



**Ministry of Social Equality and
Advancement of Women's Status**

Beijing + 30 – 2024 Report

**Report Regarding the Implementation of the Beijing Declaration
and Activity Agenda in Israel government**

March 2025

Implementation of the Beijing Declaration and Platform for Action in Israel

Over the past five years, the State of Israel has remained committed to advancing the principles and objectives set forth in the Beijing Declaration and Platform for Action. Guided by its vision of achieving gender equality and empowering all women and girls, Israel has undertaken a range of legislative, policy, and programmatic initiatives aimed at promoting the status of women and eliminating barriers to their full participation in society. These efforts reflect a comprehensive and intersectional approach, addressing the diverse needs of women across different sectors, and population groups, including minority communities,

In this reporting period, Israel has prioritized key areas such as leadership and political participation of women, the prevention of violence against women and girls, and gender mainstreaming in public policy. Significant strides have been made in advancing work-life balance policies, closing gender gaps in the labor market, and promoting women's representation in decision-making positions. Israel's commitment to the Beijing Platform has also been reflected in collaborative efforts between government ministries, civil society organizations, and local authorities, fostering inclusive frameworks for gender equality. This report outlines the major actions, achievements, and ongoing challenges in implementing the Beijing Declaration over the past five years.



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Challenges and Successes in Advancing Gender Equality

Ongoing Challenges in Advancing Gender Equality

In the World Economic Forum's 2024 Global Gender Gap Report, Israel was ranked 91st. In the 2023 report, Israel was ranked 83rd. The ranking is based on indicators such as economic partaking, education, health, and political empowerment. The decline in the ranking indicates a deterioration in the state of gender equality in Israel. Ongoing difficulties can be identified in several areas:

A. Employment –

Wage Gaps – There are significant wage gaps between men and women in Israel across all sectors and populations. According to data from the Ministry of Labor, in 2021 the average nominal monthly wage of non-ultra-Orthodox Jewish male employees and self-employed workers was 14,728 NIS, while that of women was 10,172 NIS, of Arab men was 8,517 NIS, and the average wage of Arab women was 7,965 NIS, of ultra-Orthodox men was 9,848 NIS, while that of ultra-Orthodox women was 6,670 NIS (the data refers to ages 25-39).

In order to promote wage equality, the State of Israel has utilized measures on several levels:

- Government Resolution No. 198 of 1.8.2021 on the subject of the "Economic Plan for 2021-2022", sets an additional wage increase target: For ultra-Orthodox women aged 25 to 39, the target was set at a 3.3% increase per year in nominal monthly wages, and for women from the general population and minority populations in these ages, a target of 2.6% per year in nominal monthly wages was set.



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- The Equal Pay for Male and Female Workers Law, 1996, states that a female and male worker employed by the same employer in the same workplace are entitled to equal pay for the same work, work that is essentially equal, or work of equal value; the law establishes various obligations for the employer to provide information in order to assist claimants in proving their claim. Amendment No. 6 to the Equal Pay Law, which was adopted on 25.8.2020, is intended to provide an additional tool for the employee to exercise the right to equal pay. In accordance with the amendment, various bodies are required to produce annual reports detailing the wage gaps in the workplace between men and women, with one of the reports being a public report that will be published to the public, including on the employer's website if it has one, and will include general data as specified in the law, in order to ensure transparency and reduce wage gaps in the labor market. More detailed information regarding the amendment to the law can be found on page 22.

The proportion of working women from minority populations - According to the Ministry of Labor data for 2022¹, approximately 42% of Arab women were employed that year, compared to 74% of the Arab men; among non- ultra-Orthodox Jewish women approximately 83% were employed, compared to approximately 79% among ultra-Orthodox Jewish women. The data refers to the period after the COVID-19 pandemic crisis, the recovery and return to the labor market. The employment data of Arab women, although significantly lower than Jewish women and men, including Arab men, indicate a positive trend in the stages of the labor market as they are higher compared to the years before the COVID-19 pandemic crisis (approximately 33% in 2014 and 37% in 2019). It should be noted that among Arab women there are different groups, including Bedouin women whose employment proportion, as of 2019, in relation to the main employment ages was only 21%. The difficulty in integrating Arab



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women into the labor market is attributed to several factors: (1) human resources barriers that include general educational gaps in the Arab society, where there are high school dropout rates compared to Jews; low education of Arab (and mainly Bedouin) employed women compared to Jewish women, as well as Hebrew language proficiency gaps that make it difficult to integrate into the labor market, especially in light of the shortage of employment opportunities within Arab communities and the great dependence on employment opportunities that require knowledge of the Hebrew language. (2) Structural infrastructural barriers: Most of the Arab and Bedouin population lives in homogeneous and peripheral communities ranked in low socio-economic indicators clusters. The communities are characterized by a small number of employment opportunities in their fields; the lack of a sufficient supply of subsidized childcare facilities makes it difficult for women to integrate into the labor market, as women are still the primary caregivers of children; and the lack of adequate public transportation combined with a low rate of driver's license holders, particularly in Bedouin society in southern Israel.

In order to advance Arab women, a series of government resolutions were resolved on the subject. Below are some of the government resolutions made in the last five years:

- Government Resolutions No. 198 of 1.8.2021 on the subject of the "Economic Plan for 2021-2022"² which set main employment goals for 2021-2023, divided by population groups (minorities, Jewish ultra-Orthodox, people with disabilities), age and gender, as part of the steps to maximize the growth potential in the economy and in light of the importance of human resources for integration into employment and labor productivity in Israel, especially in light of the employment crisis caused by the



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COVID-19 pandemic. With regard to women from minority groups, it was determined that between the ages of 25 and 66, the employment rate will be 53% by 2030. It should be noted that with regard to Jewish women who are not orthodox, it was determined, similarly to Jewish men who are not orthodox, that the employment proportion will be 86% by 2030. The employment proportion for ultra-Orthodox women was determined at 81% by 2030.

- Government Resolution No. 550 of 24.10.2018 on the subject of the "Economic Plan for Reducing Gaps in the Arab Society by 2026" (hereinafter - the Five-Year Plan for the Arab Society), within which, among other things, employment targets for 2026 were set among the Arab population, with an employment target of 46.3%³ set for women aged 25-64.

- There are other government resolutions on the subject of minorities that deal with employment, but do not specifically address the issue of employment of women from the minority population.

The Five-Year Plan for Arab Society supports the promotion of extensive activities in the areas of employment, including, among other things, in the field of occupational guidance, the promotion of professional and technological training, the development of high-tech fields, assistance in the promotion of skills and knowledge of the Hebrew language, and the provision of grants to companies in the private sector to encourage employment: The Ministry of Labor's "Ryan" program, which leads to the promotion of occupational guidance in Arab society, was significantly expanded in 2022 and is budgeted at approximately 65 million NIS. For example, a record number of participants in the "Ryan" program (excluding the eastern neighborhoods of Jerusalem) was recorded, it being approximately 17,900 participants, almost 2,000



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participants more than the annual target set. The Five-Year Plan for Arab Society includes a significant emphasis on promoting literacy and Hebrew proficiency, as a central tool for integration into the labor market and reducing gaps. In 2023, the Ministry of Labor increased the number of Hebrew learners to 5,100 participants (an increase of 60%) with 75% successfully graduating compared to 67% in 2021. This was in addition to expanding the training system and developing a free digital course for learning Hebrew. In addition, the budget was increased and the adapted solutions for thousands of students from Arab society in technological colleges were expanded, while focusing on reducing the dropout phenomenon. In addition, the "Women of Valor" program was expanded to integrate Arab women into employment, thus providing a response to 1,040 new participants, of whom 495 were integrated into the employment field (an increase of 15 points in the rate of integration of female participants into the employment field compared to 2021). As of 2023, as part of the Israeli Employment Service's activities incorporated in the Five-Year Plan for Arab Society, more than 13,000 applicants have been provided with assistance through the "Employment Circles" program to encourage entry into the employment field among pension recipients, with a budget of approximately NIS 4.35 million. In addition, last year, the Ministry of Economy published incentive tracks with a budget of NIS 46.9 million through the Investment Authority, which added hundreds of new jobs to the Arab society. Furthermore, as part of the Ministry of Social Equality's efforts to increase diversity and promote quality employment of members of Arab society in the private sector, the ministry worked to expand, develop and improve a project to encourage employment in the private sector with the Collective Impact Association, which focuses on working with leading companies in the economy while focusing on the engines of employment growth. The proportion of Arab students among all



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students in academic institutions increased between 2020 and 2022. The National Council of Education data show that the percentage of those eligible for a bachelor's degree increased from 19.2% in 2014 to 20.1% in 2015, the percentage of those eligible for a master's degree increased from 14.9% in 2014 to 17.3% in 2015, and the number of those eligible for a doctoral degree increased from 7.3% in 2014 to 8.5% in 2015.

B. Representation of women in senior positions in the public sphere

The obligation to adequately represent women in all positions in the civil service, including senior management positions, is anchored in various legal directives, including the Equal Rights of Women Law, 1951, which stipulates that “among employees in the civil service, in all ranks and professions, in every office and in every support unit, appropriate expression shall be given, according to the case, to the representation of both genders”. The law also stipulates that the government must take the necessary measures to promote adequate representation and set targets for adequate representation. Government Resolution No. 1967 of 8.6.2014 on the subject of “Promoting and integrating women in the civil service”, stipulates a government target of 50% representation of women in the civil service, and Government Resolution No. 454 of 18.10.2020 on the subject of “Promoting adequate representation of women in the civil service and delegating government authority”, stipulates a target of at least 50% representation of women in senior positions. Consequently, according to data from the Civil Service Commission, women are the majority among civil servants (63%), but among senior staff employees they are 45.5% (as of 2023), and as moving up in seniority, the percentage of women decreases: in the seven most senior levels, women are only 37% (as of 2022). Women are 14% of all



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those in the three most senior groups: directors general of government ministries, deputy directors general of government ministries, and directors general equivalents in government ministries and government bodies. In 2024, women were only 7% of all directors general in government ministries. As of 2024, there is currently no female director general of a government ministry with a permanent appointment. In relation to the position of deputy director general, only 25% of women fill the position. Since 2023, 17 men and one woman have been appointed to director general equivalent positions⁴.

In relation to local authorities and the national government – during 2024, elections were held in the local government. In these elections, there was no significant change in the proportion of women serving as heads of local authorities, although there was an increase in the proportion of women running for the position of head of the authority in the Jewish authorities, from 13.2% in 2018 to 17.2%. And in numbers: In the last 2024 elections, 75 women ran for the position of head of the authority out of 728 candidates, and 14 of them were elected to the position of head of the authority, out of 242 authorities in which elections were held. Note that three women applied for the position of head of the authority but withdrew before the elections were held. In addition, in the 11 authorities in which the elections were postponed to November 2024 due to the war, eight women applied for the position of head of the authority (in six authorities). Only in Jewish local authorities was there an increase in the proportion of women on the local council (from 23.8% to 27.5%), while in Arab authorities the proportion of women remained unchanged (2%). And in numbers: In the 2024 elections, 482 women out of 1,755 council members were elected in Jewish authorities, and 19 women out of 930 council members were elected in Arab authorities. The figures do not refer to additional elections held in various local



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authorities where elections could not be held due to the Iron Sword War. Regarding the national government - at the end of 2022, elections were held for the Twenty-fifth Knesset: as of March 2024, 30 women are serving in the Knesset (Israel's Parliament), comprising 25% of all Knesset members.

The highest number of women serving was in the Twenty-fourth Knesset: 45 women, which is 30% of all Knesset members. In addition, 5 female ministers are in place, while there are 31 government ministries. In addition, a report on the audit of local government on the subject of "Promoting Gender Equality in Local Government" from July 2024 by the State Comptroller found a series of gaps between men and women, including gaps in positions, so that although 74% of local government employees are women, among decision-makers and recipients of high salaries and the employees with power to change - only 26% are women.

Government activity to promote women to significant positions in society on page 44.

Significant achievements in the last five years

1. **A. Legislation promoting equality and preventing violence against women** – In recent years, several amendments have been made to various laws aimed at protecting women in different areas of society: Regarding violence against women: Amendment No. 137 to the Penal Law added an aggravated circumstance to the murder offence. According to This Amendment, the punishment for committing a murder is life imprisonment, however, while committing murder under one of the aggravated circumstances listed, the sentence shall be mandatory life imprisonment. One of the aggravated circumstances that were added is when the victim of the murder is the perpetrators spouse and the act was committed after systematic or continuous physical or mental abuse. Another aggravating



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circumstance is when the murder was committed with special cruelty or involved physical or mental abuse of the victim. ; Amendment No. 17 of 2022 to the Crime Victims' Rights Law, 2001, which determined, among other things, that in cases of sexual offenses or serious domestic violence offenses, investigators will not be able to ask the victims of the offenses to waive witness confidentiality, among other things, regarding mental treatment; Amendment No. 18 (Temporary Provision) to the Law for the Prevention of Domestic Violence, 1991 - , stipulates that if a Court grants a protection order, it may also instruct the person obligated by that order, to provide an obligation to receive treatment by an authority determined by the Court. The Court will not order the provision of an obligation to receive treatment unless it is served with professional assessment report by a social worker, regarding the suitability of the abovementioned person for such treatment and whether he/she understands the conditions and essence of the treatment. The Court will also be presented with a report concerning the treatment's progress.; Amendment No. 19 (Temporary Provision) to the Domestic Violence Prevention Law, 1991 - The amendment establishes a temporary provision from 6.8.2024 to 6.8.2027 referring to the fact that the court may, in certain cases, make any provision regarding the use of technological monitoring means in a protection order. More information about the changes to the above laws can be found on page 42

In relation to the domain of employment: Amendment No. 24 to the Equal Employment Opportunity Law 2024, determined that alongside the grounds for discrimination stipulated in the law (for example: discrimination based on sex, race, personal status, etc.), there will also be a ground for discrimination based on their or their spouses reserve service. This, in order to protect the many women whose



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spouses are in extended reserve service, as detailed in page 18. As well as Amendment No. 6 to the Equal Pay Law, mentioned above and below, which relates to employers' active disclosure obligations regarding gender pay gaps.

B. Activities to reduce the gaps between women and men in positions that have an impact on public life – see extensive reference on page 44.

C. Implementation of the issue of gender budget analysis – see extensive reference on page 28.

D. Contact with local government - Promoting the status of women in local authorities in Israel is carried out through a number of government initiatives and mechanisms, which aim to strengthen gender equality and ensure adequate representation of women at decision-making centers. The main mechanism is staffing an office of advisors for the advancement of women in local authorities - The Local Authorities Law (Advisor for the Advancement of Women), 2000, was enacted, requiring each local authority to appoint an advisor for the advancement of women, whose role is to act within the local authority, among the local authority's population and employees, to advance the status of women and gender equality, to eliminate discrimination against women and to prevent violence against women. The Authority for the Advancement of Women trains advisors for the advancement of women in local authorities every year and provides them with professional support. Currently, out of 258 local authorities, 243 have an advisor. In addition, the Authority for the Advancement of Women works to strengthen the activities of advisors in local authorities in a variety of programs such as - "Forward After You" (see details on page 46), "Gender Education for Early Childhood" (see details on page 33).



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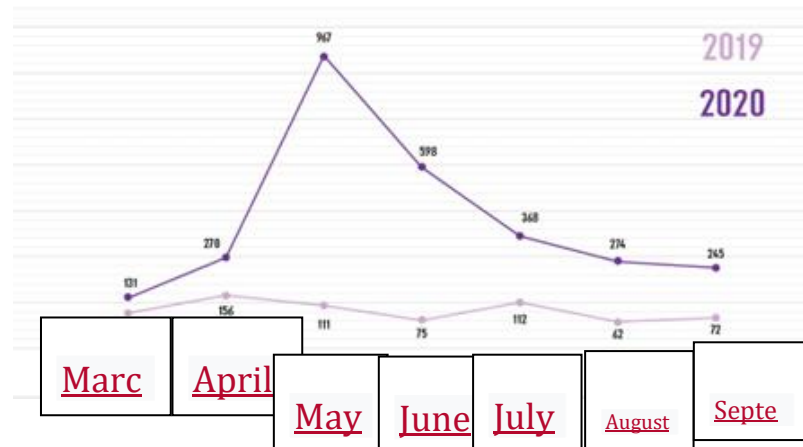
1. **Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?**

Eradicating Violence Against Women and Girls –

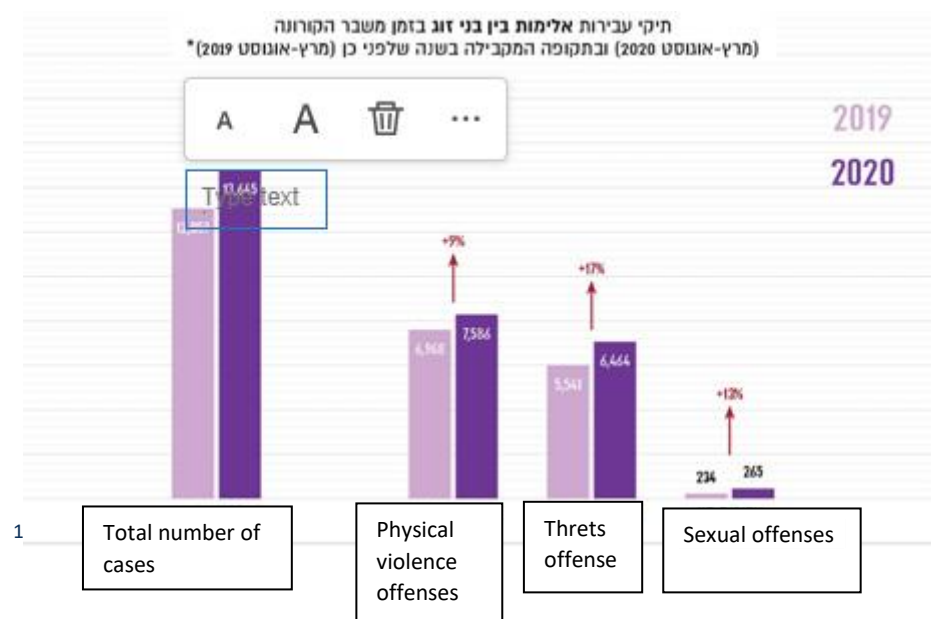
During the years relevant to this report (2019-2024), the State of Israel experienced two crises and emergencies: the global COVID-19 pandemic crisis, which also affected the State of Israel, and the October 7, 2023, attack that led to the Iron Swords war that continues to this day. Despite the significant differences between the two types of emergencies, there are similarities in the challenges faced by women during emergencies: increased violence against women, which tends to worsen in times of crisis and stress. The movement restrictions imposed in the State of Israel during the outbreak of the COVID-19 pandemic, which led to prolonged stay at home without the ability to leave the house to various settings (work, study, or leisure), various economic, social, and psychological consequences, as well as uncertainty, led to outbreaks and increases in violence against women. For example, in the months of March-September 2020, the number of monthly referrals to the Ministry of Welfare and Social Affairs regarding violence between partners decreased significantly compared to the previous year:



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Additionally, a sample survey found an increase of approximately 25-30% in the number of referrals to domestic violence centers, including an increase in cases of violence between family members:



¹ chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://fs.knesset.gov.il/globaldocs/MMM/1344e676-6259-eb11-810a-00155d0aee38/2_1344e676-6259-eb11-810a-00155d0aee38_11_17723.pdf



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Violence between spouses during the COVID-19 pandemic outbreak (March – August 2020) and during the same period in the previous year (March – August 2019)

Since the dawn of history, during wars, men from the opposing group in the conflict have used violence against women, and in particular sexual violence, as a means of warfare and terrorism. As a result, international law has also recognized this violence as a war crime in various treaties such as the Istanbul Convention⁹. Alongside violence against women as a result of the behavior of the opposing side in war, studies from around the world indicate the increased risk of women experiencing violence in times of crisis and emergency in their immediate environment as a result of the armed conflict, due, among other things, to the lack of social services or their weakening, internal displacement, economic pressures and damage to social support networks. In addition, following violent conflicts, there is a set of factors that increase the risk of violence against women in both the public and private spheres, such as: post-traumatic stress disorders following violent experiences, the disintegration of communities, the use of alcohol as a strategy for coping with trauma, and even difficulty in fulfilling the "traditional role" of men as the breadwinners of the household¹⁰.

Data from the Israel Police and the Ministry of Welfare and Social Affairs indicate that during the first six months of the war, the number of cases opened for complaints about domestic violence and the number of women who entered shelters for battered women was small compared to previous years (when there was a state of emergency due to the COVID-19 pandemic). A similar trend is reflected in Ministry of Health data



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regarding calls to Acute Rooms and additional services provided by the Ministry of Health to women victims of violence. The hypothesis of professional sources is that during the war, and especially in the first months, women felt a lack of legitimacy to complain to the police or to contact professional sources and deal with their needs in light of the collective trauma and distress that others experienced, women's lack of desire to take care of themselves in light of what was happening, and also due to an economic situation that made it difficult to exit the cycle of violence. It should be noted that there has recently been an increase in the number of referrals, in a manner consistent with the assumption that the increase in the number of reports is expected to increase a few months after the crisis event, and in particular after the return of conscripts from reserve service, which may be traumatic for them. Alongside the decrease in the volume of referrals, it was possible to point to a worrying increase in the severity of violence compared to previous years – more serious cases have been opened, resulting in more indictments being filed and more arrests being made, and the length of stay of women in shelters for battered women is longer, and there has even been a dramatic increase in the number of requests to prevent weapons licensing¹¹. There has also been a dramatic increase in the number of requests to the designated social worker at the Ministry of Welfare and Social Affairs to conduct a risk assessment for men who have requested to carry a weapon, and about whom there is concern due to their presence in the cycle of violence.

The number of referrals to the designated social worker increased from only 5 requests in the entire year 2023, compared to 90 requests in 2024.

The requests were submitted to the Commissioner by social workers who accompany families in the cycle of violence from social services departments, treatment centers, and welfare associations. Some of the severe and brutal violence of Hamas terrorists



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during the events of October 7 also included gender-based violence against women, with women in communities near the border with the Gaza Strip being among the main victims, along with female soldiers and women at the Nova party and other parties in the area¹². In addition to the trauma and gender-based violence of that day, a rapid survey conducted by the Brookdale Institute found that the extent of verbal, emotional, or mental violence in the family is greater among those directly affected by the war and terrorist events of October 7 or whose family members were directly affected by these events, and that the cycle of exposure to terrorist events and war has an impact on all types of domestic violence¹³.

In 2023, there were 32 cases of femicide, and by October 2024, 24 more women had been murdered. Most of the victims were Arab women (53% in 2023 and 58% in the first ten months of 2024) and more than a third of the victims were Jewish (34% in 2023 and 38% in 2024). Most of the Jewish women murdered (68%) were victims of domestic murder (13 out of 19). In contrast, most of the Arab murder victims (61%) were murdered by an unknown suspect (20 out of 30).

In light of the above, the eradication of violence against women and girls, in the shadow of the significant emergency events, has been given top priority. The Ministry of Welfare and Social Affairs operates shelters for women victims of violence and their children, as well as centers for the prevention and treatment of domestic violence that include: diagnosis, individual treatment for offenders, individual treatment for victims, group treatment for women/men, family and couples treatment, group treatment for children, and more, programs for personal and occupational support for women victims of violence, such as: the "Daf Hadash" (New Page) program, which provides a package of treatments for the various needs that exist when leaving the



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shelter, including accompaniment, assistance and guidance in the process of organizing and equipping the woman, making the most of their rights, occupational promotion and economic behavior, assistance in the field of parenting for the welfare of children, and more. In 2023, the program was expanded and 595 women participated in it. In 2023, the "Bedarka" (In her path) program was also launched, which was developed with the Rashi Foundation and Google, to train women victims of violence to integrate into the high-tech field, provide support with placement and finding work.

During the two years that the program has been operating, 87 women have integrated into it, of which 85% have improved their employment situation. In addition, the Ministry of Welfare and Social Affairs, together with the Ruach Nashit (Woman Spirit) association, established a joint venture that provides a solution for women victims of violence by strengthening their economic strength in order to prevent them from returning to the perpetrator.

In 2023, the project continued to operate through a personal process of economic and employment empowerment, developing employment capabilities, improving sources of income, exercising rights, integrating into employment and strengthening self-confidence and the perception of personal capability, and 408 women participated in it, of which 44% improved their income and 34% who were not working at the time of acceptance into the program were integrated into work. In addition, the Ministry of Welfare and Social Affairs operates a number of additional unique responses, led by Aluma Centers, are multidisciplinary emergency centers for treating domestic violence in a 24/7 format that allows anonymous contact without the need to open a welfare file. This project brings together all the relevant professionals involved in treating



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domestic violence under one roof, led by social workers and police officers, but also people from the mental health and legal fields. The center operates in an emergency format and provides assistance to all applicants at all hours of the day, and it also allows for short-term emergency overnight stays when necessary. Details of additional treatment methods – on page ____

Representation of women in senior positions – see discussion on page 6, as well as government activity on the subject on page 44.

Gender budget – see discussion of government activity on page 28.

Public awareness – in order to raise awareness of various issues that women face, the Authority for the Advancement of the Status of Women has led a number of significant campaigns to change public awareness on the issue of gender equality and women's empowerment, such as "Let's Break the Silence" which dealt with raising awareness and violence against women online. And the "Voice for You" campaign which called on women to exercise their democratic right and vote in the municipal elections out of awareness of their needs and from a deeper familiarity with the lists presented for vote and with the candidates for the leadership of the local authority.

2. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

The activities carried out for women from minority ethnic groups in Israeli society are mainly in the field of promoting Arab women in the domain of employment.



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See discussion regarding the employment of Arab and Bedouin women on page 3.

3. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

Over the past five years, the State of Israel has faced a number of significant crises that have affected the implementation of the Beijing Platform for Action (BPfA) for the Advancement of Women. These crises include the COVID-19 pandemic, the rise in gender-based violence during times of emergency, ongoing security tensions, and the most serious event – the Iron Sword War that broke out on October 7, 2023. This war had far-reaching consequences for the entire Israeli population, in various ways. It is possible to point to several types of vulnerability as part of and as a result of the war, with women and girls being the main victims, both in terms of physical and security aspects, and in terms of socio-economic aspects.

2. On Saturday (Shabbat) morning, October 7, 2023, as Israel was celebrating the Jewish religious holiday of 'Simchat Torah', Hamas and other Palestinian terrorist groups launched massive rocket barrages directed at the civilian population in multiple Israeli cities. Simultaneously, approximately 6,000 terrorists breached Israel's sovereign territory by land, sea and air from the Gaza Strip. These terrorists invaded over 20 Israeli communities, military bases, as well as the sites of two music festivals, with the sole purpose of murdering, raping and maiming as many Israeli civilians and foreign nationals as possible, and taking hostage men, women and children, including the elderly and Holocaust survivors. Openly displaying elation, they tortured and slaughtered mothers in front of children, children in front of their mothers, burned entire families, including young children, alive. Tragically,



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entire families were murdered in just a few hours, and many lost their loved ones or were left permanently injured.

3. On October 7th, Israel and the entire world bore witness, in real time, to the brutal murder and maiming of civilians, including children and infants, in cold-blood in their own homes. An unimaginable amount of graphic evidence reveals the commission of countless incidents of rape, sexual and gender-based violence, extreme degradation and humiliation, as well as the taking of hostages and torture. The widespread commission of brutal acts of sexual violence against civilians has been widely documented, including by first-hand testimonies, and confirmed by the report of the Special Representative of the Secretary-General on Sexual Violence in Conflict.² Hamas's terrorists proudly videotaped themselves holding infants who they had taken hostage, and confessed to the world their willful and premeditated murder of Israeli children.
4. Since the horrific onslaught that began on October 7th, 2023, Hamas and other terrorist organizations in Gaza have continued to attack Israel, including by indiscriminate rocket fire directed towards civilian population centers. Since the beginning of the hostilities (as of October 2024), approximately 10,000 rockets were fired from the Gaza Strip with the aim of killing as many Israelis as possible.
5. Hamas leaders openly vow to annihilate the Jewish State, stating that October 7 was a dress rehearsal, that they seek to repeat October 7 one thousand times over.
6. In addition, ongoing threats are not only emanating from the Gaza Strip. Since October 7, Hezbollah has been attacking Israel from the North. To date, about

² Mission Report – "Official visit of the Office of the SRSG-SVC to Israel and the occupied West Bank". Available at: <https://www.un.org/mwg-internal/de5fs23hu73ds/progress?id=nOjRpkbU6sBvYI-8tKQvQkgwzasqPDIJBexQzfJa2zU,&dl>



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10,000 rockets have been indiscriminately fired against the Israeli civilian population. Additional hundreds of missiles and drones were launched against Israel from Iran and Yemen.

7. Over 1,200 people were butchered that day, more than 5,500 maimed, and 251 hostages abducted, including women and girls, entire families including infants, persons with disabilities (PWD) and Holocaust survivors. Some of the hostages have since been executed; many have been tortured, sexually abused and starved. 59 people, *including women*, whose whereabouts remain unknown, are still in captivity in unimaginable conditions.

The above affected women as detailed below:

- Mass evacuation of families from the Israel-Lebanon border and the Israel-Gaza border: With the outbreak of the Iron Sword War following the attack by the Hamas terrorist organization on October 7, 2023, and the opening of the Iron Sword War, and in light of the existing threat to the population located near the Gaza Strip border, in light of the rocket fire and incursions by hostile elements into the southern communities, and it is found that at that time it is not possible to maintain the safety of the population located near the Gaza Strip border or ensure the supply of basic products and services to them except through their organized evacuation; also, following the actions of Hezbollah on Israel's northern border, and in light of the IDF's "North Safe Distance" operational plan, and in light of the existing threat to the population located near the northern border of the State of Israel in the framework of the Iron Swords War; in light of rocket fire and the infiltration of hostile elements into Israeli territory, and since it is not possible to maintain the safety of the



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population located near the Lebanese border or ensure the supply of basic products and services to them except through their organized evacuation, the Government adopted several government decisions to evacuate the population from the localities on the confrontation line in northern and southern Israel, the date for the completion of the evacuation has been extended several times. Residents living in one of the localities that the government included in the evacuation plans are entitled to temporary housing solutions, in particular hotels or alternative housing grants. The number of those internally displaced from their homes is estimated at hundreds of thousands. In addition, many residents "voluntarily evacuated themselves" to safer areas or in proximity to shelters/houses where there is a military base. In practice, the war led to the mass internal displacement of approximately 330,000 Israelis from their homes. Many of those internally displaced were moved to hotels or rented apartments, sometimes without community and family support. As a result, many women lost their jobs and were unable to integrate into new work due to the need to care for children who were left without educational frameworks. The impact on livelihoods was particularly acute among women who worked in agriculture, which characterizes the evacuated areas, and domestic and foreign tourism, sectors that were severely affected by the war.

According to data from the Knesset Research and Information Center, which was based on records from the National Insurance Institute, at the beginning of the war there were approximately 98,000 people who are spouses of those who were in active reserve service. 97% of them are women and the rest are men.



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4. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

The State of Israel is committed to continuing to work to promote gender equality and implement the principles of the Beijing Platform for Action (BPfA) in all areas of life. Over the past decades, Israel has taken significant steps to strengthen the status of women and girls, while formulating progressive legislation, dedicated government programs, and implementing gender-sensitive budgeting. However, local and global challenges require a strategic and long-term approach that will ensure the continuation of the fight against violence against women, promoting their political participation, reducing economic gaps, improving work-family balance, implementing gender-sensitive budgeting mechanisms, and preventing gender-related risks in future crises.

Assistance to Women in Times of Emergency – In light of the needs raised during the emergency periods experienced by the State of Israel (an emergency due to the COVID-19 pandemic and a prolonged state of war emergency), aspects related to assistance to women in times of emergency requires renewed in-depth thinking, in light of the insights, conclusions, and information available on the ground regarding the unique difficulties of women during times of emergency. Government Resolution No. 2096 of 30.7.2024 on the subject of "Assistance to Women in Times of Emergency" determines that the Authority for the Advancement of the Status of Women will serve as the headquarters body responsible for coordinating government activity that provides a response to the unique needs of women in times of emergency. It was also determined that the Authority for the Advancement of the Status of Women will establish a National Information Center (hereinafter – the Center), whose main



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functions will be: assisting the Authority for the Advancement of the Status of Women in determining a national situational picture of the preparation for providing assistance to women in times of emergency and their implementation; strengthening the ability of the local authority to assist women in times of emergency; making relevant information accessible to women in various populations during emergencies by the center or through the local authority and community organizations; developing, promoting, and implementing digital tools to assist women during emergencies.

Continued activity to prevent violence against women – see reference on page 35.

Continued activity to promote women in decision-making centers – continuation of existing activity is planned, continuous improvement of the database of women experts (see reference on page 44). In this regard, it should be noted that during 2023, a petition was filed against the Israeli government (HCJ (High Court of Justice) 1363/23 The Women's Lobby in Israel et al. vs. The Government et al.). The main issue of the petition is the application of the duty of appropriate representation to the government when appointing a director general to a government ministry in particular, and positions exempt from tender in the civil service in general, and this is against the background of the low rate of appointment of women to these positions. In the ruling issued on 24.2.2025, the court determined that the obligation of adequate representation applies to appointments to the position of Director General of a government ministry as well as to appointments exempt from a tender for positions in the offices of ministers and directors general, and that the obligation was not applied in relation to the above-mentioned appointments. The court further determined that the government will establish guidelines that will comply with the provisions of the law and the judgements regarding the obligation of adequate



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representation in all matters relating to the appointment of directors general to government ministries and to positions filled with exemption from the ministry.

Gender analysis of the budget of government ministries - continuation of the activity and improvement of the manner in which the gender analysis is carried out in government ministries through ministerial support - see reference on page.28

5. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

Strategic Plan for the Advancement of the Status of Women – In order to plan and implement an effective policy to address challenges and reduce gaps between women and men in Israel, the Authority for the Advancement of the Status of Women is working to formulate a five-year strategic plan. The formulation of the plan began during 2024, and has so far involved collecting information and analyzing data, including: mapping the current situation in Israel and around the world, mapping significant turning points for the advancement of women in various areas of life, and identifying the three core areas on which the five-year plan will focus. This stage was carried out, among other things, through public participation processes with thousands of women-participants, focus-groups of approximately 150 women, hundreds of in-depth interviews with a variety of women, and studies were conducted on strategic plans for the advancement of gender equality around the world. The study showed that in relation to the domain of employment, there are significant gaps (which were also discussed in this report), and the main core areas found are: wage



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gaps between women and men, the proportion of women at decision-making junctures and in key positions in the public and private sectors, and the need to promote equal sharing of responsibilities in the family. Implementing a specific work plan tailored to these three core areas will help advance women in a variety of areas of life.

Promoting supervision and enforcement through legislation – The Equal Pay for Male and Female Workers Law, 1996, states that a female and male worker employed by the same employer in the same workplace are entitled to equal pay for the same work, work that is essentially equal or work of equal value; the law is intended to provide a real solution to the long-standing problem of the wage gap between women and men in Israeli society, and also to address the evidentiary difficulties faced by a female worker in proving her claim. In order for a female worker who wishes to claim wage gaps to be able to exercise her rights and prove her claim, the legislator established in Section 7 of the Equal Pay Law a specific legal provision dealing with the provision of information. Thus, the section states that “an employer shall provide his employee, at the employee’s request, with information for the purposes of this Law regarding the wage levels of employees employed by him, by type of employee, type of job or type of rating, provided that the employer is not required to provide information except to the extent necessary for the case, which will avoid from disclosing identifying information of employees, and that the provision of the information does not violate any other law. Amendment No. 6 to the Equal Pay Law, which was adopted on 25.8.2020, is intended to provide an additional tool for employees to exercise the right to equal pay. According to the amendment, a private and public body that employs more than 518 employees, as well as a public employer specified in the law, is required



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to produce two reports, each year, detailing the wage gaps in the workplace between men and women, in accordance with the provisions of the law. The first report is an internal report based on data collected by the employer, detailing the average wage of employees employed by him/her, broken down by employee type, and detailing the average wage gaps between men and women in percentages in each group of employees in the workplace. Upon preparation of the internal report and based on it, the employer must provide each employee, once a year, with information regarding the group to which he/she belongs, broken down by employee type, the types of employees, the positions or rankings in the group, and the wage gaps in that group in percentages, provided that the provision of the information does not violate any other law. The second report is a public report that will be published to the public, including on the employer's website if it has one, and will include general data as specified by law, without disclosing the names of the groups of employees in the workplace and in a manner that does not allow for the identification of an employee and does not include sensitive information. The purpose of the amendment is to increase transparency and reduce wage gaps in the labor market.

In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

Work-Life Balance—The issue of work-life balance was chosen as one of the key focus areas in the Women's five-year strategic plan due to its significant impact on women's participation in the labor market, their advancement into key positions, and their personal and family well-being.



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A program to promote a family-supportive work environment and work-life balance – The Authority for the Advancement of the Status of Women worked to create an infrastructure for carrying out an "intervention" process in four corporations and in the police in order to create a family-supportive work environment and work-life balance. The services include, among other things, a professional company that will operate within the above-mentioned bodies and conduct organizational diagnostics, conduct training for employees at managerial levels, accompany the bodies to lead change, and more. The program began already, but was interrupted due to the outbreak of the Iron Sword War. Currently, the Authority for the Advancement of the Status of Women is working to continue implementing the program.

Employment flexibility in the civil service – In 2022, about a year and a half after the first Civil Service Directive on working from home for civil servants came into effect, the Commissioner decided to change the directive and add new tools to strengthen the management capacity of civil service managers in the context of working from home, and at the same time, tools to consider the needs of employees, even those who are not in a parental position. Employment flexibility through remote work and working overtime from home are intended to help to remove barriers to increasing equality in the civil service, to reduce various gaps, to strengthen administrative flexibility, to reduce congestion on the roads, and to increase the work-home balance. Some of the Civil Service Commission's guidelines on the subject were initially intended for employees in parental positions, as part of the implementation of the recommendations of the report of the Committee for the Advancement of Women in the Civil Service (Government Resolution No. 1697, dated 8.6.2014. Adjustments and



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changes were subsequently made as a result of the medical emergency crisis, without distinguishing between parents and non-parents. After the end of the COVID-19 pandemic, a new guideline was received, under which an employee in a parental position can work remotely to make up for hours not required to be worked up to three times a week, subject to restrictions, and the added hours will not be deducted from the employee's overtime quota. In addition, an employee in a parental position will be able to perform up to 50% of the monthly overtime quota remotely, as approved for the employee to perform, subject to certain restrictions.

Relief for family members providing care in the civil service – As part of the Civil Service Commissioner's Guidelines (No. 6.2), which were recently updated during 2024, and with the aim of promoting and strengthening the civil service as a friendly employer for family members providing care, a policy was established regarding family members providing care who accompany their family members due to disability, serious or chronic illness, or functional decline due to old age. The guidance outlines the rules and criteria for recognition as a family member providing care, as well as the toolbox for assisting employees who are family members providing care, including: approval of the use of employee sick days to care for a family member, activation of flexible work hours, remote work or completion of overtime remotely, part-time positions, approval of absence hours, assistance hours, approval of unpaid leave, support groups, professional counseling, and more. In addition, a family member that provides care (whether or not he/she is a civil servant) can receive a nursing care benefit under certain conditions (employment through a nursing care company).

6. In the past five years, what actions has your country taken to reduce the gender digital divide?



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On 11.9.2022, Government Resolution No. 1852 was adopted on the subject of "A National Plan to Increase and Develop Skilled Human Capital for the High-Tech and Innovation Industry and Integrate Underrepresented Groups." The resolution includes reference to women in a variety of areas, such as: In the field of education, it was determined that a work plan would be compiled to promote the number of students attending scientific subjects and English across all ages, with an emphasis on the Arab society, women, and Israelis of Ethiopian descent, in the field of promoting informal programs in the field of innovation, science, and technology for students, with an emphasis on women from additional population groups. And more. In addition, the government's resolution included a unique reference to promoting gender equality in high-tech, which includes implementing gender-minded practices in the innovation and high-tech industry and encouraging a culture that promotes women in the organization, as well as working to increase the number of women in technics positions to 36% by the end of 2026, through activities with the high-tech industry to remove barriers to women's integration into technological roles, including through activities aimed at increasing the supply of women who are qualified to fill these roles and encouraging the adoption of policies that support the promotion of women in technological roles by the high-tech industry.

She codes - is a technological community of women software developers, established with the aim of reaching 50% of software developers in Israel. The community currently has over 50,000 members, including women who want to study software development, or do vocational training in the high-tech field, developers who come with the aim of developing in their profession and meeting other developers, and high school-aged girls who are studying programming. In November 2017, following a call



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for applications, the Labor Branch created a collaboration with the "She Codes" community. The goal of the collaboration was to enable technological training for women with and without a background in the field, to integrate and promote women in the high-tech industry in development roles, and to expose and encourage young women to choose technological studies in the higher education system. The project was budgeted for 3 years in the amount of NIS 20 million, with half of this amount being funded by the Ministry of Labor. Later, the project was extended for another two years, and budgeted until June 2023. In practice, the activity has continued to this day. In the years 2017-2023, more than 40 branches were operated throughout the country, with a variety of courses in programming languages and data analysis. Since the study model of this project is community-based, participants in it are also entitled, in parallel with the training program, to take part in activities such as workshops, networking, technology mentoring, and community building. In addition, additional services are also provided such as a project management course, a career advancement course, a career center that offers jobs, hackathons, educational marathons, and more. A study conducted by the Myers-Joint-Brookdale Institute on the program revealed the following findings: The project included women from diverse educational, occupational, and demographic backgrounds (27% without any academic background, and of those with an academic background, 59% had a non-technological academic background); over the years the project was active, over 6,000 women who completed technological courses took part in it, approximately 1,000 of whom had not yet completed academic studies; over 400 women enrolled in academic studies in high-tech fields after participating in the program, and approximately 2,500 women were placed/promoted in the industry among the participants. On an annual basis, out of approximately 4,000 participants who took some part in the program in



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the second year, 1,433 participants completed the course, and 750 participants were placed in technological positions (only 19% of the participants total).

Gender statistics in the field of technology - According to data from the Central Bureau of Statistics, as of 2023, about 151,000 women worked in the field of high-tech, compared to about 290,000 men. 34.3% of all those employed in this field are women. It was also found that the academic scientific research fields in which the percentage of women researchers at the post-doctoral level is highest are in medicine, non-medical sciences, and biology.

7. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

On October 7, 2014, Government Resolution No. 2084 was adopted regarding the "Adoption of the Recommendations of the Committee for Gender Review of the State Budget in Israel". This resolution established, *inter alia*, a phased implementation of a gender review of the state budget in Israel, mandating a comprehensive gender review of all government ministries and auxiliary units by 2018. Subsequently, on December 14, 2021, Government Resolution No. 2331 was adopted on the topic of "Promoting Gender Equality and Integrating Gender Thinking". This resolution directed the government to develop a guide for the integration of gender thinking within government ministries, encompassing policy formulation, the planning of work programs, and the gender review of the budget. Gender analysis was to cover both ministerial expenditures and state revenues resultant from taxation policy,



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conceptualized as a mechanism to mitigate disparities among populations and advance social issues. Initially, methodological challenges impeded the achievement of analytical objectives, compounded by a lack of uniformity in data presentation. In response, in 2021, the Authority for the Advancement of the Status of Women opted to revise the original outline (the guide for integrating gender thinking) and introduced a new framework with guidelines for gender budget analysis, which encompasses detailed explanations, examples, and tools for conducting gender analysis of the budget.

Furthermore, at the conclusion of 2022 and the beginning of 2023, the Authority for the Advancement of the Status of Women initiated efforts to acquire a comprehensive understanding of the examination of the country's gender budget, identifying challenges faced by government ministries during gender budget analysis. The Authority sought to provide consulting services aimed at facilitating the implementation of gender thinking and gender reviews of the budgets of government ministries. This initiative included the engagement of key personnel within select government ministries, offering comprehensive explanations, establishing internal teams to support the process, and conducting employee training, while also identifying solutions as needed, deriving lessons learned, and enhancing procedures. During 2023, the Authority began identifying pertinent government ministries where consultative support could be beneficial; However, these efforts were disrupted due to the outbreak of the Iron Sword War. The Authority for the Advancement of the Status of Women is presently evaluating the feasibility of resuming its consultative services.



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8. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

Amendment No. 7 to the Retirement Age Law, 2007 instituted a progressive increase in the age at which women are eligible to retire and receive benefits under the law, raising this age from 62 to 65. This adjustment is being implemented incrementally: during the initial three years, the retirement age will increase by four months each year, followed by an incremental increase of three months annually for eight additional periods, ultimately reaching the age of 65. It is important to note that the mandatory retirement age for women, at which an employer may retire an employee, is aligned with that of men and is set at 67 years. The rationale for the increase in the retirement age is to address the rise in life expectancy and to enhance the financial stability of pension funds and of the National Insurance Institute. Nevertheless, apprehensions have been expressed regarding the implications of this change for women. Accordingly, the amendment to the law allocated funding for the provision of professional training for women aged 50-67, which includes business consultations and support for entrepreneurial endeavors. Additionally, a reporting requirement was established for the Ministry of Finance to assess the effects of the elevated retirement age on the income of women affected by this change, alongside income data for these women; The influence of the increased retirement age on their labor market participation, with associated employment and unemployment statistics; Information regarding the execution of professional training for these women, detailing their engagement in such programs, the alignment of training with varying educational levels, the nationwide implementation of training initiatives—including in geographically peripheral areas—and the accessibility of training venues; Data



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concerning women's participation in the labor market post-training, as well as their income levels subsequent to training in comparison to pre-training income levels. Consequently, it was mandated that the National Insurance Institute produce a summary report on the prevalence of poverty among women born between 1960 and 1969; Undertakings to inform women about their eligibility for transitional grants resulting from the increase in retirement age and unemployment benefits, including proactive outreach by the National Insurance Institute; And the repercussions of the retirement age increase on women's circumstances and their eligibility for pensions dispensed by the National Insurance Institute.

Another amendment is found within the framework of the Economic Efficiency Law (Legislative Amendments to Achieve Budget Goals for Budget Years 2021 and 2022), which encompassed an increase in the income supplement rates for old-age pensions. Moreover, the income threshold from employment that is disregarded in determining eligibility for income supplements has also been raised. These modifications aim to enhance the economic conditions of senior citizens and facilitate their ability to manage living expenses.

Retirement preparation programs – The Ministry of Social Equality and the Advancement of the Status of Women issued a "call for proposals" to local authorities to establish a program aimed at alleviating loneliness and enhancing the resilience of the senior citizen demographic. Local authorities that have elected to participate in the initiative and have entered into contractual agreements with the Ministry may select activities from a varied assortment of options; However, they are obligated to



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conduct at least one retirement preparation workshop, with particular emphasis on women in light of the increased retirement age, when an outline for the workshop has been provided. Approximately 200 local authorities have opted to participate in this initiative.

9. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

Raising the retirement age for women – Following the raise of the retirement age for women (see page 29), provisions were established for women whose retirement age has been deferred. Among these provisions are a work grant for women born in 1960 or later who will be aged 60-64 in 2024. They are entitled to a work grant under favorable conditions contingent upon the amount of their income from employment; Women born between 1960 and 1966 without income from work may receive a grant from the National Insurance Institute amounting to up to NIS 4,000 for a duration of 4 months; The extension of the eligibility period for unemployment benefits to 18 months from the previous 12 months; The provision of benefits associated with retirement age prior to reaching retirement age, including property tax reductions and public transportation discounts, among others.

Grants for family members of reserve servicemen and women – In light of the reserve service, currently undertaken by numerous citizens in the State of Israel, which has frequently been of an unusually extended duration, several grants have been established regarding the families of reserve service members. These grants include: a family grant for a parent of a child under the age of 14, a special family grant for families with a child with a disability, compensation for loss of income for family members with a child under the age of 14 or a child with special needs up to the age



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of 21, a one-time grant to the spouse or former spouse of a reserve service member who is not employed, provided that they have a child under the age of 14, a grant to a parent who shares a child with the reserve service member but is not their spouse, participation in the financing of summer camps during the Tishrei (Jewish New Year) and Hanukkah holidays, a summer camp and after-school programs grant, assistance in financing emotional, mental, supplemental, and couple's therapy, reimbursement of expenses for treatment of ongoing household issues for family members of the reserve service member, participation in moving costs, among other provisions.

10. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

The establishment of two additional critical (acute) centers within hospitals nationwide – A critical (acute) center is a specialized clinic located within hospitals in Israel, designed to deliver a comprehensive and immediate response to individuals who have experienced sexual violence. These centers operate continuously, providing 24/7 services all year round, catering to both child and adult populations. Each center is staffed by trained professionals who possess expertise in sexual trauma and offer individualized and sensitive treatment while ensuring confidentiality in accordance with legal standards.

Currently, Israel hosts a total of 11 acute rooms in hospitals across the country, with two having been inaugurated in the past five years.



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11. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

- a. **Pilot Project in Local Authorities for Gender Equality Education in Early Childhood (Ages 3-6)** – The Authority for the Advancement of the Status of Women, in collaboration with the Ministry of Education, has initiated a pilot project focused on education for gender equality and the integration of gender concepts in government-operated kindergartens (ages 3-6). The objective of the project is to promote gender equality and the incorporation of gender awareness from an early age, thereby providing this demographic and the educational personnel engaged with it with a clear understanding of the educational landscape, facilitating the transition of the kindergarten toward a "gender-sensitive kindergarten". The program fosters personal and developmental observation of boys and girls in early childhood, alongside the acquisition of practical tools for gender and human dignity terms, aimed at designing the kindergarten environment and engaging with both children and parents in the realm of early childhood educational activities. The program comprises training and educational initiatives for kindergarten staff, parental training, a workshop for senior officials in local authorities, Ministry of Education inspectors, professional management in the Education Division, an event at the local authority, and the utilization of an educational equipment toolbox. To date, one round was conducted in 2020-2021 across 77 kindergartens nationwide (9 local authorities). An additional round of the pilot is scheduled to commence in the next school year (September 2025).



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- b. "Secure Future" Program, 2019 – The "Secure Future" initiative is a government program aimed at delivering educational and employment support to girls in distress, particularly within the Arab, Druze, Circassian, and ultra-Orthodox communities. This program encompasses activities that facilitate connections between girls and the employment landscape, while also fostering life skills necessary for adult life. It places a particular emphasis on promoting higher education and professions in technology and entrepreneurship, with the objective of mitigating gender disparities in underrepresented sectors.

12. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

Women's Employment During the COVID-19 Pandemic – The Ministry of Finance, Chief Economist Division, was tasked with examining the gender disparities in the labor market in the context of the COVID-19 crisis. Accordingly, the following data were presented: In the two decades preceding the pandemic, gender disparities in the labor market narrowed significantly. During the initial lockdown, there was an increase in gender disparities in employment rates, exceeding those disparities on the eve of the crisis. Following the lockdowns, women re-entered the workforce at higher rates, effectively closing the gender gap that had emerged during this period. The primary factor contributing to the increased gender gap during the lockdowns is the wage disparity between men and women, predominantly attributable to differences in job scope. Women are disproportionately represented in the lower income quintiles, which experienced higher rates of closure, particularly during the lockdowns. It is apparent from the data that the labor market crisis resulting from the



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COVID pandemic did not exacerbate gender employment gaps beyond those that existed prior to the pandemic, as periods without significant restrictions saw the closing of the excess gender disparities.

13. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

The State of Israel engages in multifaceted efforts to mitigate violence against women, girls, and adolescents. It is important to highlight that since 2016, an annual "Medal of Appreciation" has been conferred to recognize contributions in combating violence against women. This award is presented during a ceremony commemorating the International Day for the Prevention of Violence against Women, conducted by the Minister of Social Equality and the Advancement of the Status of Women. It honors individuals, groups, or organizations that have made distinct and substantial contributions to this cause, thereby encouraging further initiatives in this domain. Each year, the specific focus for the Medal of Appreciation is determined based on pressing issues within the realm of violence against women. In the past five years, the awarded topics have included: providing assistance and protection to women victims of violence (2020), preventing violence in Arab society (2021), educational initiatives aimed at combating violence against women (2022), and proactive measures to prevent violence against women during the Iron Sword War (2024).

Furthermore, the State of Israel has promoted initiatives aimed at eliminating the following forms of violence:



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a. Prevention of Sexual Harassment –

In accordance with the resolution of the Ministerial Committee for Gender Equality (Woman/7), which was ratified by Government Resolution No. 3229 on December 7, 2017, concerning the "Formulation of a National Plan to Combat the Phenomenon of Sexual Harassment", it was established that the Authority for the Advancement of the Status of Women will be tasked with developing a national plan to address the issue of sexual harassment within Israeli society. Additionally, it was stipulated that the Authority would allocate a budget of NIS 10 million for the implementation of this plan over a period of three years (2018-2020). To facilitate the formulation of the national plan, a committee was convened to examine the phenomenon of sexual harassment in Israeli society. The Committee engaged in extensive deliberations over several months, aimed at cultivating a comprehensive understanding of the fundamental issues and critical challenges necessitating intervention in this domain, while collaborating with and learning from numerous stakeholders and experts in the field. The Committee's findings indicated that sexual harassment is predominantly encountered in the workplace. According to a survey conducted by the Authority for the Advancement of the Status of Women as part of the Committee's activities, approximately 60% of women who reported experiencing sexual harassment indicated that such incidents occurred within the workplace or military setting. Consequently, the focus of the Committee's efforts was primarily on the phenomenon of sexual harassment in the workplace. In January 2019, the Committee released its conclusions and recommendations. The national plan encompasses various objectives, which can be categorized into five primary areas: raising awareness and education to modify social norms and



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enhance understanding of the law; Reinforcing the commitment and capacity of employers and organizations to prevent and effectively address sexual harassment in the workplace; Augmenting the supervision and enforcement of legal measures to deter sexual harassment in the workplace; Preventing sexual harassment within the civil service; And enhancing knowledge and research infrastructures to support the development of information-based policies.

In 2019, a **public campaign was disseminated through television and social media platforms to raise awareness and educate the public regarding sexual harassment in the workplace**. The campaign's key message posits that workplace harassment constitutes a universal concern, wherein silence fortifies the harassers and undermines the victims. The primary objective of the campaign was to prevent sexual harassment, particularly within professional settings, while also encompassing secondary goals: (1) to enhance the environment's responsiveness to incidents of sexual harassment, and (2) to empower victims of sexual harassment by providing them with support against both the harasser and systemic challenges.

Furthermore, pursuant to the Prevention of Sexual Harassment (Employer Obligations) Regulations, 1998, employers are mandated to designate an individual responsible for addressing sexual harassment issues within the workplace. To effectively fulfill this role, the designated individual is required to complete 18 hours of **training**, as stipulated by the Regulations. The Authority for the Advancement of the Status of Women provides this training for designated individuals in institutions of higher education and secondary education, as well as for such officials in local government, in addition to the professional training mandated by law.



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Additionally, pursuant to Section 9(a1)(5) of the Prevention of Sexual Harassment (Employer Obligations) Regulations, 1998, institutions, as defined under the Student Rights Law, 2007, are obligated to submit an annual report to the Authority for the Advancement of the Status of Women and to the Knesset Committee for the Advancement of the Status of Women and Gender Equality. This report must detail the various actions undertaken by the institution to prevent sexual harassment and specify the number of complaints submitted to the designated official in the institutions and the manner in which these complaints were addressed. The Authority for the Advancement of the Status of Women **has developed an online form for reporting sexual harassment in higher education institutions**, in conjunction with the Knesset Committee for the Advancement of the Status of Women, the Council for Higher Education, and relevant sexual harassment officers and supervisors in academic institutions. The form aims to facilitate reporting processes, aid in data collection, and monitor emerging trends. The Authority for the Advancement of the Status of Women publishes an annual report summarizing all data derived from institutions' reports for the preceding academic year, including a comparative analysis with previous years. The findings and conclusions of this report are made accessible to the public.

In 2021, the Ministry of Health disseminated a **circular from the Director General** titled "Handling Complaints Following Sexual Harm or Harassment During Medical Treatment", aimed at establishing protocols for the prevention of sexual harm and harassment within medical environments, as well as outlining procedures for addressing related complaints. Furthermore, in 2024, the Ministry of Health released the results of a study it initiated concerning



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instances of sexual harm between caregivers and patients within the healthcare system. This study is part of a broader initiative to eradicate this phenomenon and represents one of the first studies of its kind conducted globally in healthcare contexts, designed to assess the extent of this unacceptable behavior and to develop strategies for its eradication. The study utilized an online survey, garnering responses from 963 women aged 21 and older, conducted between January and June 2023. Additionally, the study incorporated in-depth interviews with female professionals and patients who have experienced sexual harm in the healthcare system, as well as an analysis of online discourse. Among its findings, the study indicates that 37% of women encountered sexual harm from a healthcare provider, with 22% having experienced such harm within the past five years, mirroring patterns observed in sexual assault data outside the healthcare environment. Findings indicate that the most prevalent forms of assault reported included leering (6.9% of victims), belittling and objectifying remarks (7%), requests to undress (13%), inappropriate touching (13%), sexual advances (9%), indecent acts (5%), sexual assault and forcible indecent acts (5%), and extortion through threats (4%). Of these assaults, 37% were perpetrated by physicians who were not gynecologists, 32% by gynecologists, 12% by other healthcare professionals, 6% by dental professionals, and 5% by nurses. The Ministry of Health is diligently engaged in a comprehensive and in-depth examination of the phenomenon of sexual assault and harassment within the healthcare system. Among the initiatives undertaken by the Ministry under a zero-tolerance policy are a substantial increase in penalties for offenders, including extending license suspension periods to the maximum extent permitted by law, which may result in the revocation of licenses, as well as the



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disclosure of information to the public regarding offending staff members. The Ministry is also advocating for legislative measures to empower the Ministry of Health to impose stringent consequences on any medical professional who engages in sexual assault. Additionally, mechanisms to enhance public awareness regarding the process of filing complaints will be explored, alongside the potential establishment of a dedicated hotline for complaint submissions and other related measures.

b. Domestic Violence –

Raising Awareness – The Authority for the Advancement of the Status of Women has developed a digital toolkit for local authorities, which encompasses a set of six "warning signs" intended to enhance awareness among the general public and the social circles of individuals affected by the prevalent phenomena among women experiencing domestic violence. This initiative aims to facilitate the identification of violent relationships and to promote appropriate responses. The warning signs reference all national helplines operational in this domain, including the services provided by the Ministry of Welfare and Social Affairs for women in violent settings. The digital publications allow users to click on each "warning sign" to access relevant information. The toolkit, entitled "It's Time to Intervene", was disseminated in advance of the International Day for Combating Violence Against Women (November 25, 2022) to spokespeople and consultants on the advancement of women's status within local authorities. This enables them to distribute the material utilizing the various unique modalities available to local authorities, such as public signage and digital advertising, at no cost.



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Prevention – "Program to Combat Violence Against Women" – The Authority for the Advancement of the Status of Women, in professional collaboration and with financial support from the Ministry of Welfare and Social Affairs, has initiated a call to local authorities to enact a program as part of efforts to combat violence against women. The emergence of the COVID-19 pandemic has resulted in an increase in incidents of violence within the domestic context. Restrictions on movement and enforced isolation have contributed to heightened tensions and conflicts between partners, leading to instances of violent behavior, predominantly directed towards women. The objective of the program is to enhance the personal and communal resilience of local authority residents, especially women, through awareness-raising initiatives, training courses, and guidance focused on the prevention of violence against women and personal empowerment. A total of 198 local authorities have participated in the program, opting to engage in various activities from a predefined repertoire aimed at fostering the fight on violence perpetrated against women. Among the activities included are: awareness workshops to recognize warning signals of domestic violence among individuals with extensive social interactions within the community; Lectures for local authority residents regarding the identification of warning signs and indicators of distress in women experiencing violence; Self-defense workshops tailored for women; Sessions for men addressing contemporary masculinity and fatherhood perspectives; Workshops aimed at cultivating skills and knowledge for effective economic management; A workshop promoting female leadership within the community to help eradicate violence; And an arts-based workshop for women to bolster self-



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esteem, resilience, and overall well-being among female victims of violence.

Violence on social media – In 2019, the Israeli Internet Association published a study indicating that one in five women has personally experienced online violence. In response to this issue, the Authority for the Advancement of the Status of Women initiated a campaign in 2024 aimed at preventing violence against women in cyberspace. The campaign encompasses four videos that are designed to convey a clear message: stop, think, and only then respond! Utilizing content grounded in everyday scenarios on social media, the videos underscore the significance of preventing offensive responses. Furthermore, with a focus on women's representation in decision-making roles, the Authority for the Advancement of the Status of Women conducted a study on political gender violence. This study included an analysis of hostile discourse directed at women in politics on social media. Additionally, a collaborative process was undertaken with elected public entities at both the national (Knesset) and local levels (local authorities and regional councils).

14. In the past five years, what actions has your country prioritized to address gender-based violence?

- a. **Data Collection:** The State of Israel has undertaken initiatives to compile data on gender-based violence and has established a comprehensive **gender-based violence dashboard**. Gender-based violence encompasses violence directed at individuals based on their gender or sex, including various forms such as physical, sexual, economic, and psychological violence. To effectively address



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this phenomenon, it is imperative to gather data regarding its prevalence, associated issues, and treatment methodologies. The Authority for the Advancement of the Status of Women, in collaboration with the Central Bureau of Statistics (CBS), has developed a gender-based violence indicator that features an extensive dashboard dedicated to this issue. The establishment of such a dashboard was recognized as a necessity for many years, with urgency heightened during the state of emergency. This dashboard ensures data accessibility for the broader public, including decision-makers, to facilitate policy planning, implementation, and monitoring. The indicator aims to achieve several objectives: to enhance understanding of the prevalence and patterns of gender-based violence; To optimize resource allocation and improve response strategies; To formulate protective policies for women against violence; And to promote research and enhance prevention strategies. This indicator is the first of its kind globally, integrating data from governmental ministries and civil society organizations. Currently, the indicator comprises data sourced from four governmental bodies and two civil society organizations. Furthermore, the Authority for the Advancement of the Status of Women has also collected data concerning political gender violence online, as outlined above .

- b. **Raising Awareness** – To eradicate the phenomenon of gender-based violence and support its victims, the Authority for the Advancement of the Status of Women has undertaken initiatives to promote national campaigns aimed at the prevention of violence against women (including "warning signs", as detailed on page 39), a campaign to prevent sexual harassment in the workplace (as detailed on page 36), and a campaign to address gender-based violence in online



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environments (as detailed on page 16).

Legislation – In the past five years, the State of Israel has advanced amendments to numerous laws seeking to provide optimal protection for female victims of violence, as follows:

- **Amendment 137 to the Penal Law, 1977:** Amendment No. 137 to the Penal Law added an aggravated circumstance to the murder offence. According to This Amendment, the punishment for committing a murder is life imprisonment, however, while committing murder under one of the aggravated circumstances listed, the sentence shall be mandatory life imprisonment. One of the aggravated circumstances that were added is when the victim of the murder is the perpetrators spouse and the act was committed after systematic or continuous physical or mental abuse. Another aggravating circumstance is when the murder was committed with special cruelty or involved physical or mental abuse of the victim.
- **Amendment No. 17 of 2022 to the Rights of Victims of Crime Law, 2001:** Adopted on April 10, 2023, this amendment established that in cases of sexual offenses or serious domestic violence offenses listed in First Schedule C of the aforementioned law, investigators are prohibited from requesting that victims waive the confidentiality of evidence, including information related to psychological treatment. Requests to the court for the removal of such confidentiality must be made only after a designated judge has determined, with documented grounds, that the evidence is necessary to ascertain the truth, that the scope of the requested disclosure does not exceed what is required under the circumstances, and



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that the desired purpose cannot be achieved through other reasonable means. Procedures for informing victims of their rights and available options, as well as presenting their positions before the court, were also established.

- **Amendment No. 18 (Temporary Provision) to the Domestic Violence Prevention Law, 1991** stipulates that if a Court grants a protection order, it may also instruct the person obligated by that order, to provide an obligation to receive treatment by an authority determined by the Court. The Court will not order the provision of an obligation to receive treatment unless it is served with professional assessment report by a social worker, regarding the suitability of the abovementioned person for such treatment and whether he/she understands the conditions and essence of the treatment. The Court will also be presented with a report concerning the treatment's progress.

Amendment No. 19 of 2023 (Temporary Provision) to the *Prevention of Domestic Violence Law*, defines conditions to be considered by the court prior to the issuance of a restraining order enforced through technological supervision and determines the exceptions to these conditions, including where such supervision could lead to a threat to the victim's life. Additionally, the amendment establishes the creation of a technological supervision unit within the IPS. The amendment is a temporary provision for 3 years and will enter into force in 2024 until 2027.



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15. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

See reference to the campaign against online violence on page 16.

16. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

Over the past five years, the State of Israel has undertaken several initiatives to allocate resources to women's organizations focused on preventing gender-based violence and supporting victims. Key activities include the publication of support frameworks for public institutions that engage in domestic violence prevention and provide assistance to both perpetrators and victims through innovative methods, including counseling, support, and guidance. Additionally, criteria have been established for the provision of support to public institutions that assist victims of sexual assault (specifically two support criteria of the Ministry of Welfare and Social Affairs). Furthermore, numerous collaborations have been established with various entities, such as the Michal Sela Forum (non-profit association), to implement the warning signs specified above on page 39.

17. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

The enhancement of female representation within committees appointed by legal mandate, particularly concerning the appointment of rabbis to public positions –



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Section 6 of the Rabbinical Judges Law, 1955, determining the composition of the Committee for the Appointment of Rabbinical Judges has been amended. Notably, in 2013 (Amendment No. 26), the Rabbinical Judges Law was revised to incorporate a female rabbi within the Committee's membership responsible for rabbinical appointments. Furthermore, it was stipulated that "at least one of the government representatives on the Committee, at least one of the Knesset representatives on the committee, and at least one of the representatives of the Bar Association on the committee shall be women". Subsequently, in 2021 (Amendment No. 29), further amendments were enacted, resulting in the addition of another female rabbi, establishing a legal requirement for a minimum of five women among the Committee's thirteen members. Additionally, pursuant to the Chief Rabbinate of Israel Law, 1980, an electoral assembly convenes to elect chief rabbis, comprising 80 rabbis and rabbinical judges, alongside 70 public representatives. As part of Amendment No. 8, enacted on December 5, 2024, a mechanism was instituted to mandate that at least 31 of the public representatives be women.

Promoting the integration of women in the public sphere – The Authority for the Advancement of the Status of Women has implemented a variety of complementary initiatives to elevate women to significant positions within public life. This effort is grounded in Government Resolution No. 454, dated October 18, 2020, titled "Promoting adequate representation of women in the civil service and delegating government authority", which establishes a target of achieving a minimum of 50% representation of women in senior staff positions, including in leading senior roles. Government Resolution No. 454 serves as a continuation of Government Resolution No. 1697, issued on June 8, 2014, addressing the "Promotion and Integration of



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Women in the Civil Service", which similarly set forth the objective of ensuring at least 50% representation of women in senior positions. Consequently, a range of actions has been undertaken to enhance the representation of women within the civil service specifically, and in public life generally, across multiple levels.

- c. **Training** – In the academic year 2023-2024, the Authority for the Advancement of the Status of Women undertook the implementation of the "Forward After You" program, a training initiative designed to encourage and promote female leadership within the public sphere, in collaboration with 13 selected local authorities nationwide. The primary objective of the program is to empower women and equip them for increased participation in processes that influence their lives. To this end, training was delivered to women's groups across the country, aimed at facilitating the advancement of women from diverse demographic backgrounds within Israeli society, while preparing them for leadership roles in the public domain. The program emphasized the encouragement and support of women's engagement in public activities and active participation in civic life, particularly in relation to the decision-making processes that impact their lives. Furthermore, it sought to develop a network of influence for women and to broaden the scope of their involvement, alongside establishing networking circles for influential women. The program included, essentially, the following components: a combination of face-to-face and online training courses in which practical and actionable tools for social change were applied, comprising approximately 120 hours of instruction aimed at assisting, guiding, and imparting knowledge and skills to women eager to engage actively in their respective public spheres; Individualized mentorship for participating women by established leaders within small group frameworks; And



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culminating activities designed to foster social networks and networking groups among participants hailing from various regions of the country. At the conclusion of the program, 20 graduates were nominated as candidates in local authority elections, with 10 of those graduates being elected to positions in the plenums and councils during the 2024 electoral cycle.

- d. **Promoting Awareness of Women's Needs** – The Authority for the Advancement of the Status of Women aimed to enhance awareness among women voters regarding their specific needs in preparation for the local authority elections, thereby encouraging their active participation in the electoral process and enabling them to exercise their voting rights in a manner that would also advance their status as women. In this context, the "Vote for You" campaign was developed in anticipation of the 2024 local authority elections. Through the "Vote for You" billboard initiative, an appeal was made to women to engage in the democratic process and cast their votes in the municipal elections, driven by an awareness of their needs and an in-depth understanding of the candidates and electoral lists.

- e. **Accessibility of Women's Candidacies for Significant Positions** – The Authority for the Advancement of the Status of Women has established a **database of expert women**, comprising over 2,000 individuals across various fields, with the objective of promoting candidacies for senior positions and serving as experts. This initiative aims to enhance appropriate representation and increase the proportion of qualified women in senior roles within public committees and



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diverse forums, including the media. The database is designed for women who meet the specified threshold conditions for participation and encompasses a wide range of disciplines, such as foreign relations, defense, engineering, medicine, finance, welfare, art, pedagogy, and sustainability. These women have been invited to submit their candidacies for inclusion in the database, which currently consists of approximately 2,000 entries. Additionally, a dedicated program has been implemented, connecting female graduates through a "Spotlight on the Expert", alongside a training program that equips them with skills for engaging with the media, public speaking, preparing for examination committees, navigating searches for senior roles, and interpreting salary agreements pertinent to senior positions. To date, 30 women have been appointed to senior positions and as members of the civil service public committees. Furthermore, women qualified for directorships are eligible to apply for the "**Board of Directors Team**" of the Government Companies Authority.

- f. **Board of Directors Team** – The Board of Directors Team represents a fundamental process underpinning the reform initiatives spearheaded by the Government Companies Authority. This process is characterized by its competitive, equitable, and transparent nature, aimed at identifying qualified, professional candidates for the boards of directors of government companies. Launched in November 2013, this initiative has led four teams (2014, 2015, 2017, and 2022). Male and female directors selected through the Board of Directors Team have assumed leadership roles on the boards of numerous government companies. In 2022, the Team encompassed a candidate pool of



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1,270 members. The Board of Directors Team serves as a conduit and platform for directors from diverse sectors and fields, ensuring gender representation (50-50) and the inclusion of additional groups entitled to adequate representation as mandated by law (10%).

In conjunction with the cooperative efforts between the Authority for the Advancement of the Status of Women and the Companies Authority, significant endeavors have been undertaken to enhance the percentage of women's participation in the Team. Strategies employed included public outreach, targeted engagement with women in the database, and the organization of webinars and joint informational meetings. Consequently, the initiative successfully integrated 15 women from the expert women's database into the Board of Directors Team.

Recognition of Women's Achievements – In order to enhance the representation of women, the Authority for the Advancement of the Status of Women endeavors to increase awareness and acknowledge the accomplishments of exemplary women. This initiative encompasses: (1) The **Israel Prize** – The Israel Prizes are conferred annually on Independence Day in Jerusalem during an official ceremony attended by state officials. The Israel Prize is regarded as the most significant and distinguished accolade awarded in the State of Israel. Each year, judging committees present their recommendations to the Minister of Education for the recognition of achievements across various fields of activity and creativity in Israel. Despite notable accomplishments, disparities persist, as the number of women recipients has not



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corresponded to their percentage in the population. Over the past eight years, the Authority for the Advancement of the Status of Women has actively promoted women's candidacies for this award. (2) **"Pioneering Women" exhibitions** at the "ANU" Museum, which aim to facilitate accessibility to content and create a platform for collective efforts towards a transformation in consciousness, society, and education. The collaboration includes: an in-depth educational tour for middle school pupils; Guided tours for diverse groups and audiences; An independent tour utilizing an audio guide; And a summer program themed "My Heroic Family". To date, approximately 6,000 middle school and high school pupils nationwide have engaged with the program, and varied groups and broader audiences have introduced nearly 1,000 people to the initiative. Approximately 35,000 people have accessed program content through multiple channels, including online platforms. The exhibition aspires to enhance the representation of women, reintegrating those forgotten in artistic history into contemporary discourse and fostering an egalitarian dialogue among visitors from all segments of Israeli society.

18. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

The Authority for the Advancement of the Status of Women serves as the principal government entity tasked with the promotion of gender equality and the empowerment of women in Israel. Established in 1998 pursuant to the Authority for the Advancement of the Status of Women Law, the Authority operates as an auxiliary unit within the Ministry of Social Equality. It spearheads policy initiatives pertaining to



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gender equality, endeavors to integrate gender considerations across all governmental ministries, and advocates for measures aimed at diminishing disparities between women and men across various life domains. The State of Israel remains committed to reinforcing the national mechanisms dedicated to the promotion of gender equality and women's empowerment, acknowledging that gender equality constitutes a fundamental element of a just democratic society, and affirming the significance of adhering to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as well as the principles outlined in the Beijing Declaration and Platform.

The Authority is led by a director who reports directly to the Minister of Social Equality and the Advancement of the Status of Women. The Authority collaborates closely with the Committee for the Advancement of the Status of Women and Gender Equality in the Knesset, advisors for women's status in local authorities, and organizations within civil society.

The State of Israel has undertaken several initiatives over the past five years to establish and enhance the mechanisms of the Authority for the Advancement of the Status of Women: These initiatives include the reinforcement of the positions of advisors for the advancement of women's status within local authorities, facilitated through directives issued by the Director General of the Ministry of Interior, alongside the implementation of the Authority's influence within these local entities. The budget allocated to the Ministry for Social Equality and the Advancement of the Status of Women has been substantially increased for activities pertinent to women's advancement, executed in collaboration with the Authority for the Advancement of



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the Status of Women from 2020 to 2024. Additionally, national indicators have been developed and implemented to gauge progress in gender equality, culminating in the establishment of a national database intended to function as a foundation for future endeavors. A mandatory annual reporting mechanism concerning the representation of women in government employment has been instituted in compliance with Section 6C of the Women's Equal Rights Law, 1951. This reporting entails the inclusion of women's representation from diverse population groups within government review committees, public committees, and teams appointed by the government, the Prime Minister, a minister, a deputy minister, or a director general of a government ministry. It has been mandated that a representative from the appointed body report to the Authority in writing regarding any committee or team appointments prior to the commencement of their activities. Consequently, the Authority for the Advancement of the Status of Women has actively worked to establish an effective reporting mechanism. Moreover, the implementation of Government Resolution No. 2084 concerning the "Adoption of the Recommendations of the Committee for Gender Review of the State Budget in Israel" mandates a gender analysis of the state budget across all government ministries, as detailed above on page 28. This resolution necessitates the development of methodological tools designed to integrate gender considerations into policy planning and resource allocation. Furthermore, various forums have been established to facilitate cooperation between ministries and the integration of civil society on a variety of issues.

On April 2, 2023, the Government of Israel enacted Resolution No. 433, titled "Establishing the Ministry for the Advancement of the Status of Women, changing the division of roles between ministers, transferring areas of operation from ministry to ministry, transferring authorities conferred under law from minister to minister, and



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amending government resolutions". This resolution led to the establishment of the Ministry for the Advancement of the Status of Women. Consequently, certain authorities and responsibilities were transferred from the Ministry for Social Equality to the newly created ministry, including oversight of the Authority for the Advancement of the Status of Women. This Authority, previously under the Ministry for Social Equality, subsequently came under the jurisdiction of the new ministry. In January 2024, the Government of Israel resolved to dissolve the Ministry for the Advancement of the Status of Women, reinstating the authorities and responsibilities to the Ministry for Social Equality, which was subsequently renamed the Ministry for Social Equality and the Advancement of the Status of Women.

19. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

On the national level, Israel is committed to the implementation of the United Nations Sustainable Development Goals (SDGs), with particular emphasis on Goal 5, which pertains to gender equality. However, the country lacks a cohesive national strategy for gender equality, instead featuring a range of initiatives and programs carried out by governmental and local entities. Concurrently, the State of Israel endorses individual strategic plans aimed at promoting women's advancement across diverse sectors, including employment and emergency situations. The Civil Service Commission, through its Gender Equality Division, is actively engaged in fostering gender equality within the public service. In 2023, a report was disseminated that



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outlines the actions and indicators pertinent to the promotion of gender equality within the civil service.

20. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

See reference to gender budget analysis on page 28.

21. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

Gender-based violence indicator (dashboard) – see discussion above on page 41.

22. What gender-specific indicators has your country prioritized for monitoring progress on the SDGs?

In the Israeli Central Bureau of Statistics (CBS), the organizational structure of departments is categorized by professional fields rather than by demographic populations. The generation of data pertaining to vulnerable populations was determined at random by departments that demonstrated an interest in disseminating such information. There was no designated coordinator responsible for addressing the topic of inclusion statistics.

In 2022, a new department was established with a focus on inclusion statistics and populations. Its primary objective is to enhance and improve the dissemination and



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accessibility of gender intersectionality through the utilization of data warehousing and dashboards.

Key initiatives include the initiation of studies addressing issues such as women and obligations and workplace discrimination against women; The expansion of the dataset through the implementation of new surveys exploring discrimination and inequality, time use, and gender-based violence; And the incorporation of additional data sources beyond administrative records and surveys, such as data mining from social media. Furthermore, there is an endeavor to enrich data dissemination by developing new tools, including dashboards and interactive maps. Additionally, policy tools are being developed, such as a child support calculator and a gender equality index for local authorities, aimed at aiding in policy design and planning. An annual basic diversity index for the labor market is also being generated, which maps data to evaluate diversity in representation and wages among various vulnerable groups, including Arabs, women, Israelis of Ethiopian descent, ultra-Orthodox, and individuals aged 45 and over. This project is being conducted in collaboration with the Ministry of Economy and Industry and the Tel Aviv University, serving as a straightforward policy tool for identifying the status of disadvantaged and discriminated populations within the workforce. Identification criteria include age, gender, industry, education, industry size, and type of population. Furthermore, there is an assessment of the size of the LGBTQ+ population alongside their health status, economic standing, employment conditions, and welfare status. This effort involves establishing a multidisciplinary team from various government ministries, academia, and civil society organizations to identify and consolidate diverse data sources (excluding national surveys).