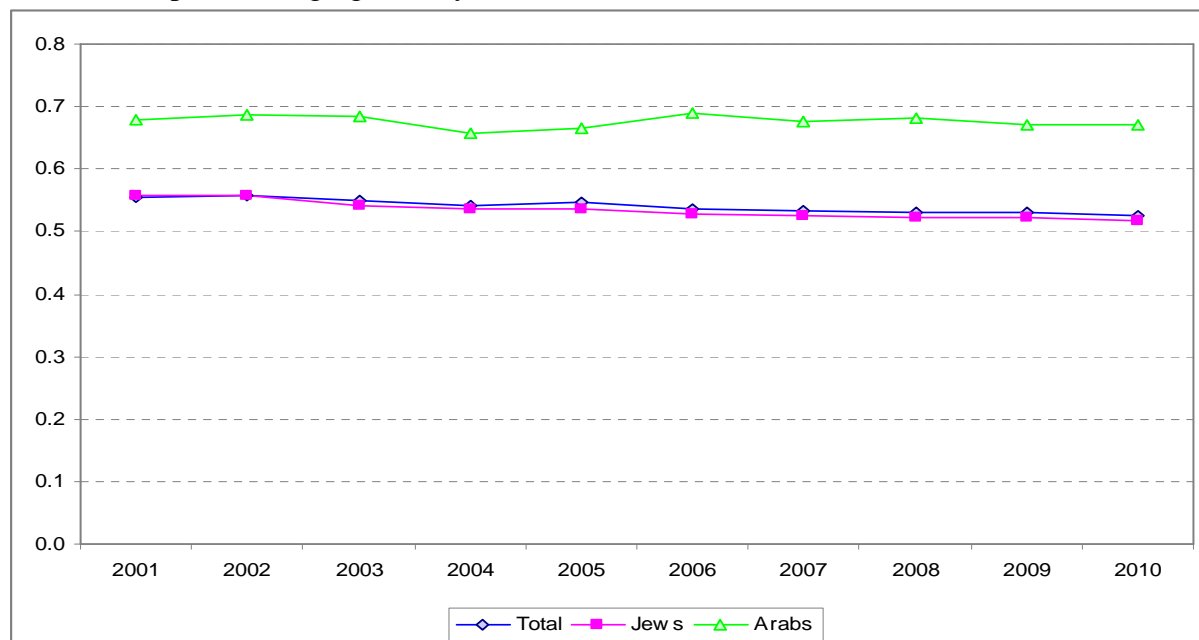
Figure 9: Occupational segregation by sex (ISCO classification 1-9), 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Figure 10: Occupational segregation by sex (ISCO classification 111-9XX), 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

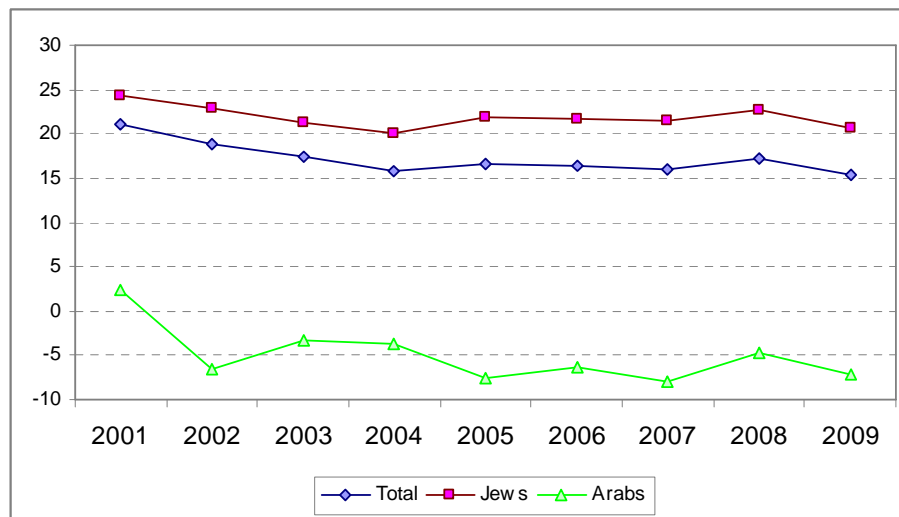
Occupational segregation is much more pronounced when measured in more detailed classification (3-digit). Using one digit occupational classification, the segregation level was approximately 0.35 and noticeably declined during the years (from 0.37 in 2001 to 0.33 in 2010). Using 3 digits

occupational classification, the segregation level was approximately 0.54 and slightly declined in 2010, but still remained at a considerable level of 0.53.

The occupational segregation among Arab population was much higher and less stable.

Indicator 12: Gender pay gap

Figure 11: Gender pay gap, by population group 2001-2009



Source: Income Survey

Table 10: Gender pay gap, by district, 2001-2009.

District	2001	2002	2003	2004	2005	2006	2007	2008	2009
Jerusalem	23.1	9.7	10.1	10.1	6.3	7.8	4.6	10.1	-2.1
Northern	13.2	5.2	7.5	11.4	7.6	6.4	1.5	8.3	7.4
Haifa	25.3	14.8	23.2	14.5	15.6	16.5	14.4	15.5	18.1
Central	22.7	25.2	21.5	18.6	22.5	17.8	24.5	22.1	19.2
Tel Aviv	24.4	26.8	20.2	19.4	22.2	23.1	20.4	22.1	20.6
Southern	21.6	15.6	15.7	18.7	17.7	22.6	18.9	18.4	20.1

Source: Income Survey

Table 11: Gender pay gap, by occupation, 2001-2009.

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009
Academic professionals	20.2	16.8	17.8	21.5	22.7	24.5	21.5	24.7	20.0
Associate professionals and technicians	18.2	15.3	16.6	12.5	16.0	15.3	16.8	10.6	13.8
Managers	22.5	22.9	25.6	11.0	15.7	18.5	12.5	22.5	15.6
Clerical workers	25.1	27.9	18.2	19.2	19.6	18.3	14.4	15.7	16.8
Agents, sales workers and service workers	30.7	28.8	26.0	27.6	28.9	25.8	24.6	25.7	25.4
Skilled agriculture, manufacturing, construction and other skilled workers	28.9	31.4	28.7	23.1	24.6	23.6	22.2	17.6	21.9
Unskilled workers	16.8	16.8	11.6	10.6	14.8	14.5	10.8	14.2	10.0

Source: Income Survey

Table 12: Gender pay gap, by industry, 2001-2009.

Industry (category)	2001	2002	2003	2004	2005	2006	2007	2008	2009
Agriculture	28.4	33.3	27.2	13.7	12.3	-9.3	17.5	12.3	10.2
Manufacturing (mining and industry)	31.1	23.7	23.2	22.7	21.4	20.2	21.8	25.2	14.3
Electricity and water supply	38.7	25.7	18.2	8.9	22.4	20.1	14.0	12.9	10.3
Construction (building and civil engineering projects)	-14.8	-20.0	-17.9	-19.8	-10.2	-28.8	-19.0	-9.3	-48.0
Wholesale and retail trade, and repairs	27.0	28.3	25.1	21.7	22.9	17.3	16.2	25.9	21.0
Accommodation services and restaurants	17.1	19.8	8.5	10.0	12.0	17.3	11.9	3.2	2.5
Transport, storage and communications	21.7	17.4	11.0	15.4	20.3	11.6	8.5	14.6	10.3
Banking, insurance and other financial institutions	42.7	44.7	35.0	26.4	34.7	35.7	26.8	26.9	30.7
Business activities	18.8	28.8	22.2	23.4	25.1	23.3	28.1	22.7	26.3
Public administration	18.3	9.8	18.7	14.3	15.6	13.2	10.7	15.2	11.6
Education	22.2	18.6	22.6	21.4	22.8	22.6	19.5	18.5	15.9
Health, welfare and social work services	36.1	34.9	31.8	27.6	26.9	32.3	29.4	26.5	30.4
Community, social, personal and other services	10.5	13.9	12.6	12.6	12.8	15.6	12.8	6.3	12.8
Services for households by domestic personnel	6.2	7.0	-19.2	0.6	-1.2	6.9	-13.0	-6.4	0.8

Source: Income Survey

The results indicate a significant gender wage gap in Israel; however, this gap has decreased over the years. Thus, in 2001, women were earning approximately 79% of men's hourly earnings, while in 2009 this figure came to about 85%.

One of the possible explanations of gender wage gap is occupational segregation: women are crowding into certain occupations, which drives down their competitive wage. The downward trend in wage gap over the period under our consideration is associated with an increase in educational level of women. Notably, the wage gap among Arab population is negative, which can be explained by a higher level of education among Arab women compared to Arab men.

Breakdown by district indicates that the wage gap between men and women has reduced to some extent in all districts. The gap is the lowest in the Jerusalem and Northern districts. Moreover, in 2009, in the Jerusalem district the gap was the lowest and had an opposite tendency: men's hourly earnings comprised 97.9% of women's. Notably, the same year, hourly earnings of Arab men living in the Jerusalem district made 73.1% of those of Arab women.

Regarding the breakdown by occupation, the gender wage gap is the highest among "Agents, sales workers and service workers"; and during 2001-2009 there was a decrease in this gap among all occupations.

Dimension 2. Income and benefits from employment:

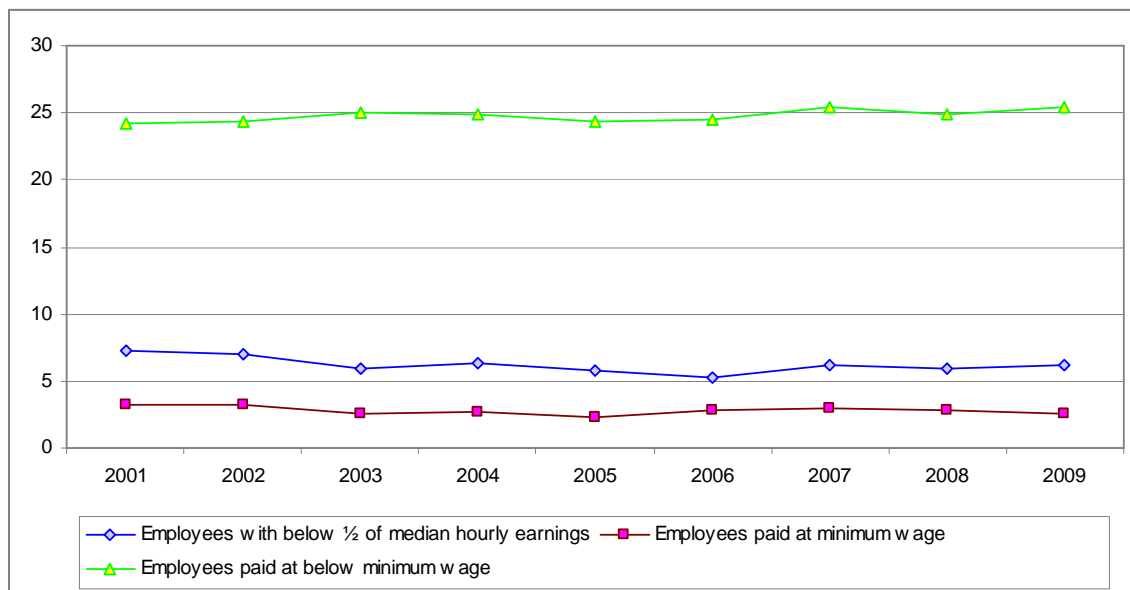
a) Income from employment

Indicator 13: Low pay (Share of employees with below ½ of median hourly earnings)

Indicator 14: Share of employees paid minimum wage (1)

Indicator 15: Share of employees paid below minimum wage

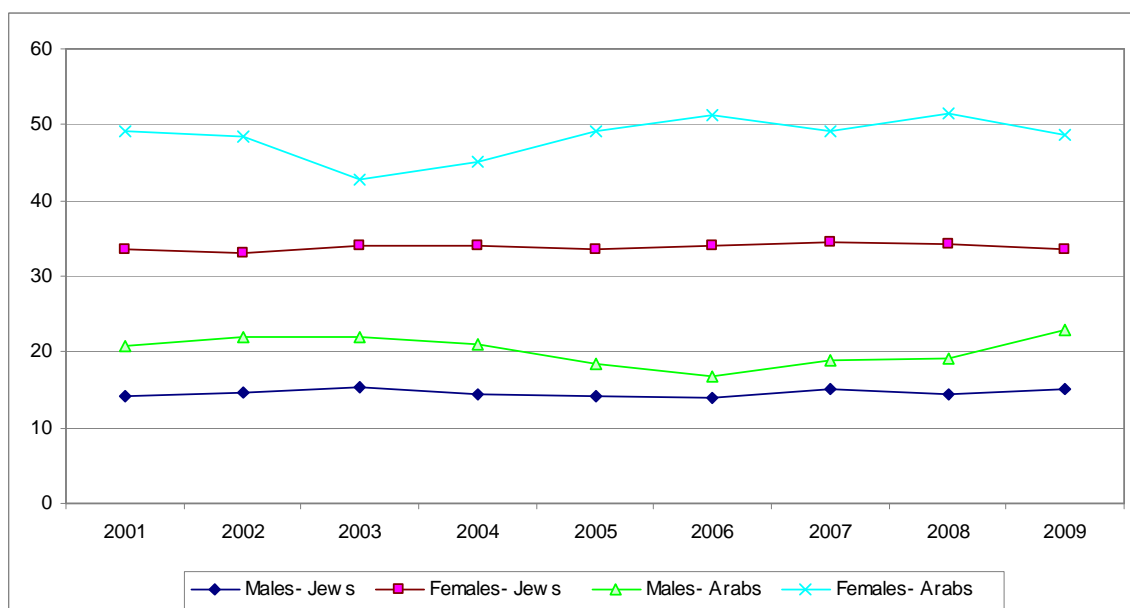
Figure 12: Share of employees by low pay minimum wage and below minimum wage, 2001-2009



Note: (1) Share of employees paid minimum wage ($\pm 2SD$) as % of all employees

Source: Income Survey

Figure 13: Share of employees paid at below minimum wage, by sex and population group, 2001-2009



Source: Income Survey

Table 13: Share of employees paid at below minimum wage, by district, 2001-2009

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009
Jerusalem	7.8	8.8	9.6	8.3	9.4	10.7	10.1	9.4	10.0
Northern	15.5	14.2	14.2	14.1	13.5	13.5	13.8	16.8	15.4
Haifa	14.5	15.2	12.8	15.1	13.6	14.3	13.3	12.6	13.1
Central	22.9	23.9	25.0	25.7	24.0	23.7	25.3	23.4	23.4
Tel Aviv	22.2	19.5	21.3	19.8	21.9	20.8	18.6	18.7	19.5
Southern	14.6	15.0	14.2	14.2	14.4	13.2	15.4	15.1	15.0

Source: Income Survey

Table 14: Share of employees paid at below minimum wage, by industry, 2001-2009

Percentages

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009
Agriculture	1.2	1.3	1.1	1.2	1.2	1.1	1.4	1.3	1.2
Manufacturing (mining and industry), electricity and water supply	12.3	10.5	9.4	10.1	9.3	8.3	9.0	9.4	7.9
Construction (building and civil engineering projects)	3.4	3.4	3.7	3.6	2.9	3.6	3.2	3.3	3.5
Wholesale and retail trade, and repairs	14.2	14.0	14.5	13.9	14.8	13.3	14.2	14.0	15.3
Accommodation services and restaurants	7.4	7.6	7.6	8.0	8.1	9.0	7.5	8.3	8.4
Transport, storage and communications	4.6	4.0	4.4	4.6	3.9	3.8	4.3	4.0	4.0
Banking, insurance and other financial institutions	1.5	1.4	1.4	1.6	1.3	1.5	1.7	1.8	1.7
Business activities	10.9	11.3	12.1	11.5	12.1	12.7	12.8	11.7	11.4
Public administration	3.1	2.6	2.5	2.6	1.9	2.1	2.0	2.2	2.2
Education	15.4	15.6	16.4	15.4	16.7	16.7	16.5	18.1	15.8
Health, welfare and social work services	13.9	17.0	16.1	16.1	16.5	16.2	14.7	14.2	15.9
Community, social, personal and other services	5.6	6.1	6.3	6.0	5.4	6.0	5.9	5.6	5.3
Services for households by domestic personnel	6.3	5.0	3.9	5.0	5.3	5.3	5.8	5.3	5.9

Source: Income Survey

Table 15: Share of employees paid at below minimum wage, by occupation, 2001-2009

Percentages

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009
Academic professionals	5.6	5.3	6.5	6.6	5.7	6.3	5.7	6.0	5.9
Associate professionals and technicians	12.0	13.7	13.2	12.5	12.1	13.7	14.8	12.8	12.8
Managers	0.7	1.0	0.8	0.5	0.6	0.7	0.6	0.8	0.7
Clerical workers	18.4	15.5	16.8	15.9	16.0	16.7	16.9	17.6	17.3
Agents, sales workers and service workers	30.5	32.9	31.8	34.4	37.0	34.8	33.3	35.8	35.7
Skilled agriculture, manufacturing, construction and other skilled workers	13.0	12.1	12.6	12.3	10.4	10.4	11.2	10.8	11.2
Unskilled workers	19.1	18.7	17.6	17.2	17.6	16.6	16.4	15.1	14.9

Source: Income Survey

The share of employees receiving low pay declined slowly from 7.2% in 2001 to 6.2% in 2009. The share of employees paid less than the minimum wage increased from 24.3% in 2001 to 25.4% in 2009. At the same time, the percentage of workers paid minimum wage was approximately only 2.8%, and remained such throughout the years.

Throughout the entire period, the share of employees paid at below minimum wage was the highest among Arab women - approximately 50%, which is considerably higher compared to all other groups of population. The highest share of employees paid at below minimum wage during the entire period was identified in the Central and Tel Aviv districts.

Among occupations the "Agents, sales workers and service workers" professions are notable with the highest share of employees paid at below minimum wage – more than 35%. The data indicates that, throughout the entire period, there was the highest share of employees paid at below minimum wage in the "Health, welfare and social work services" and "Education" industries. It's worth mentioning, that in "Manufacturing (mining and industry), electricity and water supply" industry was recorded the highest decrease in the percentage of employees paid at below minimum wage: from 12.3% in 2001 to 7.9% in 2009.

b) Benefits from employment

Indicator 16: Share of employees entitled to paid annual leave

Table 16: Share of employees entitled to paid annual leave, by sex and population group, 2001-2010
Percentages

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	96.2	96.2	95.8	95.8	96.0	96.1	96.2	97.1	97.2	97.2
Males- total	96.5	96.6	96.2	96.0	96.5	96.5	96.8	97.4	97.4	97.4
Females- total	95.8	95.7	95.4	95.6	95.6	95.7	95.5	96.8	97.0	96.9
Jews- total	96.3	96.2	95.9	95.8	96.1	96.2	96.2	97.1	97.2	97.0
Arabs- total	96.0	96.4	95.6	95.9	95.6	96.0	95.9	97.2	97.7	98.2

Source: Ministry of Industry, Trade and Labor, Labour Force Survey

Table 17: Share of employees entitled to paid annual leave, by district, 2001-2010
Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	95.8	96.9	96.3	96.7	96.1	96.5	97.2	97.3	97.6	97.5
Northern	96.3	95.7	95.7	95.5	95.9	96.1	95.9	96.8	97.4	97.2
Haifa	95.4	95.8	95.7	95.6	96.1	96.0	96.2	97.1	97.6	97.2
Central	96.6	97.0	96.1	96.0	96.2	96.0	96.0	97.4	97.1	97.1
Tel Aviv	96.7	96.5	96.1	95.9	96.3	96.6	96.6	97.5	97.4	97.3
Southern	95.4	94.3	94.8	95.0	95.1	95.3	95.7	96.1	96.5	96.9

Source: Ministry of Industry, Trade and Labor, Labour Force Survey

Table 18: Share of employees entitled to paid annual leave, by industry, 2001-2010
Percentages

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	93.5	92.6	92.0	94.9	93.8	94.6	94.8	97.1	96.8	96.7
Manufacturing (mining and industry)	96.9	96.9	96.7	96.6	97.3	97.1	97.0	98.3	98.2	98.1
Electricity and water supply	98.5	97.7	98.6	98.8	99.6	98.4	100.0	98.3	98.9	99.4
Construction (building and civil engineering projects)	96.3	96.1	94.9	95.2	94.8	95.6	96.5	97.2	97.0	98.0
Wholesale and retail trade, and repairs	95.3	95.6	94.9	94.1	94.7	95.1	95.2	96.2	96.5	96.4
Accommodation services and restaurants	89.7	87.7	89.0	90.0	88.7	88.7	90.2	91.3	91.3	91.6
Transport, storage and communications	97.2	96.7	96.2	97.0	96.8	97.0	97.0	97.3	97.7	97.8
Banking, insurance and other financial institutions	97.7	98.3	97.3	98.1	98.1	98.4	98.0	98.7	98.8	98.4
Business activities	96.1	95.9	95.7	95.5	95.9	96.1	96.1	97.1	97.6	97.0
Public administration	98.2	98.9	98.3	98.0	98.4	98.6	99.0	99.1	99.1	98.6
Education	97.2	97.1	96.9	97.1	96.9	97.1	96.9	97.7	97.9	97.6
Health, welfare and social work services	97.0	96.9	96.7	97.2	97.4	97.4	97.4	97.7	97.6	98.3
Community, social, personal and other services	95.0	94.9	95.5	94.0	94.9	95.5	95.1	96.9	96.2	96.6
Services for households by domestic personnel	94.9	95.1	92.4	93.1	95.5	93.5	94.8	94.9	96.5	96.1

Source: Ministry of Industry, Trade and Labor, Labour Force Survey

Table 19: Share of employees entitled to paid annual leave, by occupation, 2001-2010
Percentages

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	98.1	98.7	98.6	98.3	98.6	98.4	97.7	98.8	98.8	98.3
Associate professionals and technicians	96.9	96.8	96.4	96.7	97.0	97.0	97.2	97.9	98.1	98.0
Managers	99.1	99.5	98.9	98.9	98.9	99.4	99.1	99.3	99.5	99.4
Clerical workers	96.4	96.6	96.2	96.2	96.5	96.8	96.2	97.3	97.4	97.4
Agents, sales workers and service workers	94.6	94.0	93.8	93.7	94.3	93.9	94.5	94.8	95.6	95.7
Skilled agricultural workers	95.3	94.5	94.4	96.0	96.2	95.9	96.2	96.8	96.0	97.2
Manufacturing, construction and other skilled workers	96.8	96.6	95.7	96.3	96.6	96.8	97.4	97.8	97.8	97.8
Unskilled workers	92.1	92.1	92.9	92.0	91.6	92.3	92.8	95.3	94.5	94.9

Source: Ministry of Industry, Trade and Labor, Labour Force Survey

The share of employees entitled to paid annual leave out of all employees was 96.2% in 2001 and increased to 97.2% in 2010. It must be noted, that the Israeli Annual leave law covers all employees except for small special groups of temporary workers.

The share of employees entitled to paid annual leave out of all employees was about 97% in all districts.

During the period 2001-2010, the lowest percentage of employees entitled to paid annual leave was in the industry “Accommodation services and restaurants”. The occupation with the lowest percentage of employees entitled to paid annual leave was “Unskilled workers”.

Indicator 17: Average length of paid annual leave

The law guarantees full-time employees a minimum 14 days annual leave. Data is not available for calculation of the average length of paid annual leave taken by employees⁴.

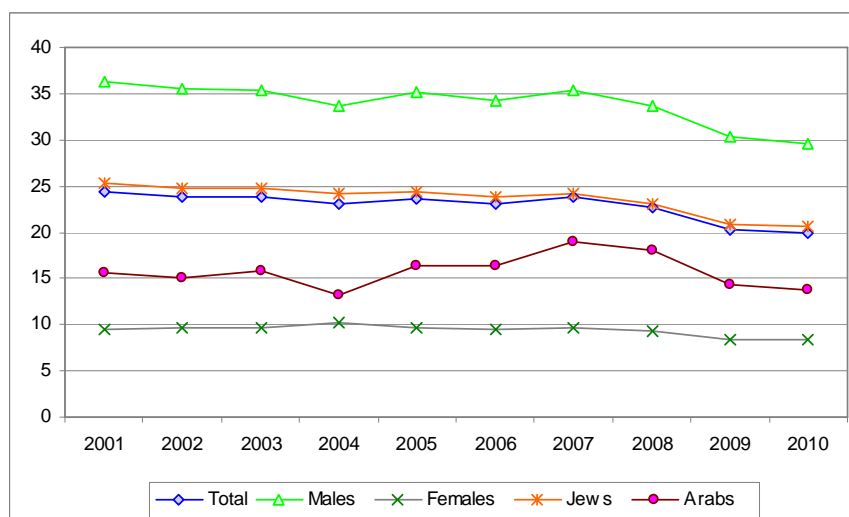
Dimension 3. Work hours and balancing work and non-working life

a) Work hours

Information on annual hours worked is another statistical measure for analyzing the conditions of work, trends in economic activity, and other issues, such as part-time employment and underemployment.

Indicator 18: Share of employed persons working 49 hours and more per week

Figure 14: Share of employed persons working 49 hours and more per week, by sex and population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); not including those temporarily absent from work during the determinant week

Source: Labour Force Survey

Table 20: Share of employed persons working 49 hours and more per week, by district, 2001-2010

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	6.8	6.8	6.6	6.4	6.9	6.6	6.7	6.6	8.3	8.3
Northern	13.7	13.0	14.4	13.8	14.0	13.6	14.4	14.0	13.1	12.7
Haifa	12.8	13.1	12.4	12.6	12.3	12.3	13.4	13.1	11.9	11.7
Central	27.0	28.2	29.1	28.9	28.6	29.8	29.4	29.6	28.9	28.6
Tel Aviv	23.3	22.2	21.5	21.3	21.2	20.7	20.1	20.1	21.2	21.4
Southern	13.6	13.9	13.4	14.3	14.1	14.1	13.0	13.4	13.1	13.9

Source: Labour Force Survey

⁴ Source: Ministry of Industry, Trade and Labor (see <http://www.moital.gov.il/NR/rdonlyres/6B4F37C1-6C08-41FE-835E-A08E31EC0867/0/12.pdf>)

Table 21: Share of employed persons working 49 hours and more per week, by industry, 2001-2010
Percentages

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	3.3	3.1	3.2	3.4	3.1	2.6	2.5	2.7	2.5	2.4
Manufacturing (mining and industry) and electricity and water supply	23.2	22.7	22.2	23.3	23.1	23.3	22.7	21.7	20.1	19.5
Construction (building and civil engineering projects)	7.1	7.3	7.3	6.2	6.4	6.2	7.4	7.4	6.8	6.9
Wholesale and retail trade, and repairs	16.4	16.8	16.6	16.8	16.1	16.1	16.3	16.7	15.6	15.6
Accommodation services and restaurants	4.8	4.2	4.4	4.2	4.6	4.6	4.3	4.1	4.4	4.2
Transport, storage and communications	9.5	8.8	8.5	8.4	8.6	9.6	8.9	8.9	8.8	9.4
Banking, insurance and other financial institutions	2.8	2.8	3.0	2.6	2.9	2.7	2.8	2.9	2.9	3.3
Business activities	14.8	15.3	16.6	16.3	16.1	17.1	16.7	16.7	18.3	18.2
Public administration	5.5	5.9	5.2	5.2	5.0	4.6	4.5	4.8	5.1	5.2
Education	3.2	3.3	3.0	3.8	3.6	3.3	3.8	3.2	3.7	3.5
Health, welfare and social work services	4.8	4.8	5.2	4.9	4.9	4.8	5.0	5.1	5.5	5.7
Community, social, personal and other services	3.8	3.9	3.7	3.6	4.3	4.0	3.9	4.1	4.6	4.6

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); not including those temporarily absent from work during the determinant week
Source: Labour Force Survey

Table 22: Share of employed persons working 49 hours and more per week, by occupation, 2001-2010
Percentages

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	14.4	15.3	15.6	16.2	16.7	16.7	16.2	16.1	17.5	18.2
Associate professionals and technicians	10.2	10.5	11.0	10.8	10.3	10.7	10.7	10.9	10.5	9.8
Managers	14.7	15.4	14.9	13.3	12.9	12.9	13.2	13.9	14.2	14.7
Clerical workers	8.6	8.4	7.6	8.3	8.3	8.1	7.8	7.9	7.7	8.0
Agents, sales workers and service workers	17.5	17.2	18.9	18.9	18.8	18.7	18.9	18.4	19.5	18.3
Skilled agricultural workers	2.8	2.4	2.4	2.6	2.5	2.0	2.0	2.3	2.0	1.7
Manufacturing, construction and other skilled workers	26.3	25.5	24.6	24.5	25.1	25.6	26.4	25.5	23.5	23.8
Unskilled workers	4.2	4.2	3.9	4.3	4.4	4.2	3.7	3.9	3.7	4.0

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); not including those temporarily absent from work during the determinant week
Source: Labour Force Survey

The share of employed persons working 49 hours and more per week declined from 24.3% in 2001 to 19.8% in 2010.

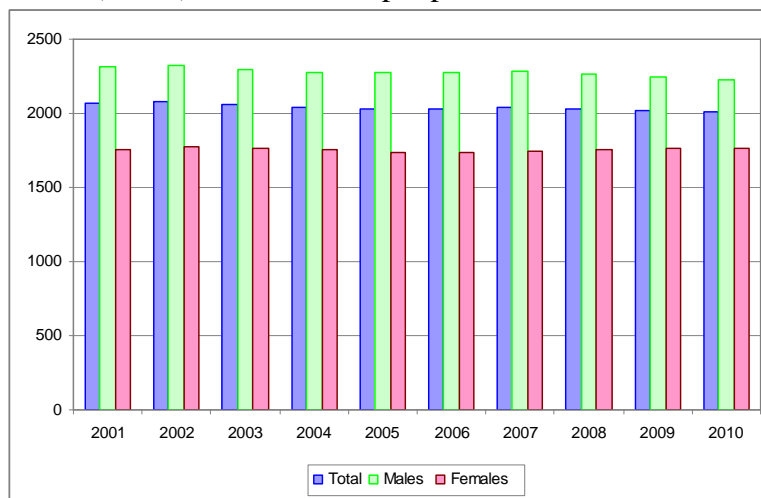
Men are much more likely to work 49 hours or more, approximately 34% of them do so, whereas only approximately 9% of all women work 49 hours or more per week. Among the Arab population, only about 15% work 49 hours or more per week.

Throughout the whole period under review the Central district can be distinguished among all the districts as an area with the highest percentage of those who work more than 49 hours a week (in 2010 it made more than 28% of the district's residents).

Throughout the entire period the share of those who work 49 hours a week and more was the highest in Manufacturing industry (about 20%) and among manufacturing, construction and other skilled workers (about 24% in 2010). This indicator is also high among agents, sales workers and service workers (more than 18% in 2010).

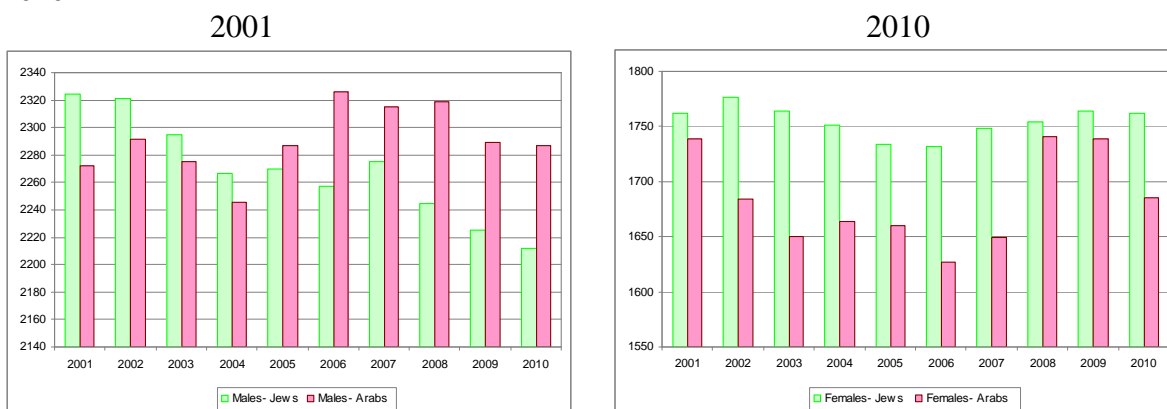
Indicator 19: Average annual (actual) hours worked per person

Figure 15: Average annual (actual) hours worked per person, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Figure 16: Average annual (actual) hours worked per person, by sex and population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 23: Average annual (actual) hours worked per person, by district, 2001-2010

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	1941	1975	1926	1944	1924	1909	1945	1932	1948	1933
Northern	2143	2140	2131	2107	2098	2088	2098	2087	2079	2079
Haifa	2042	2047	2049	2008	2019	2013	2063	2065	2001	2010
Central	2099	2096	2080	2060	2052	2058	2059	2033	2033	2022
Tel Aviv	2047	2052	2044	2020	2003	1994	2008	2010	2011	1993
Southern	2103	2121	2066	2057	2069	2087	2076	2044	2028	2032

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 24: Average annual (actual) hours worked per person, by industry, 2001-2010

Industry	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	2379	2291	2341	2312	2309	2272	2292	2321	2216	2187
Manufacturing (mining and industry)	2281	2307	2282	2287	2287	2281	2285	2267	2253	2243
Electricity and water supply	2276	2290	2311	2297	2254	2234	2248	2266	2247	2210
Construction (building and civil engineering projects)	2319	2363	2304	2268	2262	2282	2287	2286	2268	2244
Wholesale and retail trade, and repairs	2198	2201	2182	2156	2135	2151	2163	2132	2129	2119
Accommodation services and restaurants	2074	2013	2030	1956	1950	1911	1970	1909	1911	1891
Transport, storage and communications	2292	2261	2224	2202	2209	2271	2250	2215	2152	2185
Banking, insurance and other financial institutions	2077	2124	2109	2064	2094	2066	2072	2080	2069	2087
Business activities	2131	2139	2127	2094	2078	2083	2094	2086	2092	2077
Public administration	2199	2208	2215	2222	2224	2172	2185	2163	2178	2209
Education	1569	1600	1574	1587	1583	1570	1582	1573	1593	1598
Health, welfare and social work services	1760	1756	1733	1694	1695	1719	1748	1729	1749	1736
Community, social, personal and other services	1832	1847	1820	1826	1845	1809	1834	1855	1836	1820
Services for households by domestic personnel	1497	1644	1733	1639	1655	1620	1601	1725	1743	1729

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 25: Average annual (actual) hours worked per person, by occupation, 2001-2010

Occupation	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	2038	2063	2054	2033	2044	2034	2046	2029	2041	2031
Associate professionals and technicians	1851	1862	1848	1822	1823	1822	1829	1821	1814	1805
Managers	2508	2514	2493	2498	2485	2446	2466	2415	2425	2396
Clerical workers	1945	1952	1929	1921	1924	1902	1915	1905	1920	1917
Agents, sales workers and service workers	1985	1983	1975	1947	1929	1944	1966	1945	1945	1930
Skilled agricultural workers	2431	2328	2355	2352	2371	2309	2340	2385	2229	2164
Manufacturing, construction and other skilled workers	2335	2354	2319	2304	2323	2329	2333	2320	2285	2283
Unskilled workers	1831	1843	1807	1808	1783	1800	1785	1808	1792	1803

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Over the period from 2001 to 2010 the amount of total annual hours worked declined by about 56 hours for total working population. This resulted almost merely from the fall in hours worked by men (90 hours less in 2010 compared to 2001), while among women total hours worked has almost not changed during this period. Males work more hours than females with average difference about 520 hours a year.

Figure 16 shows that amount of average annual hours worked per person in 2001-2004 was higher among Jew males compared to Arab males. On the contrary, in 2005-2010, this figure was higher among Arab males.

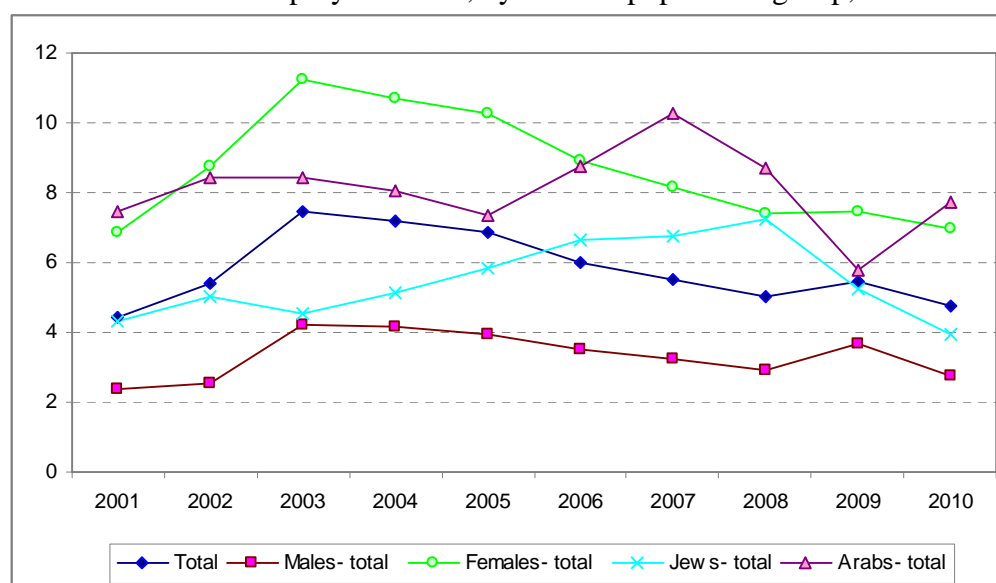
Notably, in the Jerusalem district an average annual hours worked per person is the lowest among all the districts. Throughout the entire period, there has been a downward trend in all the districts.

Among industries they tend to work less hours in Education. The average annual amount of hours worked per person was the lowest among "Associate professionals and technicians" and "Unskilled workers".

Indicator 20: Time-related underemployment rate

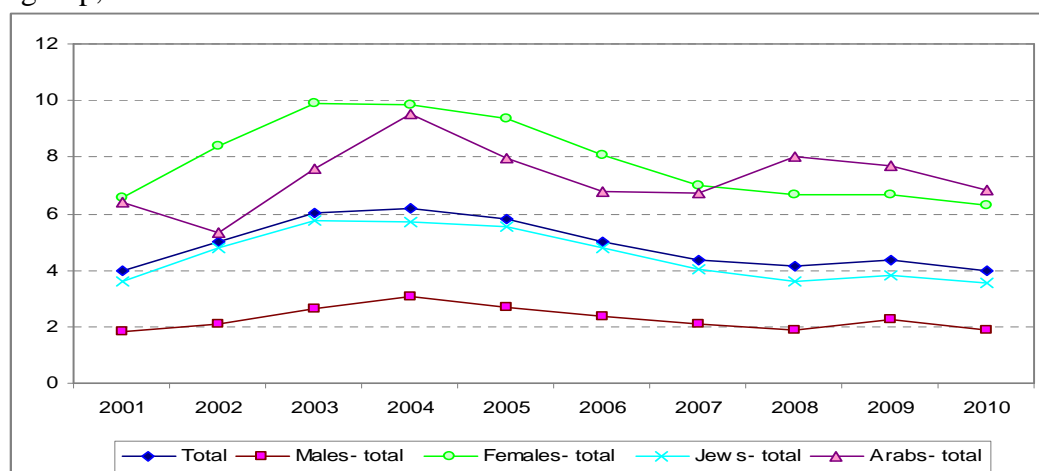
Indicator 21: Share of employed persons working less than 35 hours per week involuntarily

Figure 17: Time-related underemployment rate, by sex and population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Figure 18: Share of employed persons working less than 35 hours per week involuntarily, by sex and population group, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 26: Unemployment rate, 2001-2010

Percentages

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	9.4	10.4	10.8	10.4	9.0	8.4	7.3	6.1	7.6	6.7
Males	9.0	10.1	10.3	9.6	8.6	8.0	6.8	5.8	7.6	6.8
Females	9.9	10.6	11.3	11.3	9.5	9.0	7.9	6.5	7.5	6.5
Jews	9.2	9.9	10.7	10.4	8.8	8.0	6.8	5.8	7.4	6.5
Arabs	10.6	13.4	11.5	10.8	11.4	11.6	11.0	8.5	8.4	8.0

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 27: Time-related underemployment rate, by district, 2001-2010

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	6.1	4.8	6.7	6.4	7.1	6.4	6.7	6.5	6.2	5.4
Northern	5.5	6.4	9.1	8.5	8.3	7.9	7.1	7.8	8.1	6.1
Haifa	5.8	6.6	9.1	9.6	8.6	7.1	6.2	5.6	5.9	5.9
Central	3.6	4.8	6.9	6.1	5.5	4.7	4.3	3.6	4.4	4.0
Tel Aviv	3.5	4.5	5.9	6.1	6.0	5.1	4.4	3.7	4.2	3.6
Southern	3.9	6.1	8.4	7.7	8.1	6.5	6.2	5.3	5.7	5.3

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 28: Share of employed persons working less than 35 hours per week involuntarily, by district, 2001-2010

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	4.9	4.3	5.4	5.6	6.0	5.2	5.3	5.2	5.1	4.7
Northern	5.1	6.0	7.6	7.4	6.7	6.8	5.9	6.7	6.7	5.5
Haifa	5.4	6.3	7.5	8.5	7.4	6.1	5.1	5.1	5.0	5.3
Central	3.3	4.4	5.5	5.0	4.5	3.7	3.2	2.9	3.3	3.0
Tel Aviv	3.2	4.2	4.6	5.2	5.0	4.2	3.3	3.0	3.2	2.9
Southern	3.4	5.3	6.4	6.7	7.1	5.6	4.9	4.0	4.2	4.5

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Most of the time-related-underemployed population is persons who are working less than 35 hours per week involuntarily. The time-related underemployment rate increased from 4.4% in 2001 to 7.5% in 2003 and thereafter started to decline and reached 4.8% in 2010. The same trend is observed for the share of employed persons working less than 35 hours per week involuntarily: it increased from 4.0% in 2001 to 6.2 % in 2004, and after that slowly declined again to 4.0% in 2010.

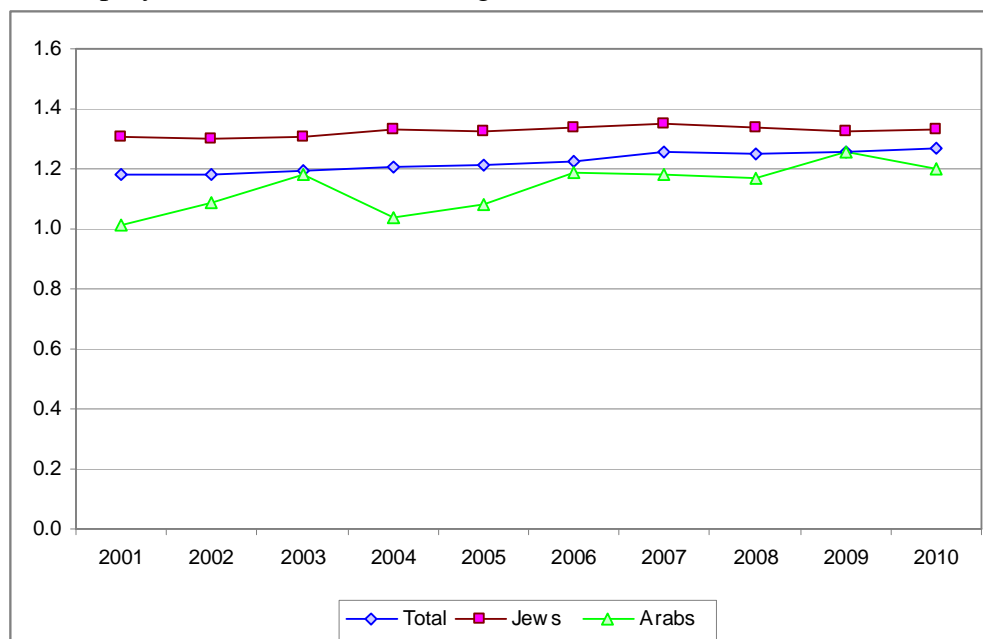
In the Haifa and Northern districts both time-related underemployment and the percentage of those who work less than 35 hours a week involuntary is the highest among all the districts throughout all the ten years.

During 2001-2010, a fall in the percentage of unemployed was recorded, from 9.4% in 2001 to 6.7% in 2010. Nevertheless, there was no continual tendency in dynamics of this indicator. Between years 2001 and 2003 there was an increase, partly associated with the crisis in the high-tech sector. In the period 2001-2007 the share of unemployed women increased this share among men. It's important to mention that during 2009-2010 the gap in unemployment rate between men and women reduced. In this period the percentage of unemployed males exceeded this percentage among females.

c) Balancing work and non-working life

Indicator 24: Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49

Figure 19: Ratio of employment rate for women aged 20-49 with children under compulsory school age (0-4), to the employment rate of all women aged 20-49, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 29: Share of women aged 20-49 with children under compulsory school age (0-4), to the all women aged 20-49, by population group, 2001-2010

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
GRAND TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	33.5	33.5	33.6	33.7	34.3	34.1	34.8	34.4	33.7	33.5
5-17	29.4	28.6	28.5	28.3	27.8	27.5	27.2	27.7	26.8	26.6
Employed persons	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	29.3	29.5	29.8	30.2	31.0	31.3	32.8	32.3	31.9	32.3
5-17	32.7	32.4	31.3	31.1	30.6	29.9	29.4	29.8	28.6	28.1
JEWS- TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	31.1	31.2	30.9	31.3	32.3	32.1	33.2	32.7	32.6	32.9
5-17	30.4	29.0	28.7	28.4	27.8	27.2	26.7	27.0	25.7	25.3
Employed persons	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	29.4	29.5	29.4	30.2	31.1	31.2	32.7	32.2	32.0	32.7
5-17	33.2	32.3	31.4	31.0	30.5	29.8	29.3	29.6	28.2	27.5
ARABS- TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	45.8	45.6	46.6	45.4	44.1	43.9	42.7	42.1	39.3	36.3
5-17	23.2	23.8	25.1	25.9	26.6	26.9	28.3	30.0	30.2	31.1
Employed persons	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Age of youngest child: 0-4	33.8	36.3	40.1	35.3	35.3	38.3	37.6	35.7	35.2	31.5
5-17	20.4	24.3	23.1	25.4	27.3	26.2	27.2	29.4	28.8	31.6

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 30: Employment rate of women aged 20-49 with children under compulsory school age (0-4), to the all women aged 20-49, by population group, 2001-2010

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
GRAND TOTAL	60.2	59.6	60.1	60.8	62.3	63.2	64.4	65.5	65.5	66.4
Age of youngest child: 0-4	52.7	52.5	53.3	54.5	56.4	58.0	60.7	61.5	62.1	64.0
5-17	66.9	67.7	66.0	66.8	68.5	68.8	69.5	70.4	69.9	70.2
JEWS- TOTAL	68.6	67.9	68.3	69.3	71.3	72.5	73.6	74.4	74.5	75.5
Age of youngest child: 0-4	64.8	64.1	64.8	66.7	68.7	70.5	72.6	73.5	73.1	75.0
5-17	74.9	75.7	74.5	75.6	78.1	79.2	80.9	81.5	82.0	82.2
ARABS- TOTAL	22.2	21.8	22.1	22.0	21.2	22.3	24.2	26.5	27.5	29.2
Age of youngest child: 0-4	16.4	17.3	19.1	17.1	16.9	19.4	21.4	22.5	24.7	25.4
5-17	19.5	22.2	20.4	21.6	21.8	21.7	23.2	26.0	26.2	29.7

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

The share of women aged 20-49 with children under compulsory school age, out of all women aged 20-49, remained stable at about 33.5% during 2001-2010. A considerable downward trend in this indicator can be noticed among Arab women: from 45.8% in 2001 to 36.3% in 2010.

On the other hand, the share of employed women aged 20-49 with children under compulsory school age, out of all employed women aged 20-49, increased from 29.4% in 2001 to 32.7% in 2010 (an increase of 3%). While for Arab women the tendency is reversed.

At the same time, the employment rate of women aged 20-49 with children under compulsory school age increased by 11% (from 52.7% in 2001 to 64.0% in 2010), while the employment rate of all women aged 20-49 increased only by 6% (from 60.2% in 2001 to 66.4% in 2010). Among Arab population the employment rate of women aged 20-49 with children under compulsory school age increased also by 11% (from 16.4% in 2001 to 25.4% in 2010), while the employment rate of all Arab women aged 20-49 increased by 7% (from 22.2% in 2001 to 29.2% in 2010).

A rapid growth of the employment rate among women aged 20-49, with children under compulsory school age, compared with the growth of the employment rate of all women aged 20-49 caused an increase in the ratio of employment rates between these two groups, from 1.2 in 2001 to 1.3 in 2010. Among Arab women the ratio of employment rates between these two groups increased from 0.7 in 2001 to 0.9 in 2010.

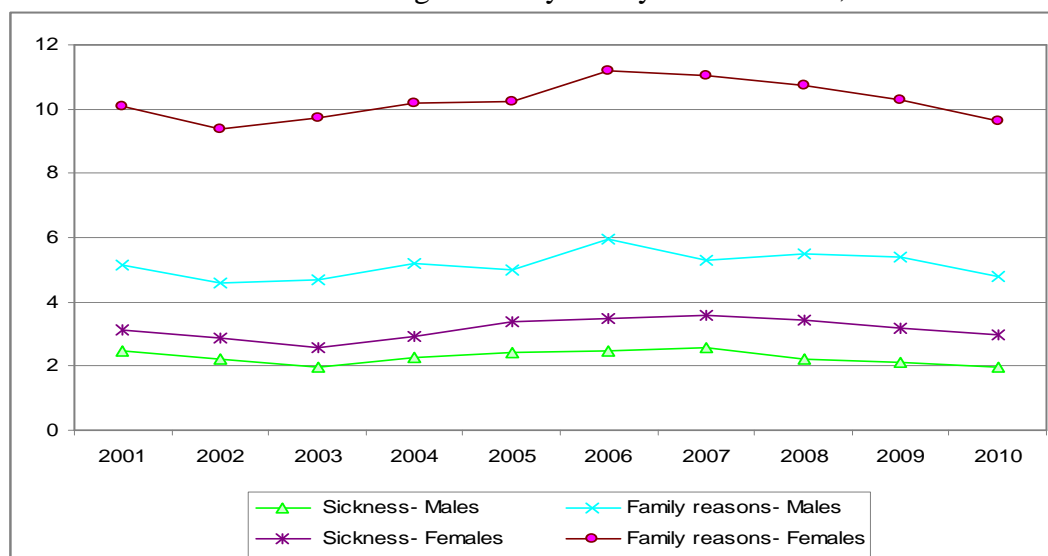
Indicator 25: Share of women receiving maternity/family leave benefits – women who can take whole days off for family reasons

Indicator 26: Share of women receiving maternity/family leave benefits – women taking time off for family sickness or emergencies

Indicator 27: Share of men receiving maternity/family leave benefits – men who can take whole days off for family reasons

Indicator 28: Share of men receiving maternity/family leave benefits – men taking time off for family sickness or emergencies

Figure 20: Share of women/men receiving maternity/family leave benefits, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 31: Share of women/men receiving maternity/family leave benefits, by population group, 2001-2010

Percentages

Cause	Population group	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Illness	Jews- males	2.6	2.4	2.1	2.4	2.7	2.7	2.9	2.5	2.3	2.1
	Arabs- males	1.9	1.3	1.2	1.5	1.1	1.0	1.0	0.9	1.1	1.1
	Jews- females	3.3	3.1	2.8	3.0	3.5	3.7	3.8	3.6	3.3	3.1
	Arabs- females	1.6	1.8	1.2	..	1.1	1.2
Family leave	Jews- males	5.5	5.2	5.3	6.0	5.8	6.6	6.0	6.1	6.2	5.4
	Arabs- males	3.8	1.8	1.7	1.8	1.3	3.1	2.5	2.8	2.0	2.0
	Jews- females	10.3	9.6	10.0	10.5	10.7	11.5	11.3	11.1	10.8	10.1
	Arabs- females	10.1	8.5	8.3	8.7	6.4	9.3	10.1	8.0	5.9	6.1

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 32: Share of women/men receiving maternity/family leave benefits, by district, 2001-2010
Percentages

Cause	District	Sex	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	
Illness	Jerusalem	Males	3.0	1.7	1.7	1.6	1.9	2.7	1.8	2.4	2.4	1.3	
		Females	3.8	3.0	2.5	2.8	3.5	4.4	3.1	4.0	4.6	3.3	
	Northern	Males	1.9	2.3	1.6	2.7	2.1	1.7	1.8	1.6	1.7	1.5	
		Females	3.1	2.8	2.8	3.8	2.7	2.2	3.4	2.7	2.6	1.5	
	Haifa	Males	1.8	1.8	2.0	2.7	2.1	2.4	2.4	1.9	1.7	2.4	
		Females	3.0	2.7	2.0	2.4	3.1	3.0	3.2	2.6	2.4	3.0	
	Central	Males	2.6	2.2	2.2	2.2	3.1	3.1	3.2	3.0	2.6	2.6	
		Females	3.2	2.8	2.8	3.2	4.3	4.4	4.3	4.0	3.6	3.9	
	Tel Aviv	Males	2.0	2.3	1.7	2.2	2.0	2.4	2.8	1.7	2.0	1.6	
		Females	2.8	2.6	2.2	2.5	2.7	3.2	3.3	3.2	2.9	2.4	
	Southern	Males	4.1	2.7	2.3	1.9	2.7	2.3	3.0	2.0	2.2	1.8	
		Females	3.1	3.6	2.9	2.7	3.4	3.0	3.5	3.4	2.9	3.5	
	Family leave	Jerusalem	Males	7.0	4.1	4.8	5.1	5.2	7.1	5.7	6.1	6.6	4.7
			Females	11.2	10.9	12.7	13.5	12.6	13.8	13.5	13.4	13.5	11.8
Northern		Males	4.1	3.6	3.6	3.4	3.1	5.0	3.3	4.3	3.7	3.2	
		Females	10.9	8.9	9.6	8.8	9.2	11.2	11.0	9.7	9.0	9.1	
Haifa		Males	5.4	5.1	5.4	4.3	3.9	5.8	4.4	4.5	5.4	4.2	
		Females	9.1	8.7	9.1	7.7	8.2	9.4	9.7	9.8	9.7	8.6	
Central		Males	4.8	5.0	5.2	5.6	5.6	6.2	6.2	6.9	6.7	6.0	
		Females	9.8	10.1	9.8	10.6	11.6	11.9	11.7	12.1	11.2	10.9	
Tel Aviv		Males	5.1	4.7	4.7	5.7	5.7	6.5	5.6	5.0	4.5	4.3	
		Females	9.1	8.2	8.0	9.2	9.0	10.3	10.1	9.2	8.9	7.7	
Southern		Males	5.2	4.2	3.6	5.5	5.3	5.1	5.1	4.9	5.1	5.0	
		Females	10.2	7.7	9.5	9.9	9.4	9.6	8.8	8.8	8.9	8.4	

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 33: Share of women/men receiving family leave benefits, by industry, 2001-2010
Percentages

Industry	Sex	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	Males	1.1	2.4	1.6	1.9	3.9	1.7	1.9	1.4	2.2	2.7
	Females	2.7	1.9	5.0	4.3	3.1	5.3	2.9	2.3	5.3	0.9
Manufacturing (mining and industry)	Males	2.2	2.9	2.9	3.2	3.1	2.8	2.9	2.1	2.6	3.1
	Females	4.4	3.7	3.6	5.1	4.0	4.2	3.6	3.2	2.5	3.6
Electricity and water supply	Males	3.5	1.6	1.4	2.9	4.2	5.4	3.1	2.7	4.1	5.1
	Females	7.2	6.8	5.2	8.1	4.5	3.8	5.7	1.6	6.6	5.6
Construction (building and civil engineering projects)	Males	2.1	1.7	1.6	2.6	1.9	1.7	2.0	2.2	2.0	2.0
	Females	2.5	1.1	1.1	1.2	4.7	3.5	2.4	1.2	2.9	6.2
Wholesale and retail trade, and repairs	Males	1.6	1.9	1.9	1.9	2.4	1.8	2.2	2.2	2.1	2.3
	Females	2.6	2.6	2.7	2.9	3.2	3.5	2.6	2.6	2.8	2.7
Accommodation services and restaurants	Males	1.8	1.6	1.1	1.5	1.3	2.6	1.6	1.3	1.4	2.3
	Females	1.4	2.3	1.5	3.2	2.1	1.9	2.0	2.1	2.5	2.3
Transport, storage and communications	Males	2.1	3.0	2.6	3.6	2.9	4.7	2.9	2.1	2.8	3.2
	Females	2.8	3.6	4.7	4.4	4.8	3.4	3.9	2.2	4.1	2.6
Banking, insurance and other financial institutions	Males	1.9	2.0	2.2	2.3	1.4	1.4	2.4	2.7	2.0	0.9
	Females	3.6	2.9	4.7	4.8	4.5	4.7	3.9	3.1	4.0	4.1
Business activities	Males	2.1	1.7	2.2	2.5	1.9	2.1	1.5	1.4	1.9	2.0
	Females	3.3	2.8	4.3	3.5	3.8	3.4	2.1	2.1	2.4	2.7
Public administration	Males	2.5	2.3	3.6	4.4	3.2	3.0	2.5	2.1	2.9	2.5
	Females	3.7	5.1	5.0	5.2	6.6	4.6	3.3	3.5	3.4	3.8
Education	Males	1.1	1.5	1.9	1.2	1.8	1.0	2.1	1.4	1.8	1.4
	Females	2.9	2.8	2.6	3.0	2.9	3.1	2.7	2.5	2.6	2.9
Health, welfare and social work services	Males	2.4	1.9	1.9	2.9	2.3	2.4	2.6	1.4	2.4	2.2
	Females	2.7	3.5	3.6	3.4	3.4	3.4	3.4	2.7	3.3	3.6
Community, social, personal and other services	Males	1.5	1.7	2.1	1.7	3.0	1.6	1.7	2.4	1.4	2.2
	Females	2.6	4.5	3.1	3.9	2.6	2.0	3.2	2.8	2.9	3.6

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 34: Share of women/men receiving maternity leave benefits, by industry, 2001-2010
Percentages

Industry	Sex	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	Males	5.5	3.6	6.9	4.0	4.2	3.3	5.1	3.4	3.5	3.6
	Females	5.3	4.8	5.2	9.4	6.7	10.8	10.5	7.0	3.5	8.7
Manufacturing (mining and industry)	Males	4.7	5.5	5.5	4.9	5.5	5.1	4.9	5.1	4.6	5.6
	Females	8.7	9.2	8.6	9.1	9.3	7.9	7.2	5.7	6.5	8.2
Electricity and water supply	Males	9.0	7.6	10.7	9.6	12.5	5.7	5.2	6.9	6.8	7.8
	Females	17.0	9.3	10.8	12.1	13.2	11.6	5.5	10.4	15.1	8.1
Construction (building and civil engineering projects)	Males	2.8	3.0	3.2	2.7	3.8	2.9	2.6	2.2	3.0	3.4
	Females	7.1	8.3	9.9	6.0	11.4	7.1	9.4	5.9	4.0	4.0
Wholesale and retail trade, and repairs	Males	2.9	3.7	3.7	3.4	4.7	3.2	3.7	3.2	2.7	3.7
	Females	5.9	7.5	7.5	6.4	8.4	5.8	6.2	6.3	5.8	6.9
Accommodation services and restaurants	Males	4.5	3.9	3.2	3.9	5.1	3.6	3.0	3.1	3.2	4.1
	Females	7.0	6.2	7.5	9.6	7.3	6.3	6.1	5.8	5.4	5.3
Transport, storage and communications	Males	3.8	3.9	4.3	5.1	4.8	3.8	4.1	3.6	3.2	3.7
	Females	8.2	8.7	9.8	9.2	6.4	8.4	7.3	6.9	7.8	8.8
Banking, insurance and other financial institutions	Males	6.4	8.4	6.1	8.0	6.7	7.3	6.9	5.4	5.2	7.2
	Females	8.2	11.3	9.9	9.1	12.3	10.8	10.0	8.6	7.5	8.8
Business activities	Males	5.7	6.1	6.0	6.2	7.2	5.1	6.0	4.8	5.1	5.0
	Females	9.2	9.1	9.6	10.1	9.5	9.3	8.9	8.4	7.5	9.0
Public administration	Males	5.2	8.6	8.0	7.2	6.9	6.6	6.3	6.6	6.0	7.1
	Females	13.3	11.1	11.7	11.9	12.8	9.7	10.9	9.5	10.4	10.9
Education	Males	10.9	12.5	13.4	13.1	13.7	14.1	13.5	12.3	13.6	12.7
	Females	16.7	18.8	18.5	19.9	20.3	19.5	19.6	19.4	19.1	19.6
Health, welfare and social work services	Males	4.3	4.7	5.8	4.9	6.5	5.6	6.6	5.0	2.9	4.6
	Females	7.4	7.1	8.9	8.6	7.7	6.8	7.2	6.9	6.3	6.5
Community, social, personal and other services	Males	5.0	5.3	5.0	5.4	4.2	5.2	6.5	4.1	4.8	4.0
	Females	8.4	7.6	8.6	7.4	9.1	9.0	8.2	8.6	7.2	6.0

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 35: Share of women/men receiving family leave benefits, by occupation, 2001-2010

Percentages

Occupation	Sex	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	Males	1.4	1.6	1.5	2.0	1.3	2.3	2.4	2.6	1.9	1.9
	Females	2.6	1.8	1.9	2.5	3.6	3.5	3.4	3.1	3.2	2.9
Associate professionals and technicians	Males	2.3	2.2	1.9	1.7	2.2	2.1	2.5	1.8	1.8	1.9
	Females	3.3	2.6	2.2	3.0	3.4	3.1	3.2	3.0	2.6	2.6
Managers	Males	1.7	2.3	1.2	1.8	1.9	2.4	2.7	2.7	1.9	1.5
	Females	2.9	2.2	3.2	2.9	..	3.0	3.6	3.7	3.5	2.6
Clerical workers	Males	2.7	2.6	2.2	3.1	3.1	2.6	3.7	3.2	3.0	1.8
	Females	3.3	3.6	3.0	3.1	3.8	4.5	4.4	4.8	3.4	3.7
Agents, sales workers and service workers	Males	1.9	1.3	1.8	1.8	2.1	1.5	1.4	1.2	1.5	1.6
	Females	2.9	3.0	2.4	2.5	2.9	2.6	2.8	2.4	3.0	2.4
Skilled agriculture, manufacturing, construction and other skilled workers	Males	3.2	2.7	2.4	2.7	3.0	3.2	2.9	2.4	2.5	2.4
	Females	4.1	3.2	3.6	3.8	4.8	4.4	4.8	3.0	4.1	3.3
Unskilled workers	Males	3.1	2.7	1.9	2.3	2.9	2.6	3.2	2.2	2.4	1.7
	Females	3.5	3.2	3.2	3.8	3.0	3.5	4.2	3.7	3.9	3.8

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 36: Share of women/men receiving maternity leave benefits, by occupation, 2001-2010

Percentages

Occupation	Sex	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Academic professionals	Males	8.3	7.5	8.4	9.5	8.9	9.3	8.1	9.3	8.4	7.6
	Females	15.3	14.4	15.4	14.3	16.5	16.0	16.3	16.0	15.1	14.2
Associate professionals and technicians	Males	6.0	5.6	5.6	6.6	6.7	7.7	7.2	6.7	6.7	6.6
	Females	14.5	13.9	15.3	15.9	14.1	15.5	15.5	14.7	14.8	13.8
Managers	Males	6.6	6.1	5.9	6.3	4.6	7.0	6.6	6.3	6.6	5.4
	Females	9.3	9.0	10.2	9.8	9.9	11.1	10.0	11.0	10.8	9.8
Clerical workers	Males	4.9	5.2	4.8	5.1	6.9	6.6	6.1	5.7	6.2	6.1
	Females	9.0	7.9	8.1	9.2	9.3	9.9	9.7	10.0	9.1	8.6
Agents, sales workers and service workers	Males	4.7	3.6	3.3	4.7	3.8	4.7	4.2	4.0	4.6	3.4
	Females	6.8	6.9	6.2	6.8	6.9	8.4	7.7	7.3	7.1	6.2
Skilled agriculture, manufacturing, construction and other skilled workers	Males	4.0	3.3	3.3	3.4	3.3	4.6	3.8	4.1	3.7	3.2
	Females	7.4	5.6	4.2	6.3	7.3	7.5	8.0	6.8	5.7	7.3
Unskilled workers	Males	3.6	3.2	4.3	3.6	3.8	4.6	3.8	4.5	4.4	3.7
	Females	4.8	3.2	3.7	4.3	4.6	5.8	5.8	5.1	5.2	5.4

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

The share of men and women, who took time off over the last 12 months for sickness or emergency reasons, is very similar and very low, approximately 2% to 3%. On the other hand, taking days off for family reasons is high for women compared with men. Each year approximately 10% of all women took days off in the last 12 months for family reasons. For men the respective percentage hovers 4.6% to 6%.

Comparison of the share of Jewish and Arab men and women, who took time off over the last 12 months for sickness or emergency reasons, reveals that in general this share is higher among females

compared to males, and among Jews compared to Arabs. Similarly, women are more likely to take family leave than men, and Jews are more likely to take family leave than Arabs.

In the Northern district compared to other areas women are less likely to take time off for family sickness or emergencies. Amongst men, the percentage of those taking a leave for reasons of illness (either his own, or of another family member) is slightly higher in the Central district.

The breakdown of share of women who have taken a leave for family reasons by districts shows that this share is the highest in Jerusalem district, among men the same share is the highest in the Central district.

As one can see, the percent of men who take time off for family sickness or emergencies is the highest among those who is working in "Electricity and water supply" industry, for women this rate is the highest in "Construction (building and civil engineering projects)" industry.

The share of both men and women taking a leave for family reasons is considerably higher in the field of "Education" compared with all other industries.

Women working as "Clerical workers" are more likely to take days off for reasons of sickness or emergencies compared to women of other occupations, amongst men this indicator is the highest for "Skilled agriculture, manufacturing, construction and other skilled workers".

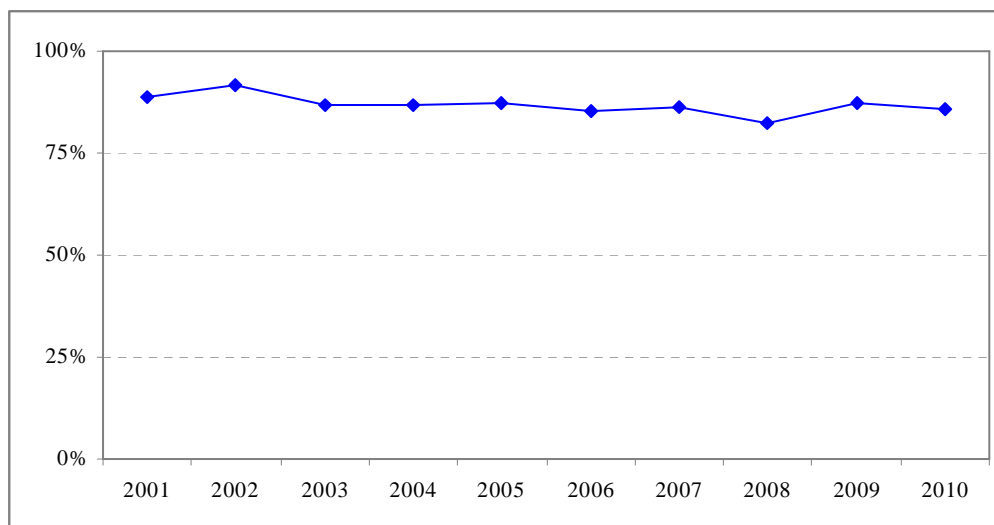
The percentage of those who take time off for family reasons is the highest among "Academic professionals" both for men and for women.

Dimension 4. Stability and security of work, and social security

b) Social security

Indicator 31: Share of employees covered by unemployment insurance

Figure 21: Share of employees covered by unemployment insurance, 2001-2010

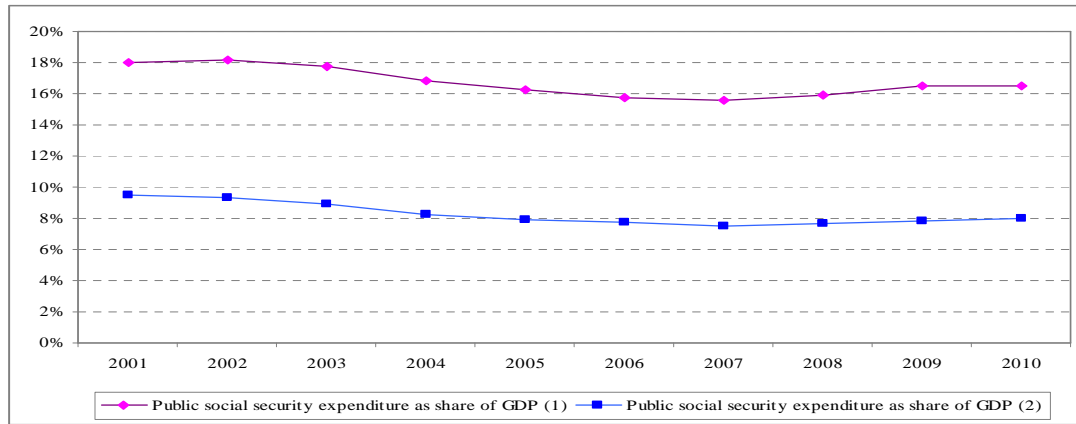


Source: National Insurance Institute

The share of employees covered by unemployment insurance hovers at approximately 87% and changes slightly due to changes in the unemployment insurance law over the years.

Indicator 32: Public social security expenditure as share of the GDP

Figure 22: Public social security expenditure as a share of the GDP, 2001-2010



(1) General government expenditure for social security and health by COFOG classification, as a share of the GDP

(2) National Insurance Institute cash benefits

The classification of the functions of government (COFOG) is a classification used to identify the socio-economic objectives of current transactions, capital outlays and acquisition of financial assets by the general government and its sub-sectors.

Source: Central Bureau of Statistics

This indicator provides a useful measure of the extent to which a government intervenes to relieve households and individuals of the burden of a defined set of social risks.

Indicator 33: Share of economically active population contributing to a pension fund

Table 37: Share of economically active population contributing to a pension fund, 2004-2009

Percentages

			2004	2005	2006	2007	2008	2009
Total	working	total working	44.9	46.1	47.4	46.9	52.4	57.3
		employees	49.3	50.2	49.5	50.0	55.3	61.4
		employers and own account workers	19.6	20.7	31.0	24.6	27.8	26.2
	not working	2.4	2.8	2.4	1.9	2.2	1.7	
Males	working	total working	43.8	45.1	46.1	45.9	50.3	54.8
		employees	48.5	49.2	48.8	49.6	53.7	59.6
		employers and own account workers	22.3	25.3	30.9	25.6	29.2	27.5
	not working	2.8	2.9	2.9	2.0	2.5	1.8	
Females	working	total working	46.3	47.2	49.0	48.0	54.8	60.2
		employees	50.1	51.1	50.4	50.4	57.0	63.4
		employers and own account workers	14.1	11.1	31.3	22.4	24.3	23.5
	not working	2.1	2.6	2.0	1.9	2.0	1.6	
Jews	working	total working	47.7	49.6	50.4	50.9	56.2	60.6
		employees	52.5	53.9	52.5	54.3	59.4	64.8
		employers and own account workers	20.2	22.7	34.4	27.1	30.2	29.3
	not working	2.9	3.5	3.1	2.5	2.8	2.2	
Arabs	working	total working	21.6	20.4	25.1	18.8	21.5	28.9
		employees	23.3	22.7	27.4	21.0	22.7	32.2
		employers and own account workers	12.7	8.1	11.1	3.6	11.5	5.9
	not working	0.9	0.3	0.2	0.2	0.1	0.2	

Source: Income Survey

Table 38: Share of economically active population contributing to a pension fund, by district 2004-2009
Percentages

			2004	2005	2006	2007	2008	2009
Jerusalem	working	total working	37.5	39.6	39.8	41.7	46.1	52.0
		employees	42.2	43.2	42.9	44.1	47.6	55.2
		employers and own account workers	13.7	15.7	17.5	19.4	33.9	25.3
	not working	1.5	3.0	2.1	1.9	2.1	1.5	
Northern	working	total working	37.8	39.1	43.8	38.1	45.0	44.6
		employees	41.5	44.7	47.5	41.3	48.6	48.7
		employers and own account workers	16.7	8.7	21.3	13.7	16.1	16.6
	not working	1.3	1.2	1.1	0.9	1.1	0.7	
Haifa	working	total working	42.1	46.2	44.3	48.5	52.0	59.3
		employees	46.3	50.7	45.0	50.2	55.7	62.7
		employers and own account workers	15.3	18.2	37.4	33.2	23.5	27.9
	not working	2.8	3.3	2.3	1.4	2.7	1.9	
Central	working	total working	50.7	52.3	52.6	52.5	57.3	61.9
		employees	55.6	56.2	54.4	56.3	59.7	65.5
		employers and own account workers	23.2	27.6	38.3	28.8	35.2	33.2
	not working	3.4	3.7	2.7	3.0	2.8	2.4	
Tel Aviv	working	total working	44.3	43.5	47.2	47.2	53.2	57.6
		employees	47.8	47.6	50.0	50.8	56.3	63.0
		employers and own account workers	23.7	19.5	27.4	26.4	32.9	24.3
	not working	2.5	2.9	3.7	2.8	2.8	2.1	
Southern	working	total working	47.7	46.8	47.8	45.9	52.0	59.6
		employees	52.5	49.2	48.1	49.1	55.1	64.1
		employers and own account workers	16.0	29.0	44.8	12.7	16.7	18.5
	not working	2.7	2.9	2.2	1.2	1.0	1.4	

Source: Income Survey

The share of employees who contribute to a pension fund, out of all employees, ranges from 49.3% to 61.4%. The share of employers and own account workers who contribute to a pension fund, out of all employers and own account workers, ranges from 19.6% to 26.2%.

In the years 2008 and 2009, a sharp rise in the share of economically active population contributing to a pension fund was recorded, as the result of the mandatory pension law, that had been implemented in the beginning of 2008, and was aimed to provide each employee of the State of Israel, at any place of work, with opportunity to accumulate retirement savings. This mandatory pension law obliges an employer to assign a certain amount for retirement or compensation payments for the sake of each employee, few months after the latter starts to work.

One can see that this increase was more moderate among Arab population compared to the Jewish one.

The sharp rise in this indicator was recorded in all the areas, for the exception of the Northern district, where the growth was considerably slower.

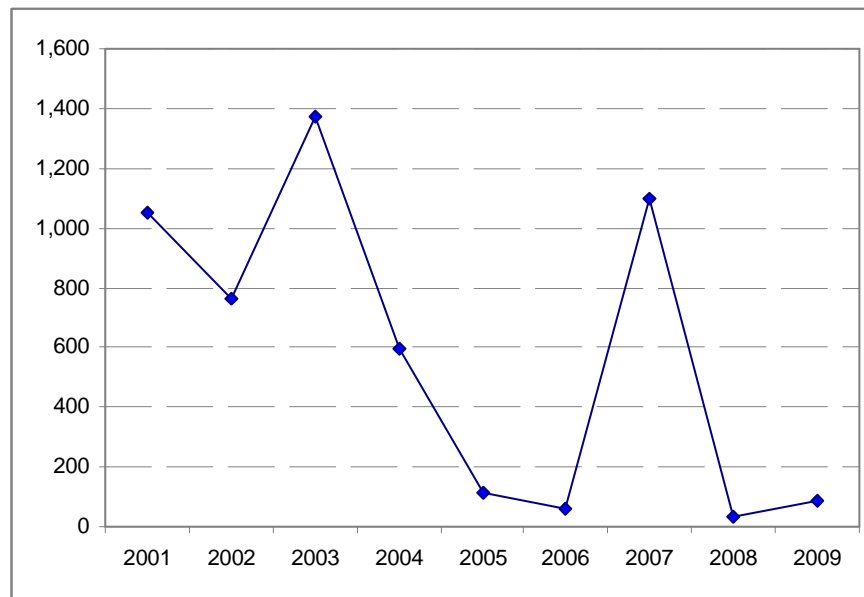
Dimension 5. Social dialogue and workplace relationships

a) Social dialogue

Social dialogue shows the extent to which workers can collectively represent their interests, voice concerns in work-related issues and participate in defining their working conditions.

Indicator 36: Rate of days not worked due to strikes and lockouts

Figure 23: Rate of days not worked due to strikes and lockouts (per 1000 employees) (1), 2001-2009



(1) Excluding slow-downs

(2) Due to rearrangement, incompleteness in slow-downs data (partial strikes) may occur for this year

Source: Work Relations Unit of the Ministry of Industry, Trade and Labor

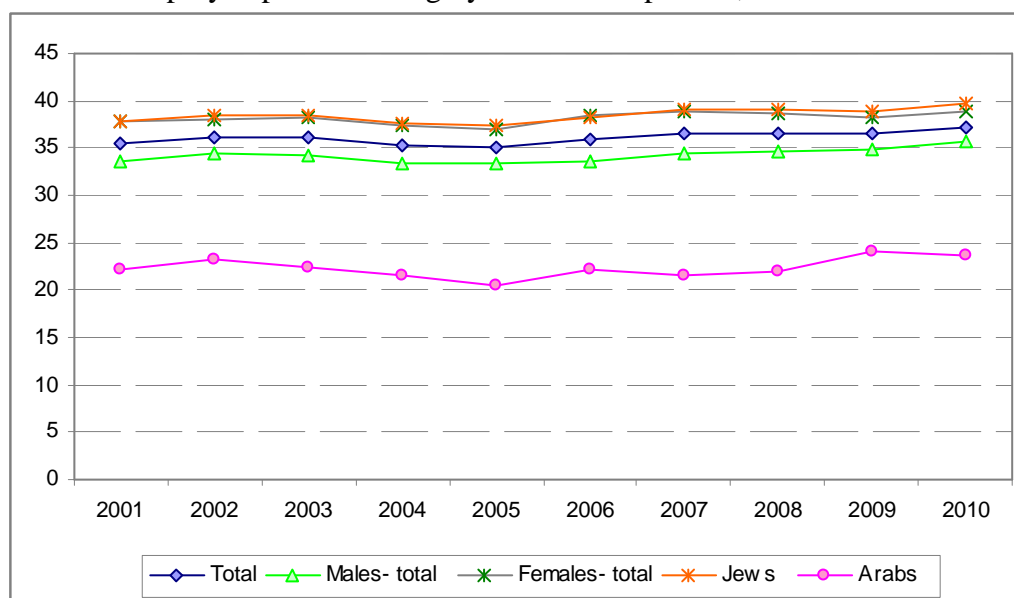
One of the measures showing the failure of social dialogue is the recourse to strike.

The data revealed that there was no consistent trend in the pattern of days not worked due to strikes and lockouts. This figure almost doubled between 2002 and 2003 due to strikes concerning wages and working conditions; but dropped sharply from 1371 days in 2003 to 61 days in 2006, and rose sharply again to 1097 days in 2007, due to the teachers' union strike that lasted for 2 months.

Dimension 6. Skills development and life-long learning

Indicator 38: Share of employed persons in high skilled occupations

Figure 24: Share of employed persons in highly skilled occupations, 2001-2010



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

Table 39: Share of employed persons in highly skilled occupations, by district, 2001-2010

Percentages

District	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	38.5	41.8	41.4	39.4	39.7	40.9	39.4	38.8	38.8	40.3
Northern	28.2	27.4	28.2	27.2	28.5	30.0	29.4	28.6	29.0	30.6
Haifa	36.2	36.5	35.8	34.3	33.9	34.6	38.1	36.9	35.6	36.1
Central	37.7	38.8	38.1	37.6	37.8	38.2	39.3	39.9	40.0	40.4
Tel Aviv	38.1	38.5	39.8	40.0	38.6	39.9	40.1	41.0	40.0	40.3
Southern	29.4	28.6	29.1	27.5	26.5	27.2	28.0	28.0	29.1	29.4

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
Source: Labour Force Survey

The share of representatives of high skilled occupations slowly increased from 35.5% in 2001 up to 37.1% in 2010. The share of women representing those occupations stayed higher than the share of men throughout the years. In figure 24 one can see that the share of employed persons in high skilled occupations among women was similar to this share among Jews, while the percentage of Arabs employed in high skilled jobs stayed on a lower level.

Amongst the districts the percentage of persons employed in high skilled occupations is the lowest in the South district.

Indicator 39: Share of employees who received job training within the last 12 months

Table 40: Share of employees who received job training within the last 12 months, 2002-2006

Percentages

	2002	2003	2004	2005	2006
Total	17.1	20.5	19.8	19.8	21.0
Males	14.6	18.8	16.7	16.5	18.4
Females	19.4	22.2	23.0	23.5	23.7

Source: Social Survey

Table 41: Share of employees who received job training, 2007-2009

Percentages

	2007	2008	2009
Total	48.5	49.7	56.4
Males	38.1	39.6	47.0
Females	61.2	61.9	67.4

Source: Social Survey

With respect to this indicator there was a change in measurement settings: in 2002-2006 participation in job training during the past 12 months was checked, while since 2007 they examine whether a person has ever participated in such training.

The share of female employees who received job training, out of all female employees, grew steadily over the years; while the share of male employees who received job training, out of all male employees, declined between 2003 and 2005 and then rose again in 2006. Throughout all the period under review one can see that women are more likely to participate in training than men.

Indicator 40: Share of employed persons who have more education than is normally required in their occupation

Table 42: Share of employed persons who are overqualified, 2001-2010

Percentages

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	37.5	36.8	38.0	40.0	40.2	38.5	38.5	37.5	38.3	37.3
Males- total	37.4	36.2	37.8	39.4	39.5	38.3	38.5	37.1	37.5	35.9
Females- total	37.6	37.3	38.2	40.5	40.8	38.7	38.4	37.9	39.0	38.4
Jews- total	36.4	35.5	37.0	38.9	39.0	37.5	37.3	36.7	37.8	36.4
Arabs- total	26.9	28.0	30.9	31.8	36.1	32.6	34.3	32.8	30.9	32.2

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Table 43: Share of employed persons who are overqualified, by district, 2001-2010

Percentages

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Jerusalem	35.5	30.6	32.7	33.9	33.9	33.2	37.0	32.9	32.5	34.1
Northern	39.6	40.6	42.9	43.6	43.3	40.7	39.7	40.8	41.3	38.2
Haifa	39.3	40.2	40.5	43.1	42.3	41.8	39.4	39.8	41.4	40.5
Central	33.9	33.2	35.1	37.1	37.3	35.8	35.5	34.2	35.7	34.1
Tel Aviv	34.8	34.2	34.5	35.5	37.2	35.3	35.9	34.4	36.0	35.3
Southern	49.1	48.6	48.3	52.7	52.1	49.2	48.5	48.4	47.6	47.0

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

The share of workers who have more education than is normally required in their occupation was approximately 38%, and remained quite stable over the years. Among women, there is a slightly higher percentage of those who are overqualified, than among men. The Table 40 presents that most of the overqualified workers are residents of the Southern District.

The unavailable indicators

In the current paper we have examined indicators of the Israeli labour market. Some of the indicators are complex and difficult to calculate. We classified the unavailable indicators into three groups (table 44).

Table 44: The unavailable indicators

N	Indicator	Will be available in new LFS questionnaire	Can be obtained from other government offices or administrative data	Data will not be available
4	Labour inspection (inspectors per 100,000 employees)		V	
5	Share of employees working in "hazardous" conditions	V	V	
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
11	Occupational segregation by citizenship			V
22	Percentage of employed people who usually work at night/evening	V		
23	Percentage of employed people who usually work on weekends or on holidays	V		
29	Percentage of employees with temporary jobs	V		
30	Percentage of employees with job tenure of less than one year	V		
34	Share of employees covered by collective wage bargaining	V	V	
35	Union density rate	V	V	
37	Share of employees not covered by the strike law		V	

Summary

This report presents the description of Quality of Employment indicators of Israel labour market in 2001-2010, although for certain indicators the data was available only for the part of this period. Indicators being discussed in this report are presented by gender, population group, districts of residence, industry and occupation. Some noteworthy findings were brought to light in this report. In particular, considerable differences in the labour force participation patterns between Jewish and Arab population, both for total population and for gender groups, were revealed. In most cases the source of these differences lies in the cultural and traditional dissimilarities between these two groups of the population. Moreover, the reported results highlighted differences between districts of residence.

In this report we reviewed the availability of the quality of employment indicators. For each indicator we collected the following information: availability, source, framework dimension, definition, and formula for its calculation. Regarding data availability, we classified the indicators into three groups. The first group includes those indicators, on which we had an access to comparative data (table 45). The second group of indicators was calculated according to specifications given in the quality of employment framework (or where there was no definition). The third group contains indicators for which no data was available (see also table 44).

Table 45: Availability of indicators

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
Dimension 1. Safety and ethics of employment				
1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	V		
2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	V		
3	Occupational injury insurance coverage	V		
4	Labour inspection (inspectors per 100,000 employees)			V
5	Share of employees working in "hazardous" conditions			V
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
7	Children working: average weekly hours by age and sex		V	
8	Children not in school by employment status		V	
9	Employed women as a share of total employment	V		
10	Occupational segregation by sex	V		
11	Occupational segregation by citizenship			V
12	Gender pay gap	V		
Dimension 2. Income and benefits from employment				
13	Low pay (Share of employees with below ½ of median hourly earnings)	V		
14	Share of employees paid minimum wage	V		
15	Share of employees paid below minimum wage	V		
16	Share of employees entitled to paid annual leave		V	
17	Average length of paid annual leave		V	
Dimension 3. Work hours and balancing work and non-working life				
18	Share of employed persons working 49 hrs. and more per week	V		
19	Average annual (actual) hours worked per person	V		
20	Time-related underemployment rate		V	
21	Share of employed persons working less than 35 hours per week involuntarily		V	

Table 45: Availability of indicators (cont.)

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
22	Percentage of employed people who usually work at night/evening			V
23	Percentage of employed people who usually work on weekends or bank holidays			V
24	Ratio of employment rate for women with children under compulsory school age, to the employment rate of all women aged 20-49		V	
25	Share of women receiving maternity/family leave benefits – women who can take whole days off for family reasons	V		
26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	V		
27	Share of men receiving maternity/family leave benefits – men who can take whole days off for family reasons	V		
28	Share of men receiving paternity/family leave benefits – men taking time off over the last 12 months for family sickness or emergencies	V		
Dimension 4. Stability and security of work, and social security				
29	Percentage of employees with temporary jobs			V
30	Percentage of employees with job tenure of less than one year			V
31	Share of employees covered by unemployment insurance		V	
32	Public social security expenditure as a share of the GDP	V		
33	Share of economically active population contributing to a pension fund	V		
Dimension 5. Social dialogue and workplace relationships				
34	Share of employees covered by collective wage bargaining			V
35	Union density rate			V
36	Rate of days not worked due to strikes and lockouts (per 1000 employees)	V		
37	Share of employees not covered by the strike law			V
Dimension 6. Skills development and life-long learning				
38	Share of employed persons in high skilled occupations	V		
39	Share of employees who received job training within the last 12 months	V		
40	Share of employed persons who have more education than is normally required in their occupation	V		
	Total	21	8	11

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הלשכה המרכזית לסטטיסטיקה
Central Bureau of Statistics
دائرة الإحصاء المركزية

Annex

Annex 1: Dimensions and indicators

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
Dimension 1. Safety and ethics of employment							
a) Employment safety	1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	A fatal accident is defined as an accident which leads to the death of a victim within one year of the accident	Number of fatal accidents / Total employees (including workers from abroad) *100,000	V	Ministry of Industry, Trade & Labor & LFS	http://lab.orsta.il.org/
	2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	Standardized incidence rate of accidents at work. Serious accidents at work are those resulting in more than 3 days' absence	Number of serious accidents at work / Total employees (including workers from abroad) *100,000	V	Ministry of Industry, Trade & Labor & LFS	http://lab.orsta.il.org/
	3	Occupational injury insurance coverage	This indicator consists of on the provision of injury insurance for the benefits for any worker who is injured or becomes ill related to their work activity. Benefits may include replacement of lost income, medical and rehabilitation costs, legal costs, and others	Percentage of employees covered by insurance	V	Ministry of Industry, Trade & Labor	
	4	Labour inspection (inspectors per 100,000 employees)	State's capacity to enforce safe work principles, laws and regulations, contributing therefore to prevention efforts	Number of labour inspectors per 100,000 covered workers, as an indication of the intensity of inspection effort where it occurs	X		
	5	Share of employees working in "hazardous" conditions	People who declare that they are exposed to factors that can adversely affect their physical health (exposure to chemicals, dusts, fumes, smoke or gases; noise or vibration; difficult work postures, work movements or handling of heavy loads; risk of accident)		X		
	6	Workplace expenditure on safety improvements as a share of total workplace labour costs			X		
b) Child labour and forced labour	7	Children working: average weekly hours by age and sex	Average number of hours worked per week for child labourers 15 to 17 years old by age and sex	For person aged 15-17: Total hours worked per week / Total employment *100 (excl. temporarily absent from work)	V	Labour Force Survey (LFS)	
	8	Children not in school by employment status	Young people aged 15-17 not in school by employment status	Persons aged 15-17 not in school by employment status: not in the civilian labour force, employed persons, unemployed persons / Total children aged 15-17	V	LFS	

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Fair treatment in employment	9	Employed women as a share of total employment	Total employment (resident population concept - LFS)	Employed women/ Total employment *100	V	LFS	
	10	Occupational segregation by sex	Difference of share of employment for women and men applied to each occupation (1.ISCO classification 1-9, 2. ISCO classification 111-9XX)	2 indicators calculated: 1. For 1 digit level. 2. For 3 digit level. $\frac{1}{2} \sum_i^n \left \frac{M_i}{M} - \frac{F_i}{F} \right $	V	LFS	
	11	Occupational segregation by citizenship	Difference of share of employment for citizens and non citizens applied to each occupation (ISCO classification 1-9)	See occupational segregation by sex	X		
	12	Gender pay gap	The gender pay gap in unadjusted form is defined as the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The gender pay gap is based on several data sources, including the European Community Household Panel (ECHP), the EU Survey on Income and Living Conditions (EU-SILC) and national sources	100 - (Average gross hourly earnings of female paid employees/Average gross hourly earnings of male paid employees)*100	V	Income Survey	
Dimension 2. Income and benefits from employment							
a) Income from employment	13	Low pay (Share of employees with below ½ of median hourly earnings)	Low pay (Share of employees with below ½ of median hourly earnings)	Share of employees with below ½ of median hourly earnings	V	Income Survey	
	14	Share of employees paid minimum wage	Employees paid minimum wage	Share of employees paid minimum wage $\pm 2SD$	V	Income Survey	
	15	Share of employees paid below minimum wage	Employees paid below minimum wage	Share of employees paid below minimum wage (see calculation of minimum wage - indicator 15)	V	Income Survey	

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
b) Benefits from employment	16	Share of employees entitled to paid annual leave	The definition was formulated from LFS variables and measured against entitlements in Israeli law. Employees eligible for paid annual leave were defined as: 1. All those who worked 4 months or more during the year. 2. All those who worked less than 4 months during the year, due to illness or reserve army service. 3. All those who worked less than 4 months during the year and were absent from their work during the entire determinant week, due to illness, maternity leave, other leave, reserve army service, cutbacks (this reason has been included since 2003), strikes, illness of child or other family member	Number of employees entitled to paid annual leave/Total employees*100	V	Ministry of Industry, Trade & Labor+ LFS	
	17	Average length of paid annual leave	Not the average length of paid annual leave, but the minimum annual leave; i.e., the minimum number of annual holiday entitlements	Number of minimum days of annual leave, according to Israeli law	V	Ministry of Industry, Trade & Labor	http://www.moital.gov.il/NR/rdonlyres/6B4F37C1-6C08-41FE-835E-A08E31EC0867/0/12.pdf
Dimension 3. Work hours and balancing work and non-working life							
a) Work hours	18	Share of employed persons working 49 hrs. and more per week	In line with ILO Convention No. 1, which specifies that hours of work per week should not exceed 48, the excessive hours indicator is defined here as the percentage of employed persons whose usual hours of work at all jobs are more than 48 hours per week	Employed persons working 49 hours and more per week / Total employment *100 (excl. temporarily absent from work)	V	LFS	

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
a) Work hours (cont.)	19	Average annual (actual) hours worked per person	The definition of total hours worked is based on the European System of Accounts (ESA 1995). The indicator comprises the hours actually worked by all persons engaged in economic activity who perform some gainful activity as employees (wage earners, salaried employees, public officials, marginal part-time workers, soldiers), as self-employed persons or as unpaid family workers. This includes the hours worked by persons performing several jobs at the same time	Average weekly work hours per employed person*52/ Total employment (excl. temporarily absent from work)	V	LFS	
	20	Time-related underemployment rate	Time-related underemployment is defined as: employed persons in the reference week who 1) worked part time involuntarily or 2) worked less hours than usual due to economic reasons (reduction of employment post or labour dispute: strike or lock-out) or 3) were temporarily absent from their work because of economic reasons (reduction of employment post or labour dispute: strike or lock-out)	Number of persons in time-related underemployment /Total employment *100	V	LFS	
	21	Share of employed persons working less than 35 hours per week involuntarily	Share of employees and cooperative members who usually work part-time (less than 35 hours per week), and who sought additional or full-time work and did not find it	Employees working involuntarily part-time/ Total employment *100	V	LFS	
b) Working time arrangements	22	Percentage of employed people who usually work at night/evening	The concept of working arrangement should be strictly interpreted. Employed people who only occasionally work some atypical hours should be not included	Employed people who usually work at night and-or in evening/ Employed people *100	X		
	23	Percentage of employed people who usually work on weekends or bank holidays	The concept of working arrangement should be strictly interpreted. Employed people who only occasionally work some atypical hours should be not included	Employed people who usually work on Saturday and on Sunday/ Employed people *100	X		

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Balancing work and non-working life	24	Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49	The employment rate is the share of employed women aged 20-49 with children aged 0-4, out of all women aged 20-49 with children aged 0-4. Data are reported according to the age of the youngest child living in the household. Children living outside the household are not considered	Ratio of employment rate for women aged 20-49 with children aged 0-4, divided by the rate of employment of women aged 20-49	V	LFS	
	25	Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons	Number of employed women aged 15- 64 who can take whole days off for family reasons	(Number of employed women aged 15- 64: 1.All those who were temporarily absent from work whole week, due to family reasons. Or 2.All those who were temporarily absent from work for less than a week and 8 hours at least for family reasons) /Total women aged 15-64 employed*100	V	LFS	
	26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	Number of employed women aged 15- 64 taking time off for family sickness or emergencies	(Number of employed women aged 15- 64 who were absent from work for family sickness or emergencies and were in one of the following groups: 1.All those who were temporarily absent from work whole week, due to family sickness or emergencies, or 2.All those who were temporarily absent from work for less than a week but worked at least 8 hours) /Total employed women aged 15-64*100	V	LFS	
	27	Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons	Number of employed men aged 15- 64 who can take whole days off for family reasons	(Number of employed men aged 15- 64: 1.All those who were temporarily absent from work whole week, due to family reasons. Or 2.All those who were temporarily absent from work for less than a week and 8 hours at least for family reasons) /Total men aged 15-64 employed*100	V	LFS	

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Balancing work and non-working life (cont.)	28	Share of men receiving paternity/family leave benefits - men taking time off over the last 12 months for family sickness or emergencies	Number of employed men aged 15- 64 taking time off for family sickness or emergencies	(Number of employed men aged 15- 64 who were absent from work for family sickness or emergencies and were in one of the following groups: 1.All those who were temporarily absent from work whole week, due to family sickness or emergencies, or 2.All those who were temporarily absent from work for less than a week but worked at least 8 hours) /Total employed men aged 15- 64*100	V	LFS	
Dimension 4. Stability and security of work, and social security							
a) Stability and security of work	29	Percentage of employees with temporary jobs	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract, or a job which will terminate when certain objective criteria are met, such as completion of an assignment or return of the employee who was temporarily replaced	Employees with a temporary job/ total employment*100	X		
	30	Percentage of employees with job tenure of less than one year	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate in one year	Employees with job tenure of 0-12 months/ Temporary employees*100	X		
b) Social security	31	Share of employees covered by unemployment insurance	Employees covered by unemployment insurance	Number of unemployment benefit claims approved by the National Insurance Institute/ Number of unemployment benefit claims submitted to the National Insurance Institute*100	V	National Insurance Institute	http://www.btl.gov.il/laws/btlLaws.aspx?lawid=130433

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
b) Social security	32	Public social security expenditure as a share of the GDP	The standard followed is the European System of Accounts (ESA 95). Annual national accounts comprise the main aggregates on annual national accounts, including: GDP and its components, employment, final consumption aggregates, income, saving and net lending/borrowing, exports and imports. Breakdowns exist for variables by economic activity (industries), asset types and final consumption purpose (COICOP).	Government expenditure on social security as a share of the GDP	V	CBS	http://www.btl.gov.il/פרסומים/pub/Skira_shnatit/skira-2008/Documents/skira-2008.pdf http://www.iccr-international.org/for/esight/docs/monitoring/Social%20Developments/Government%20expenditure%20on%20social%20protection.pdf
	33	Share of economically active population contributing to a pension fund	Economically active population contributing to a pension fund	Population aged 15 and over who contribute to public or private pension funds/ Total population aged 15 and over*100, by employment status	V	Income Survey	
Dimension 5. Social dialogue and workplace relationships							
a) Social dialogue	34	Share of employees covered by collective wage bargaining			X		
	35	Union density rate			X		
	36	Rate of days not worked due to strikes and lockouts (per 1000 employees)	Rate of days not worked due to strikes and lockouts (per 1000 employees)	Days not worked due to strikes and lockouts/ Total employees*1000	V	Work Relations Unit at the Ministry of Industry, Trade and Labor	http://www.cbs.gov.il/reader/ http://www.cbs.gov.il/reader/s_hnatonhnew_site.htm table 12.45
	37	Share of employees not covered by the strike law			X		
Dimension 6. Skills development and life-long learning							
	38	Share of employed persons in high skilled occupations	Share of employed persons in ISCO 1,2,3 occupations.	Employed persons in occupation ISCO88 1-2-3 /Total employment*100	V	LFS	
	39	Share of employees who received job training within the last 12 months	Share of employees who received job training within the last 12 months	Employees who received job training within the last 12 months/ Total employees*100	V	Social Survey	

Annex 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
	40	Share of employed persons who have more education than is normally required in their occupation	Employed persons aged 15 and over with a high level of education and working in unskilled occupations. Over-education indicates mismatch between demand and supply of skilled employment. Over- education reveals a waste of human capital for the economic system as a whole, whereas from an individual perspective it presumably turns into job dissatisfaction	Employed persons aged 15 and over with level of education ISCED97 5-6 and working in occupations ISCO88 4-9/Total employment with high level of education $ISCED97\ 5-6 \cdot 100$	V	LFS	

Annex 2: Civilian labour force characteristics by sex
Population aged 15 and over (Thousands)

Civilian labour force characteristics and sex	2001	2002	2003	2004	2005	2006	2007	2008	2009(1)	2010
GRAND TOTAL	4452.1	4550.8	4633.6	4716.2	4803.2	4888.3	4975.6	5063.7	5226.4	5314.0
In civilian labour force	2477.9	2525.0	2588.7	2659.1	2720.6	2788.6	2874.9	2935.1	3043.7	3117.3
Not in civilian labour force	1974.3	2025.9	2044.9	2057.0	2082.6	2099.7	2100.7	2128.6	2182.7	2196.7
In civilian labour force	2477.9	2525.0	2588.7	2659.1	2720.6	2788.6	2874.9	2935.1	3043.7	3117.3
Employed	2244.9	2263.6	2309.9	2382.4	2475.2	2553.6	2664.2	2755.8	2813.0	2909.5
Worked full-time	1458.6	1506.7	1515.0	1519.7	1573.8	1619.1	1690.6	1776.8	1830.3	1886.9
Worked part-time	617.7	601.6	639.1	698.4	728.8	744.3	777.9	788.0	797.4	837.8
Temporarily absent from work	168.6	155.2	155.8	164.2	172.7	190.2	195.7	191.0	185.3	184.8
Unemployed	233.0	261.4	278.8	276.7	245.4	235.0	210.7	179.2	230.7	207.8
Worked in Israel during the last 12 months	126.5	132.8	124.9	113.8	106.4	99.8	92.7	85.1	119.2	97.4
Did not work in Israel during the last 12 months	106.5	128.7	153.9	162.9	139.1	135.3	118.1	94.1	111.5	110.4
MALES - TOTAL	2145.4	2193.8	2234.7	2275.9	2319.5	2362.0	2405.3	2448.8	2530.2	2575.1
In civilian labour force	1340.0	1359.9	1382.9	1419.6	1448.0	1484.1	1528.7	1561.2	1604.7	1643.9
Not in civilian labour force	805.4	833.9	851.8	856.4	871.5	877.9	876.5	887.6	925.5	931.1
In civilian labour force	1340.0	1359.9	1382.9	1419.6	1448.0	1484.1	1528.7	1561.2	1604.7	1643.9
Employed	1219.5	1222.0	1240.6	1283.5	1323.6	1366.0	1424.4	1470.9	1482.5	1531.9
Worked full-time	940.3	962.5	966.6	970.8	1008.2	1038.5	1081.1	1128.8	1141.8	1171.2
Worked part-time	210.7	195.4	215.1	248.2	249.8	253.2	270.9	269.2	270.1	292.0
Temporarily absent from work	68.5	64.1	58.9	64.6	65.5	74.3	72.5	72.9	70.6	68.7
Unemployed	120.5	137.9	142.3	136.0	124.5	118.1	104.3	90.3	122.2	112.0
Worked in Israel during the last 12 months	68.5	71.9	65.8	59.1	56.2	49.7	46.1	45.8	64.9	51.0
Did not work in Israel during the last 12 months	52.0	66.0	76.5	76.9	68.2	68.4	58.2	44.5	57.3	61.1
FEMALES - TOTAL	2306.7	2357.0	2398.9	2440.3	2483.7	2526.3	2570.3	2614.8	2696.2	2738.9
In civilian labour force	1137.9	1165.0	1205.8	1239.6	1272.6	1304.5	1346.1	1373.8	1439.1	1473.4
Not in civilian labour force	1168.8	1192.0	1193.1	1200.7	1211.1	1221.8	1224.2	1241.0	1257.1	1265.5
In civilian labour force	1137.9	1165.0	1205.8	1239.6	1272.6	1304.5	1346.1	1373.8	1439.1	1473.4
Employed	1025.4	1041.6	1069.3	1098.9	1151.6	1187.5	1239.7	1284.9	1330.5	1377.6
Worked full-time	518.2	544.3	548.4	548.9	565.6	580.5	609.5	648.0	688.5	715.7
Worked part-time	407.0	406.2	424.0	450.3	479.0	491.1	507.0	518.8	527.3	545.8
Temporarily absent from work	100.2	91.1	96.8	99.7	107.1	115.9	123.3	118.1	114.7	116.2
Unemployed	112.5	123.5	136.5	140.7	121.0	117.0	106.4	88.9	108.5	95.8
Worked in Israel during the last 12 months	58.0	60.8	59.1	54.7	50.2	50.1	46.5	39.3	54.3	46.4
Did not work in Israel during the last 12 months	54.5	62.7	77.5	86.0	70.8	66.9	59.9	49.6	54.2	49.3

(1) Based on the 2008 Population Census estimates and on updated definition of the civilian labour force characteristics.

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Annex 2: Civilian labour force characteristics by sex (cont.)

Population aged 15 and over (Percentages)

Civilian labour force characteristics and sex	2001	2002	2003	2004	2005	2006	2007	2008	2009(1)	2010
GRAND TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	55.7	55.5	55.9	56.4	56.6	57.0	57.8	58.0	58.2	58.7
Not in civilian labour force	44.3	44.5	44.1	43.6	43.4	43.0	42.2	42.0	41.8	41.3
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	90.6	89.6	89.2	89.6	91.0	91.6	92.7	93.9	92.4	93.3
Worked full-time	58.9	59.7	58.5	57.2	57.8	58.1	58.8	60.5	60.1	60.5
Worked part-time	24.9	23.8	24.7	26.3	26.8	26.7	27.1	26.8	26.2	26.9
Temporarily absent from work	6.8	6.1	6.0	6.2	6.3	6.8	6.8	6.5	6.1	5.9
Unemployed	9.4	10.4	10.8	10.4	9.0	8.4	7.3	6.1	7.6	6.7
Worked in Israel during the last 12 months	5.1	5.3	4.8	4.3	3.9	3.6	3.2	2.9	3.9	3.1
Did not work in Israel during the last 12 months	4.3	5.1	5.9	6.1	5.1	4.9	4.1	3.2	3.7	3.5
MALES - TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	62.5	62.0	61.9	62.4	62.4	62.8	63.6	63.8	63.4	63.8
Not in civilian labour force	37.5	38.0	38.1	37.6	37.6	37.2	36.4	36.2	36.6	36.2
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	91.0	89.9	89.7	90.4	91.4	92.0	93.2	94.2	92.4	93.2
Worked full-time	70.2	70.8	69.9	68.4	69.6	70.0	70.7	72.3	71.2	71.2
Worked part-time	15.7	14.4	15.6	17.5	17.3	17.1	17.7	17.2	16.8	17.8
Temporarily absent from work	5.1	4.7	4.3	4.5	4.5	5.0	4.7	4.7	4.4	4.2
Unemployed	9.0	10.1	10.3	9.6	8.6	8.0	6.8	5.8	7.6	6.8
Worked in Israel during the last 12 months	5.1	5.3	4.8	4.2	3.9	3.3	3.0	2.9	4.0	3.1
Did not work in Israel during the last 12 months	3.9	4.9	5.5	5.4	4.7	4.6	3.8	2.9	3.6	3.7
FEMALES - TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	49.3	49.4	50.3	50.8	51.2	51.6	52.4	52.5	53.4	53.8
Not in civilian labour force	50.7	50.6	49.7	49.2	48.8	48.4	47.6	47.5	46.6	46.2
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	90.1	89.4	88.7	88.7	90.5	91.0	92.1	93.5	92.5	93.5
Worked full-time	45.5	46.7	45.5	44.3	44.4	44.5	45.3	47.2	47.8	48.6
Worked part-time	35.8	34.9	35.2	36.3	37.6	37.6	37.7	37.8	36.6	37.0
Temporarily absent from work	8.8	7.8	8.0	8.0	8.4	8.9	9.2	8.6	8.0	7.9
Unemployed	9.9	10.6	11.3	11.3	9.5	9.0	7.9	6.5	7.5	6.5
Worked in Israel during the last 12 months	5.1	5.2	4.9	4.4	3.9	3.8	3.5	2.9	3.8	3.1
Did not work in Israel during the last 12 months	4.8	5.4	6.4	6.9	5.6	5.1	4.4	3.6	3.8	3.3

(1) Based on the 2008 Population Census estimates and on updated definition of the civilian labour force characteristics.

Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Annex 3: The Classification of the Functions of Government as a share of GDP

Public expenditure according to the Classification of the Functions of Government as a share of GDP: the indicator compares the expenditure of the general government sector by function with gross domestic product. The general government sector expenditure according to COFOG is classified in the following categories: (i) general public services, (ii) defence, (iii) public order and safety, (iv) economic affairs, (v) environmental protection, (vi) housing and community amenities, (vii) health, (viii) recreation, culture and religion, (ix) education and (x) social security. General government sector expenditure is determined on the basis of the Eurostat's methodology of the European System of National and Regional Accounts 1995 (ESA-95) which applies in all EU countries to allow high international data comparability. According to this methodology, the general government sector includes all institutional units which are other non-market producers whose output is intended for individual or collective consumption, which are financed by compulsory payments, and all institutional units that are principally engaged in the redistribution of national income and wealth. In addition to the four general government accounts (national and local budgets, the compulsory health insurance fund, and the pension and disability insurance fund), the general government sector also includes public funds, among them the Capital Company (the KAD) and the Slovenian Restitution Company (the SOD) as well as public agencies. The ESA-95 methodology is based on the accrual principle, which means that all revenues and expenditures are recorded at the moment when assets or liabilities occur rather than when they are paid.

Annex 4: The unavailable indicators

Dimension	N	Provisional Indicator (Fully accepted by Task Force for review)	Definition	Formula
Dimension 1. Safety and ethics of employment				
a) Employment safety	4	Labour inspection (inspectors per 100,000 employees)	State's capacity to enforce safe work principles, laws and regulations, deriving therefore to prevention efforts	Number of labour inspectors per 100, 000 covered workers as an indication of the intensity of inspection effort where it occurs
	5	Share of employees working in "hazardous" conditions	People who declare to be exposed to factors that can adversely affect his/her physical health (exposure to chemicals, dusts, fumes, smoke or gases; noise or vibration; difficult work postures, work movements or handling of heavy loads; risk of accident)	
	6	Workplace expenditure on safety improvements as a share of total workplace labour costs		
c) Fair treatment in employment	11	Occupational segregation by citizenship	Difference of share of employment for national and no national applied to each occupation (ISCO classification 1-9)	See occupational segregation by sex
Dimension 3. Work hours and balancing work and non-working life				
b) Working time arrangements	22	Percentage of employed people who usually work at night/evening	Concept of working arrangement should be strictly interpreted. Employed people only occasionally work on some atypical hours should be not included.	Employed people who usually work at night and-or in evening/ employed people *100
	23	Percentage of employed people who usually work on weekend or bank holiday	Concept of working arrangement should be strictly interpreted. Employed people only occasionally work on some atypical hours should be not included.	Employed people who usually work on Saturday and on Sunday/ employed people *100
Dimension 4. Stability and security of work, and social security				
a) Stability and security of work	29	Percentage of employees with temporary jobs	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate if certain objective criteria are met, such as completion of an assignment or return of the employee who was temporarily replaced.	Employees with a temporary job/ Employees (or total employment)*100;
	30	Percentage of employees with job tenure of less than one year	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate by one year	Employees with job tenure 0-12 months/ Temporary employees*100
Dimension 5. Social dialogue and workplace relationships				
a) Social dialogue	34	Share of employees covered by collective wage bargaining		
	35	Union density rate		
	37	Share of employees not covered by strike law		