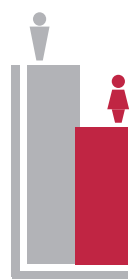


Key Data on Gender Gaps in Local Government



The audit findings indicate significant gender disparities in the wages of male and female employees within local government, and the representation of women among elected officials and senior officials in local authorities. These disparities are particularly prominent given the substantial representation of women in local government employment. These disparities are exacerbated in local authorities with a low socio-economic index, peripheral, non-Jewish, and ultra-Orthodox authorities, and authorities lacking financial strength or stability.



69%

The average monthly wage of female employees compared to male employees (gross wages for tax)



26%

The rate of women among senior office holders in all local authorities



20%

The rate of women among elected officials in all local authorities



74%

The rate of female employees out of all local authority employees

Key Recommendations



1

Local government and regulatory bodies should proactively address the gender wage gap through coordinated efforts in accordance with the objectives of the existing legal arrangements.

2

The Ministry of Interior should implement further proactive initiatives to enhance gender equality in local government by regulating obligations and collecting statistical data on gender representation. This should be followed by developing a strategic plan with measurable goals and periodic public reporting on progress.

3

Local government bodies should formulate a strategic plan to reduce gender disparities among their workforce, focusing on employment conditions and representation in decision-making roles. This plan should include measurable goals, timelines, and be led by the Consultant.

4

Legislating the appointment of the consultants reflects the importance assigned to the role by the legislator. The Ministry of Interior, along with relevant bodies, should finalize the definition of the Consultants' roles and ensure that prerequisites for optimally fulfilling their duties are adequately met.

5

To promote gender equality and enhance decision-making quality, local authorities should commit to national goals for reducing gender gaps. Regulatory bodies should collaborate to create a systematic action plan, including gender dashboards for monitoring and integrating gender criteria into budget allocation and power delegation.



OFFICE OF THE STATE COMPTROLLER
AND OMBUDSMAN OF ISRAEL



Promoting Gender Equality in Local Government

Summary of Audit Report

July 2024

Promoting Gender Equality in Local Government

The principle of gender equality, prohibiting discrimination between women and men, is a cornerstone of Israeli law and is crucial for democratic strength within local authorities. Ensuring gender equality across all sectors, particularly in decision-making, is vital during national crises, as already existing disparities in power dynamics between women and men can intensify in such times when women may also face heightened risks to personal security and employment.

Local authorities, both as employers and government bodies, are responsible for fostering gender equality among their employees and integrating gender perspectives into decision-making. Under the law, their initiatives must be accompanied by the Consultant for the Advancement of Women's Status (the Consultant), who must be involved in shaping the local authority's policy, advocating for gender impact assessments, and gathering relevant information and data.

Governmental regulatory bodies, such as the Administration of Local Government within the Ministry of Interior, the Authority for the Advancement of the Status of Women, and the Equal Employment Opportunities Commission, oversee local authorities' compliance with gender equality laws. These efforts are significant for both the employees of local authorities (intra-organizational aspects) and the residents (extra-organizational aspects). This report focuses primarily on the intra-organizational aspects.

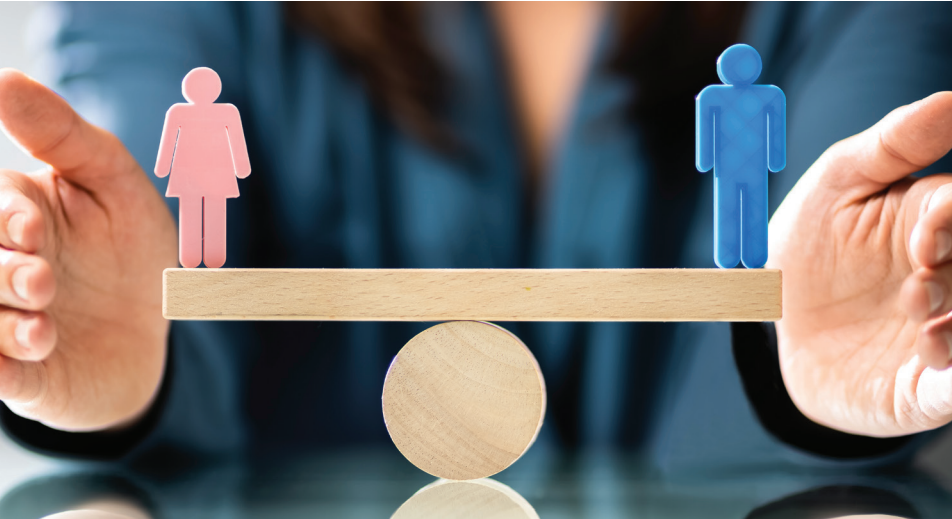
Key Findings: Representation in Senior Roles

In contrast to the Education Department Director position, where the gender representation of women and men is comparable, in other senior roles – such as CEO, Treasurer, Chief Engineer, Auditor, and Legal Counsel – the rate of women is significantly lower.

The representation of women among senior officials in local authorities, according to certain characteristics

	Nation-wide	Ultra-orthodox authorities	Authorities under a rehabilitation*	Non-Jewish authorities	Periphery authorities	Authorities in a low socio-economic cluster
CEOs	21%	0%	9%	9%	24%	7%
Treasurers	21%	0%	10%	8%	24%	4%
Chief Engineers	21%	17%	12%	5%	12%	8%
Authority auditors	23%	43%	10%	3%	16%	13%
Legal "Counsels"	24%	20%	7%	3%	15%	6%
External "Legal Counsels"	14%	33%	7%	3%	10%	5%
Education Department Directors	48%	43%	23%	20%	36%	22%
Average for all officials	26%	21%	12%	8%	21%	10%

* or streamlining plan or for whom an accompanying accountant was appointed



Key Findings: Gender Wage Gap

As of the audit end date, the State of Israel is ranked second to last among OECD member states regarding the gender wage gap. A possible explanation for Israel's low ranking may be the relative success of other countries in mitigating the gender wage gap therein.

Israel's Ranking Relative to OECD Member States in the Gender Wage Gap Index as of the Audit End Date in November 2023

