

# Inequalities at Work: The Diversity Index and Patterns of Employment and Pay Gaps in the Israeli Private Sector (2016)

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## Industries

- **Manufacturing:** Food, Textile, Pharmaceutical, Metal, Computer
- **Trade:** Wholesale, Retail, Motor Vehicle
- **Information and Communication:** Publishing, Production, Telecommunication, Computer Programming
- **Financial Services:** Financial Services, Insurance
- **Professional Services:** Legal and Accounting Services, Architecture and Engineering, Scientific Research and Development, Advertisement
- **Higher Education**

## Who's in the index?

### Demographic Groups

	% of Non-Academic Workforce	% of Academic Workforce
Women	48%	55%
Israeli-Arabs	24%	9.7%
Israeli-Ethiopians	1.6%	0.3%
Orthodox Jews	8.6%	3.5%
45 years old+	40%	47%

## Data Sources:

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- Income tax records for all salaried employees in 2015, based on data reported to the Israel Tax Authority by Employers
- The Education Registry, produced by the Central Bureau of Statistics based on reports from higher education institutions in Israel and administrative data and covers 95% of the workforce
- Data on higher education employment by rank was received from the Commission for Higher Education.

## Ranking 20 Industrial Sectors:

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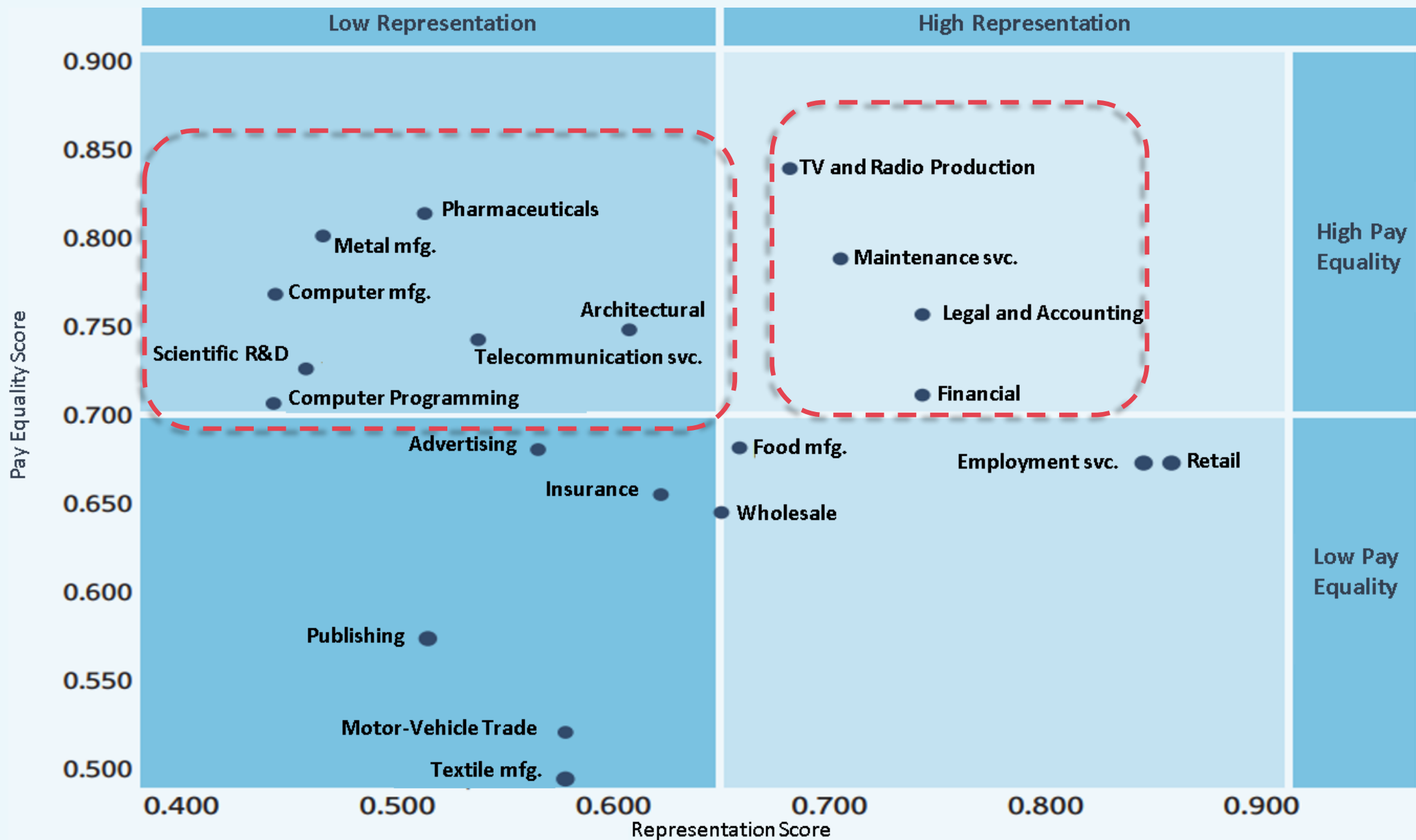
- Representation Score = % group in industry/percent group in workforce
- Pay equality score - mean minority group pay/mean majority group pay

## Mapping Diversity within Industries

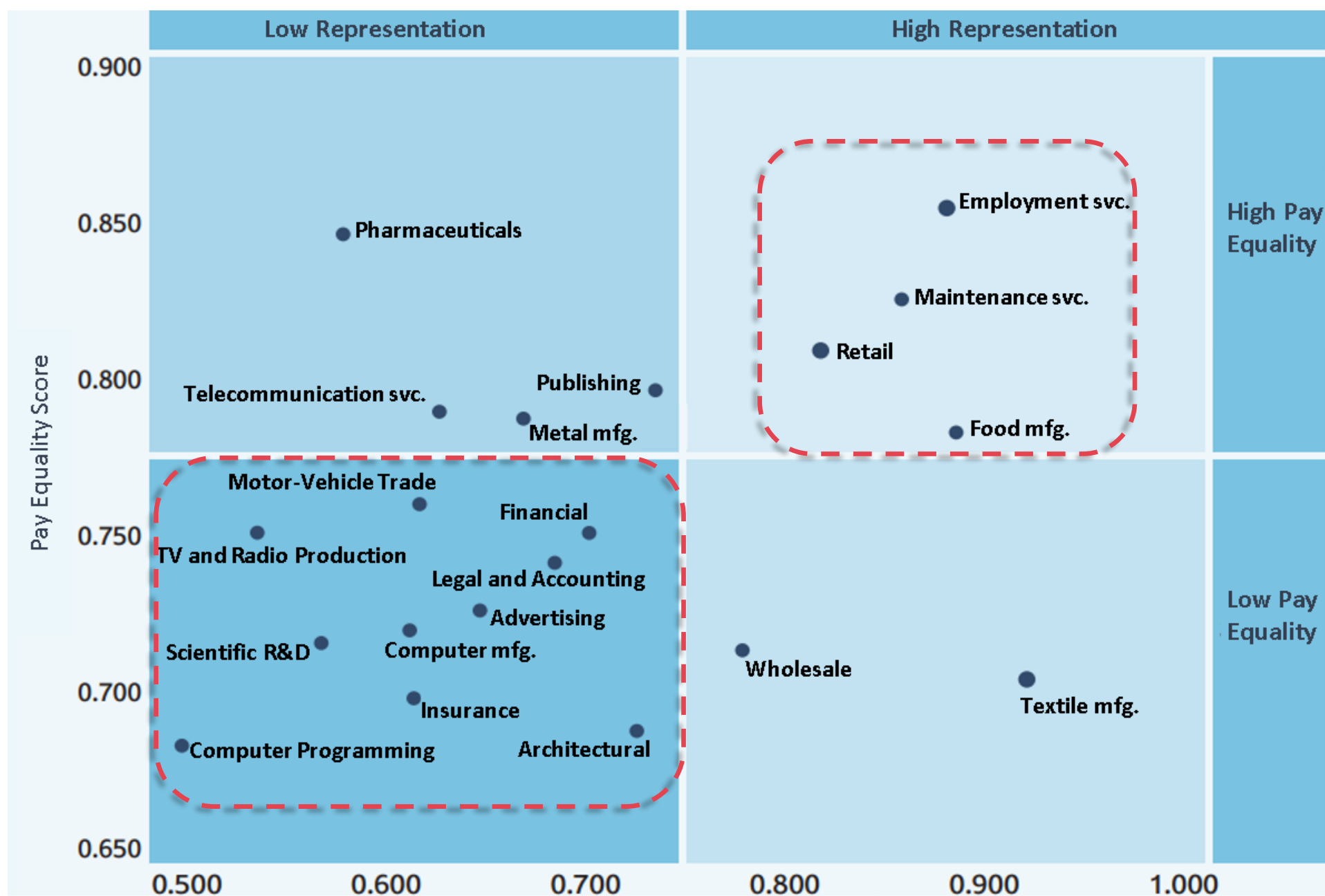
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- Gender and Age Groups
- Organizational Size

# Representation and Pay Equality Rankings of 20 Private Industry Sectors – Academic Workers



# Representation and Pay Equality Rankings of 20 Private Industry Sectors – Non-Academic Workers



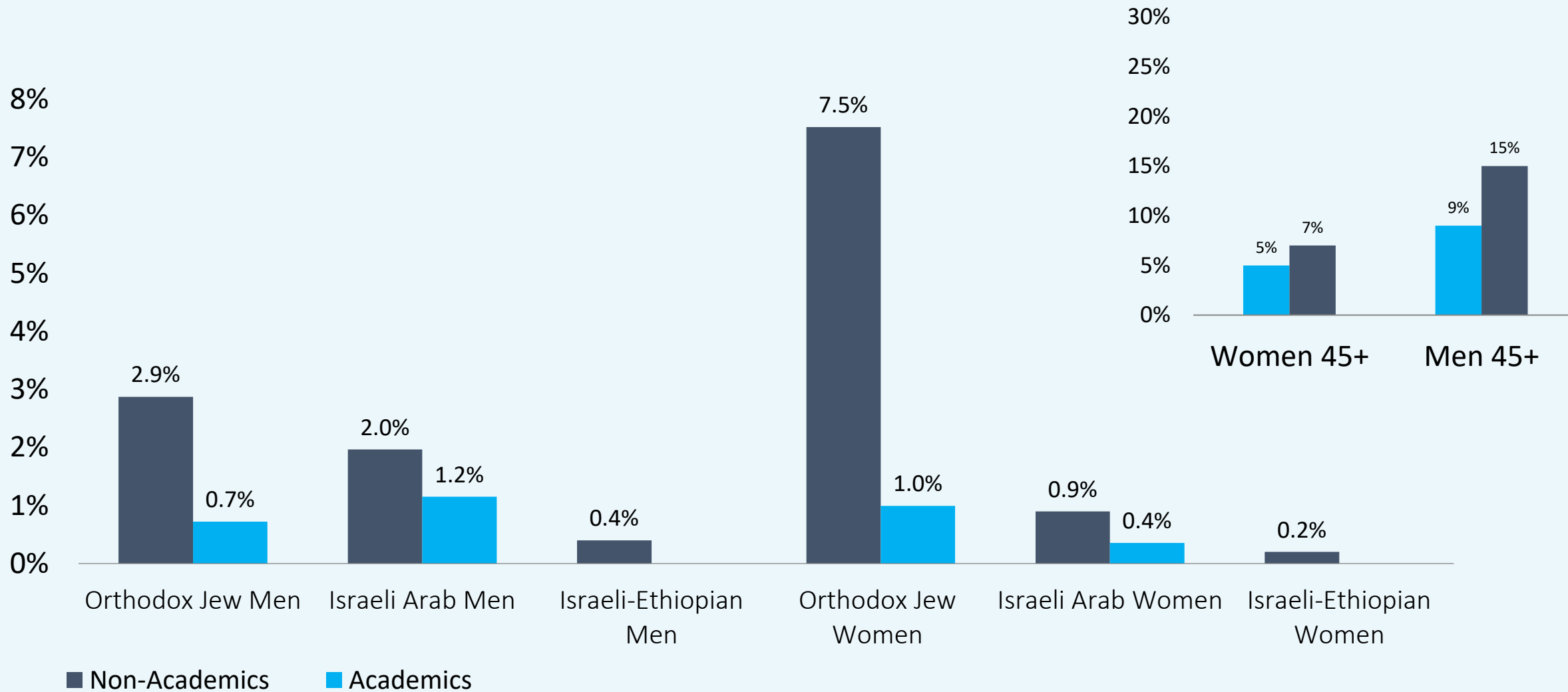
# Mapping Minorities Representation and Pay Gap



# Are representation and pay gaps lower for minorities with an academic degree?

	Better representation in well paying industries?	Lower Pay Gaps?	Lower Gender Pay Gap?
Women	NO	NO	NO
Orthodox Jews	SOME	NO	SOME
Israeli-Ethiopians	NO	SOME	YES
Israeli-Arabs	NO	SOME	SOME
45 years old +	SOME	NO	NO

# Group Share in Software Engineering, 2015



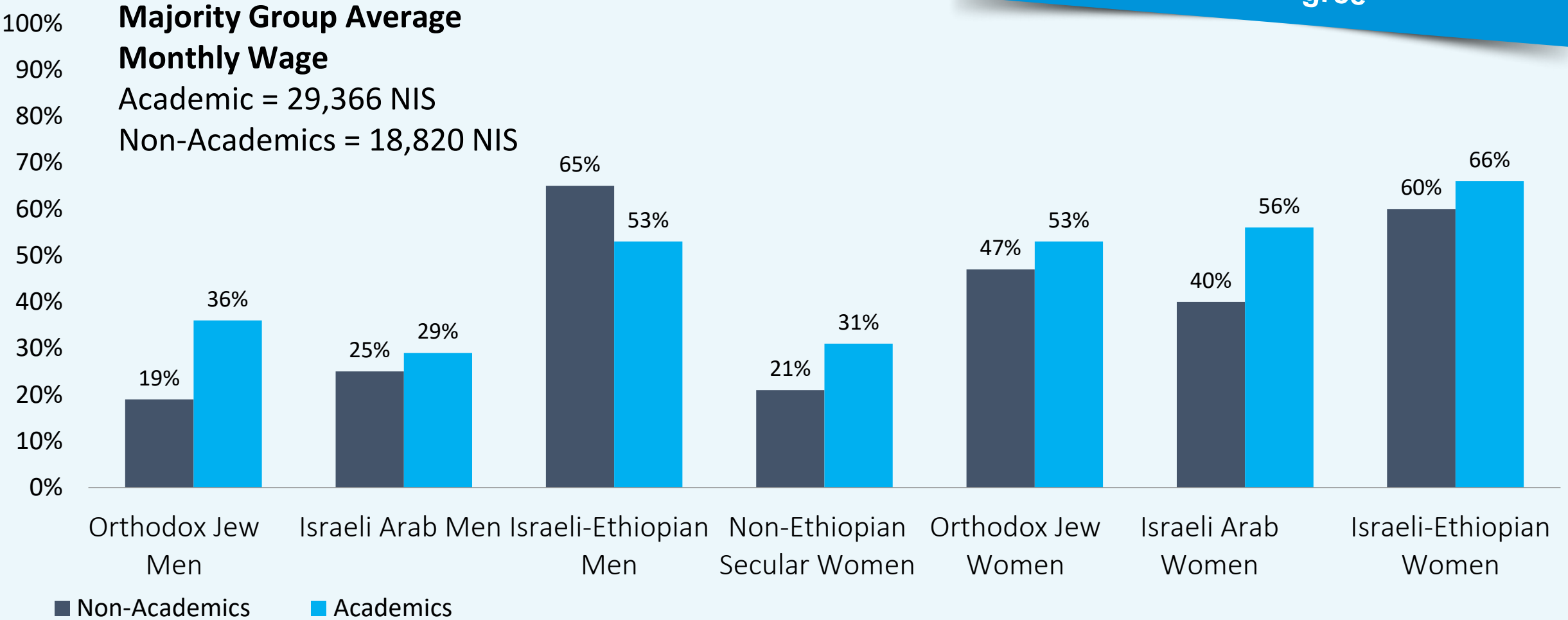


# Are representation and pay gaps lower for minorities with an academic degree?

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Women	NO	NO	NO
Orthodox Jews	SOME	NO	SOME
Israeli-Ethiopians	NO	SOME	YES
Israeli-Arabs	NO	SOME	SOME
45 years old +	SOME	NO	NO

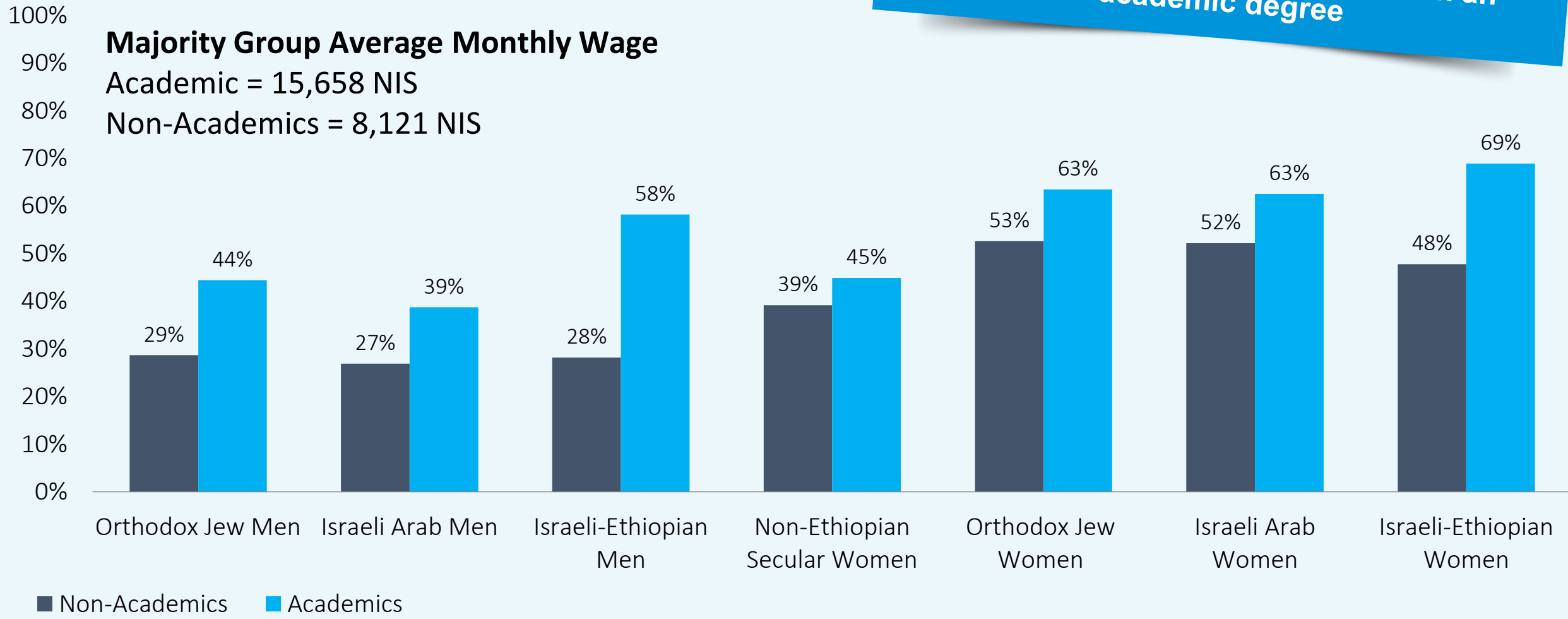
# Group Pay Gap in Comparison to the Majority Group, in the Financial Services Industry, 2015

Pay gap are larger for workers with an academic degree



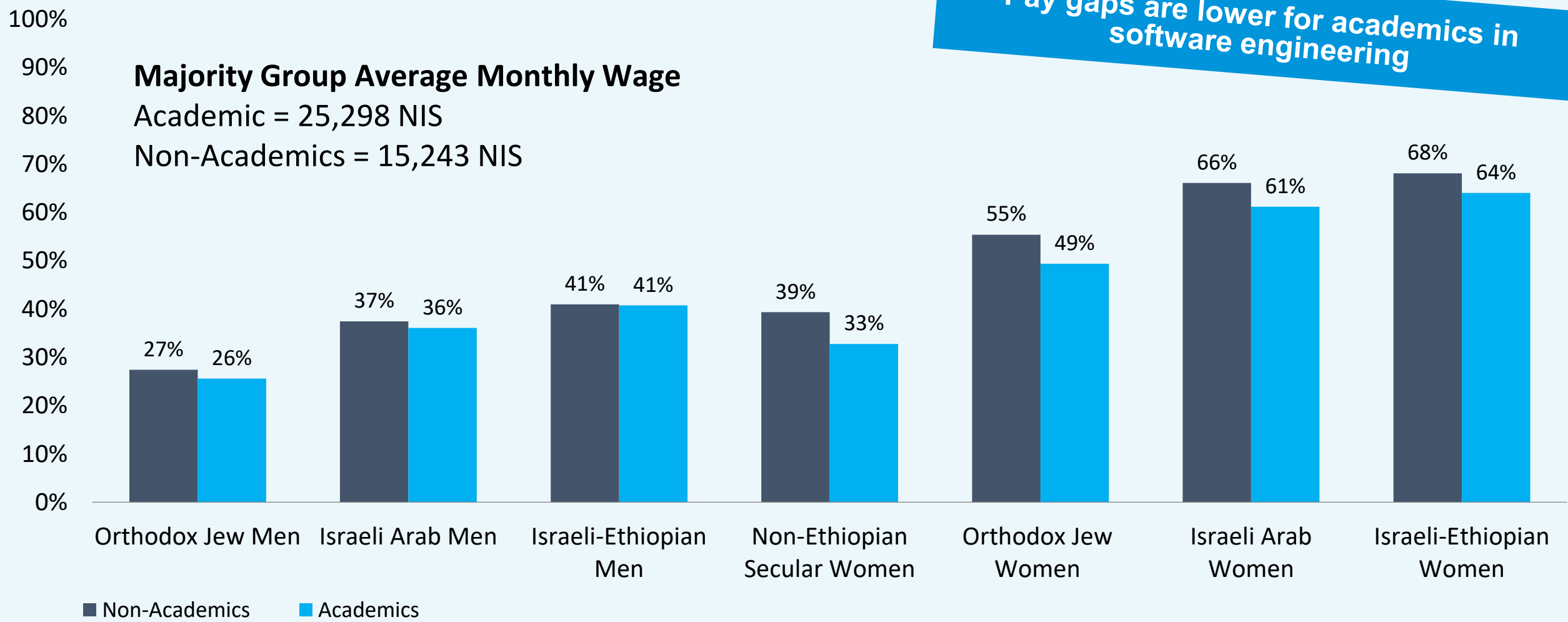
# Pay Gap in Comparison to the Majority Group, in Retail, 2015

Pay gap are larger for workers with an academic degree



# Pay Gap in Comparison to the Majority Group, in Software Engineering , 2015

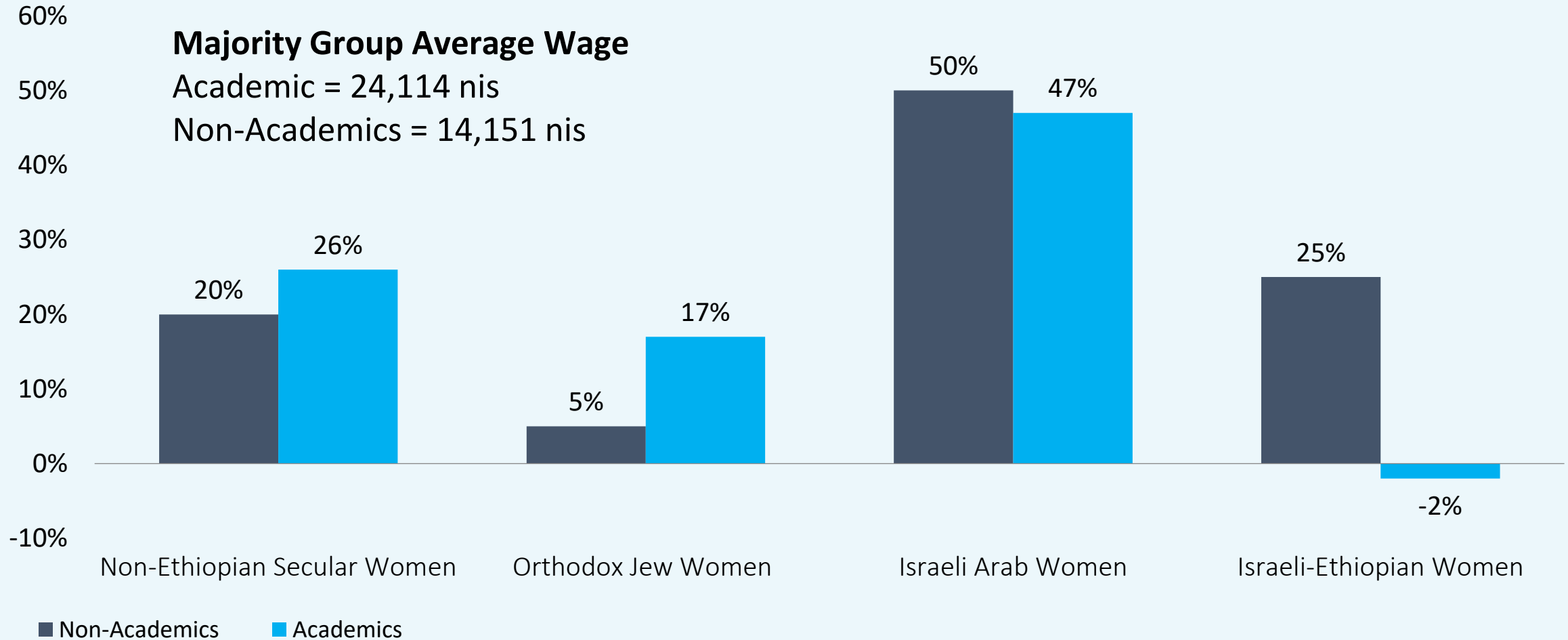
Pay gaps are lower for academics in software engineering



**Are representation and pay gaps lower for minorities with an academic degree?**

	Better representation in well paying industries?	Lower pay gaps?	Lower gender pay gap?
Women	NO	NO	NO
Orthodox Jews	SOME	NO	SOME
Israeli-Ethiopians	NO	SOME	YES
Israeli-Arabs	NO	SOME	SOME
45 years old +	SOME	NO	NO

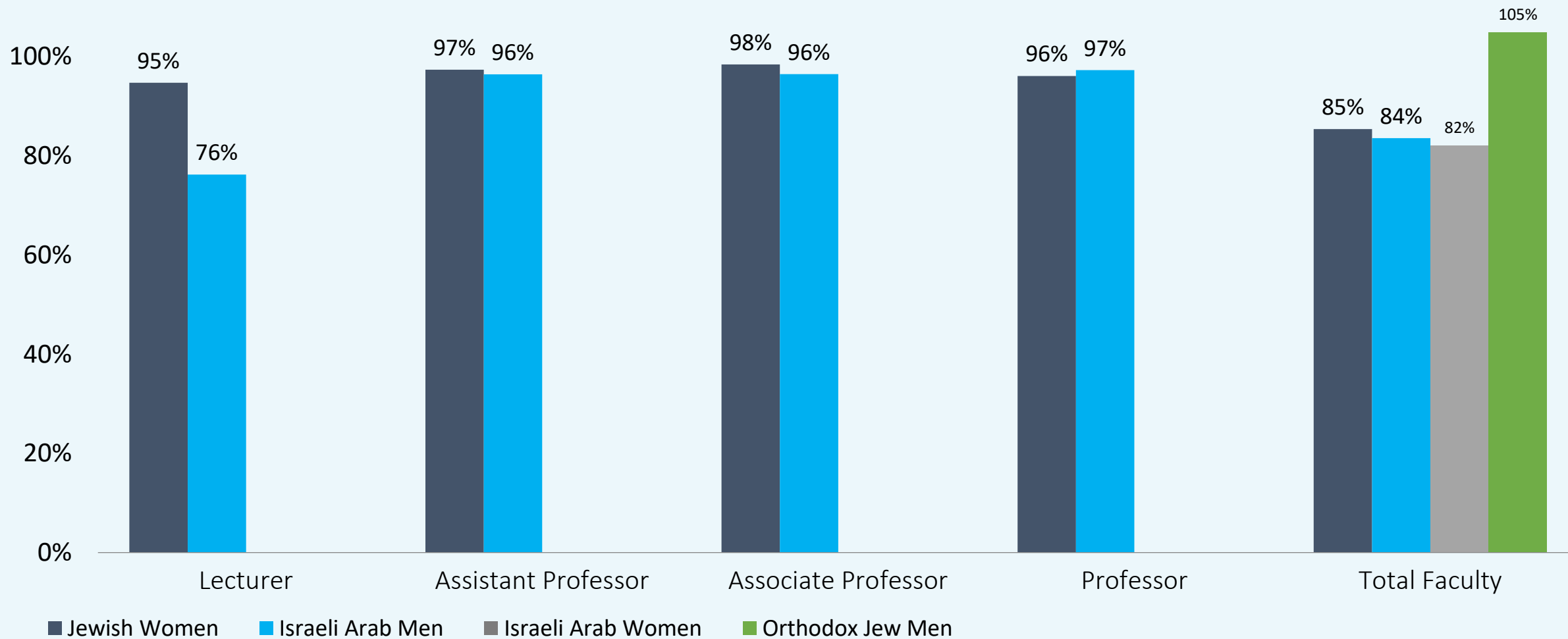
# Gender Pay Gaps, Pharmaceutical Industry, 2015



# Diversity in Higher Education

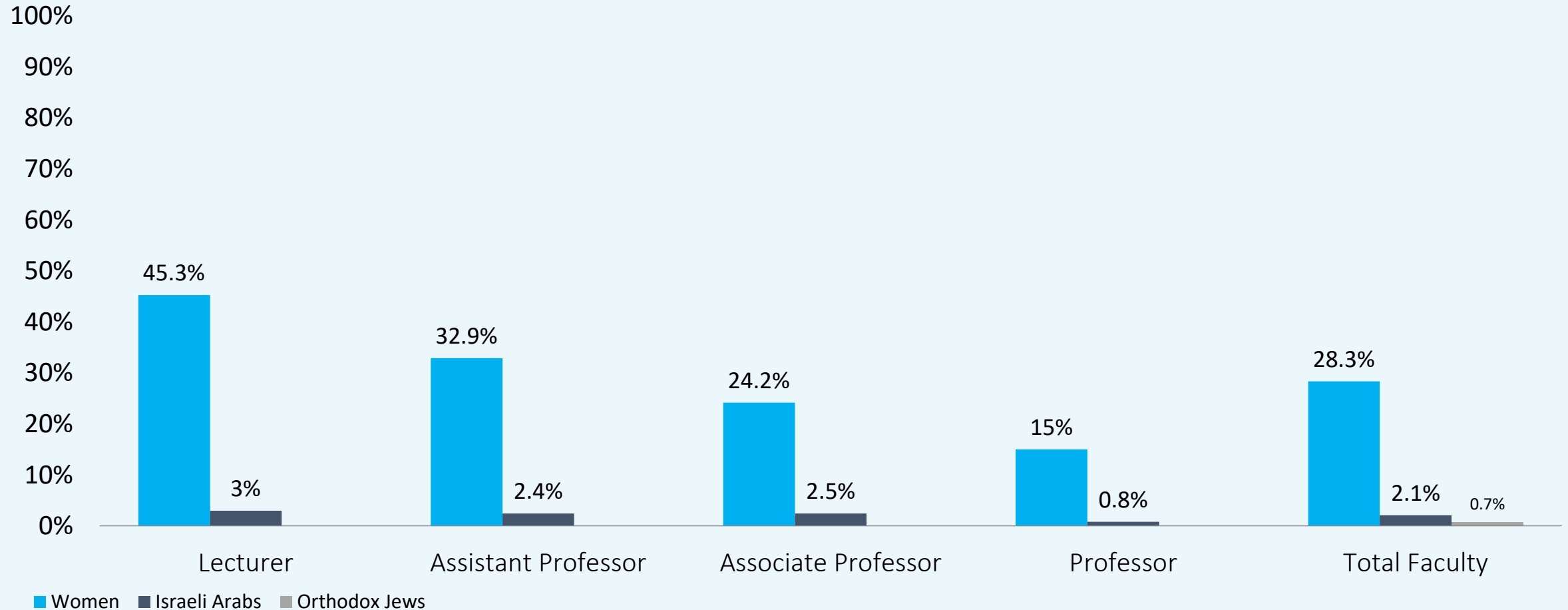


# The Share of Group Pay Relative to the Majority Group in Israeli Universities, 2015





# Group share in Israeli Universities, 2015



# Summary

## 1. Employment and pay gaps are largely higher for minority workers with an academic degree

Minorities with academic degrees have -

- Low representation in good jobs and high representation in bad jobs
- Higher pay gaps
- Higher gender pay gaps, especially among the 45+

## 2. In universities, pay inequalities within ranks are minimal but women and minorities are underrepresented in higher paying ranks

# Next Steps

1. Working with employers in light of current results
2. Developing a website as an ongoing reference tool
3. Developing the Diversity Index: data and analysis (e.g. by occupation and region)
4. Longer run : trend analysis

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