

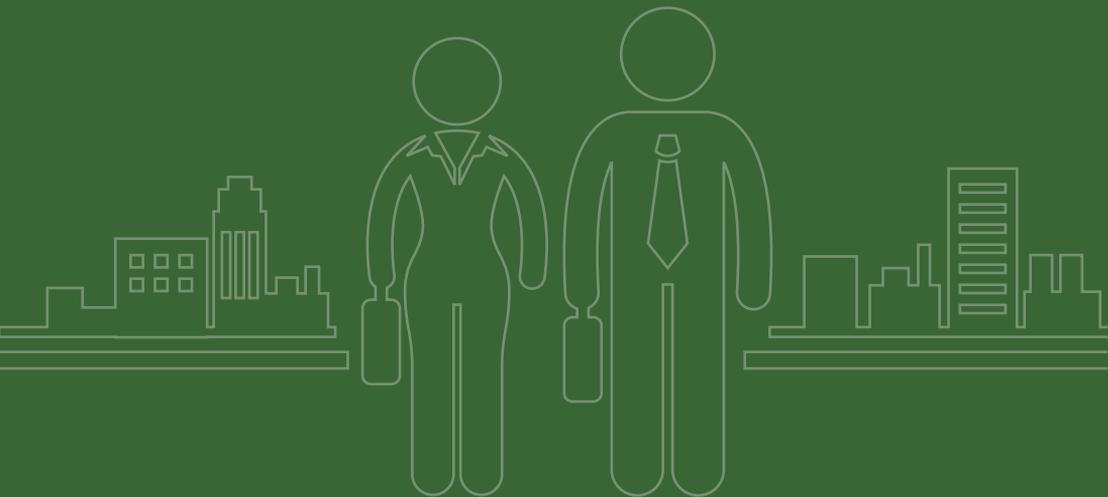
5 Employment

Participation in the labor force

Employed persons

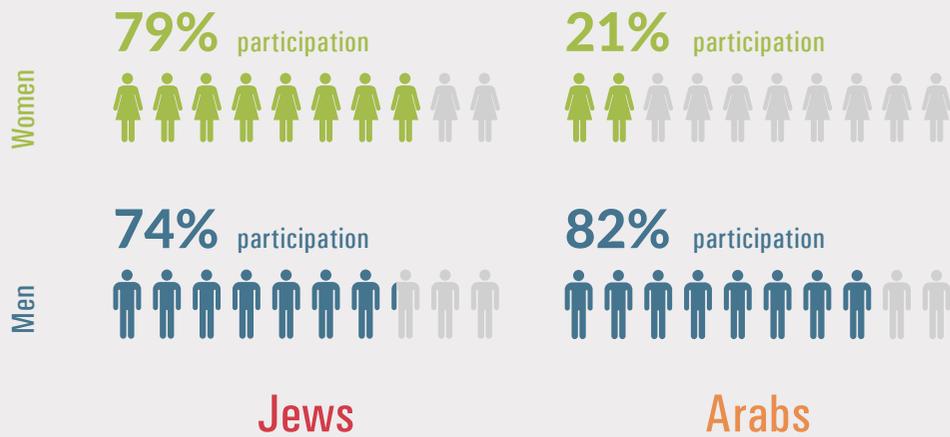
Salary

Satisfaction in various professions



Employment

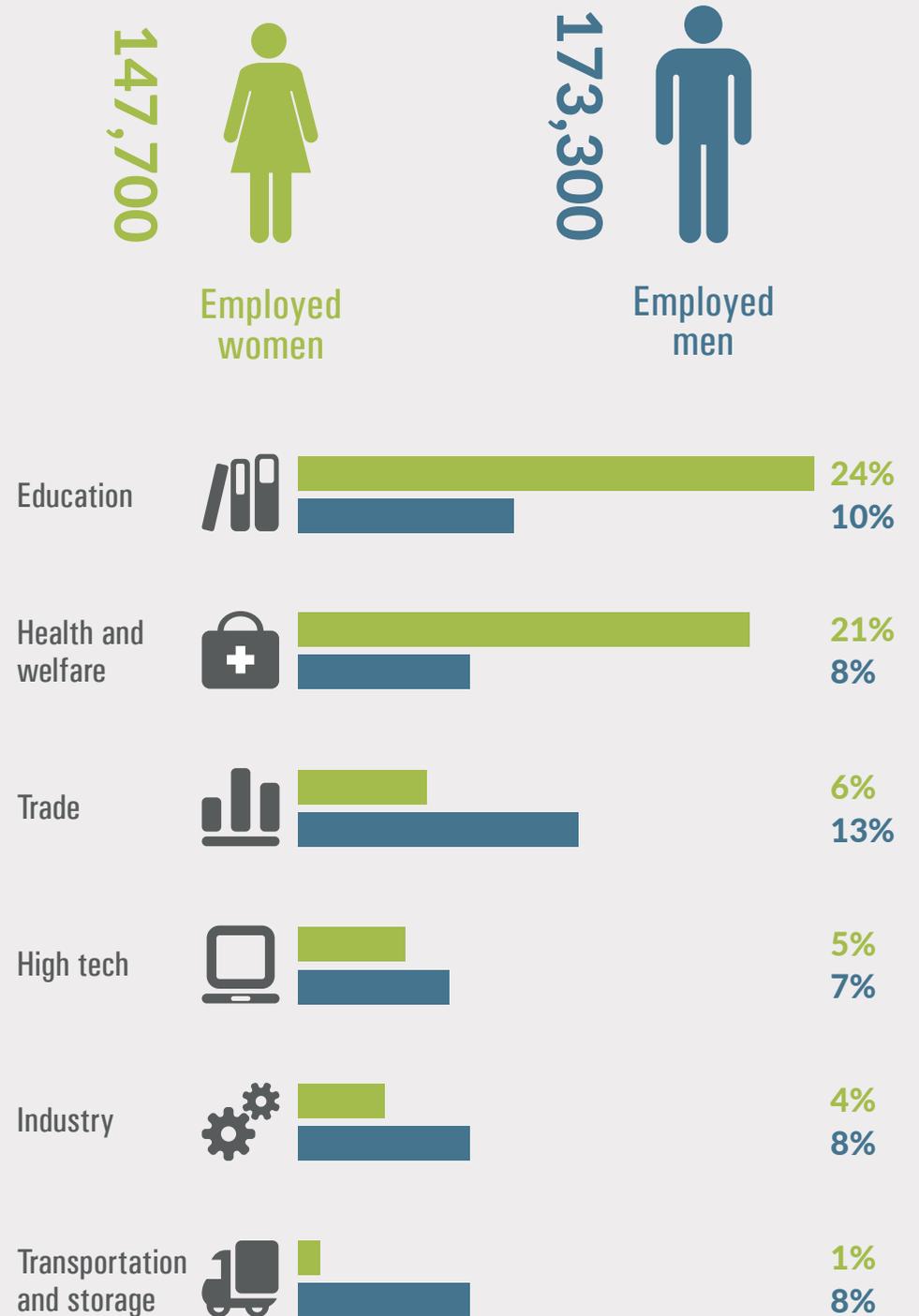
Participation Rate in the Labor Force in Jerusalem, by Population Group and Gender, 2015



Average Monthly Wage in Israel, Jerusalem, Tel Aviv, and Haifa, by Gender, 2014



Employed Persons Working in Jerusalem, by Selected Economic Sector and Gender, 2015



Participation in the labor force

In 2015 the rate of participation in the labor force in Jerusalem for the peak working ages (25–64) was 67%, significantly lower than the rate in Israel at large (81%), in Tel Aviv (89%), or in Haifa (86%).

The labor force participation rate among Jerusalem men aged 25–64 (77%) was lower than the rate in Israel (86%), Tel Aviv (92%), or Haifa (87%). The low labor force participation rate among Jerusalem men stems from the relatively low participation rate among ultra-orthodox men, who tend to engage in yeshiva study rather than employment. It should be noted, however, that during the past decade there has been a gradual rise in the labor force participation rate among ultra-orthodox men.

The labor force participation rate among Jerusalem women aged 25–64 (58%) was also lower than the rates for Israel (75%), Tel Aviv (87%), and Haifa (84%). The low labor force participation rate among Jerusalem women is linked to the particularly low rate of participation among Arab women – 21%, compared with 79% among Jewish women. The low participation rate among Arab women is attributable to a low level of education, traditional and cultural characteristics, and the lack of a supportive infrastructure for working mothers (daycare centers and pre-schools), among other factors.

Labor Force Participation Rate for Population Aged 25 – 64 in Jerusalem, Tel Aviv, and Haifa, 2015

■ In labor force ■ Not in labor force



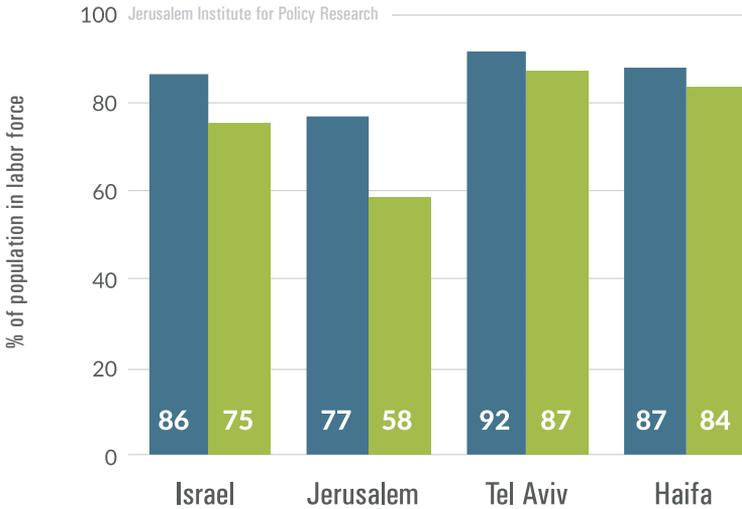
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There is a significant discrepancy between the labor force participation rates of men and of women in Jerusalem. In 2015 the participation rate among men aged 25-64 in Jerusalem was 77%, compared with 58% among women (a

difference of 19%). In Israel, Tel Aviv, and Haifa the discrepancy between men's and women's participation rates is smaller, ranging from 11% for Israel to 3%-5% for Tel Aviv and Haifa.

Labor Force Participation Rate for Population Aged 25 – 64 in Israel, Jerusalem, Tel Aviv, and Haifa, by Gender, 2015

■ Men ■ Women



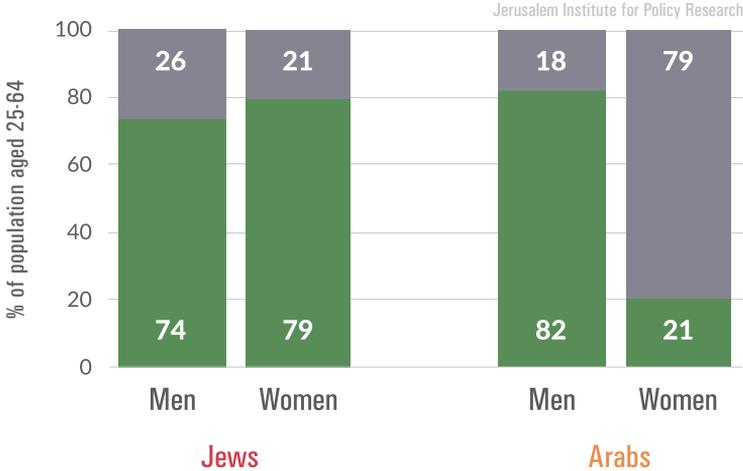
Participation in the labor force by population group and gender

The labor force participation rate for Jerusalem's Jewish population (aged 25-64) was 77%, higher than the rate for the Arab population (51%). The participation rate among Jewish men (74%) was lower than the rate among Arab men (82%), whereas the rate among Jewish women (79%) was significantly higher than the rate among Arab women (21%).

In Israel, as in Jerusalem, the labor force participation rate of the Jewish population is significantly higher than the figure for the Arab population. Similarly, the participation rate for Jewish women is higher than the figure for Arab women. In contrast to Jerusalem, however, the participation rate among Jewish men is higher than the rate among Arab men.

Labor Force Participation Rate for Population Aged 25 – 64 in Jerusalem, by Population Group and Gender, 2015

■ In labor force ■ Not in labor force



Labor Force Participation Rate for Population Aged 25 – 64 in Israel and Jerusalem, by Population Group and Gender, 2015

	Israel			Jerusalem		
	Total	Jews	Arabs	Total	Jews	Arabs
Total	81%	86%	57%	67%	77%	51%
Men	86%	88%	80%	77%	74%	82%
Women	75%	84%	35%	58%	79%	21%

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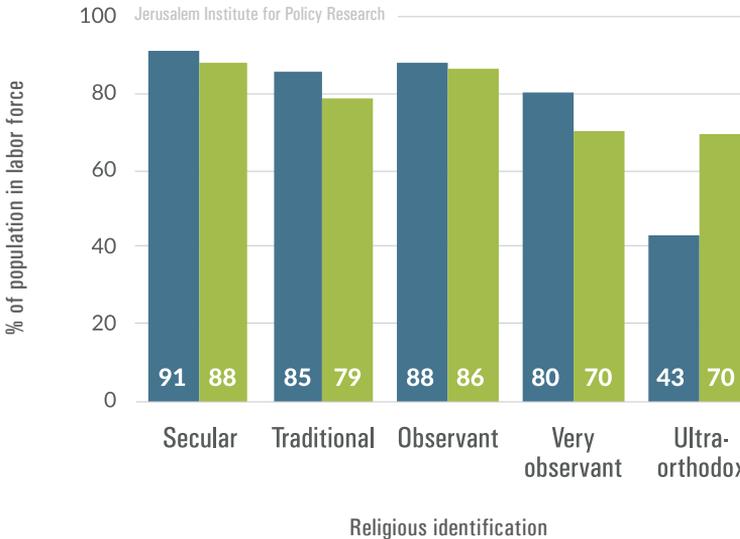
Labor force participation rate by nature of religious identification

Within the Jewish population, there was a significant discrepancy in the labor force participation rate between those who defined themselves as belonging to the general Jewish population (secular, traditional, and religiously observant) and those who identified as ultra-orthodox. The labor force participation rate among Jerusalem residents, in accordance with religious self-identification, was 89% among the secular, 82% among the traditional, 87% among the religiously observant, 80% among the very religiously observant, and 56% among the ultra-orthodox.

The labor force participation rate among secular women in Jerusalem (88%) was comparable to the rate for Israel (86%), whereas the participation rate among very religiously observant and ultra-orthodox women in Jerusalem (70% for each group) was lower than the corresponding rates in Israel at large (81% and 76%, respectively).

Labor Force Participation Rate among Jews Aged 25–64 in Jerusalem, by Religious Identification and Gender, 2015

■ Men ■ Women



Labor Force Participation Rate among Jews Aged 25 – 64 in Israel and Jerusalem, by Nature of Religious Identification, 2015

	Total population	General Jewish Population (Not Ultra-orthodox)					Ultra-orthodox population
		Total	Secular	Traditional	Religiously observant	Very religiously observant	
Israel	86%	86%	90%	85%	85%	85%	66%
Jerusalem	76%	82%	89%	82%	87%	80%	56%

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Labor Force Participation Rate among Arabs Aged 25 – 64 in Israel and Jerusalem, by Nature of Religious Identification

	Total	Secular	Traditional	Religiously observant	Very religiously
Israel	57%	73%	58%	50%	42%
Jerusalem	51%	47%	52%	47%	

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Within Israel's Arab population, the higher the level of religious observance, the lower the labor force participation rate. In Jerusalem no

correlation was found between level of religious observance and labor force participation rates.

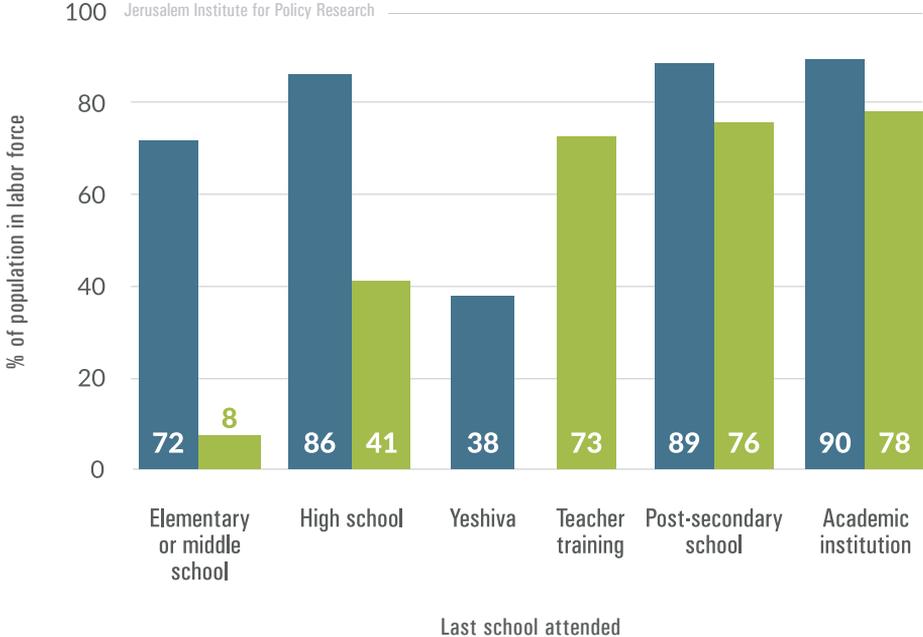
Labor force participation rate by level of education

Labor force participation rates in Jerusalem vary greatly in accordance with level of education. The highest participation rate was recorded for graduates of institutions of higher education: academic institutions (83%), post-secondary, non-academic educational institutions (82%), and teacher (including preschool) training

colleges (73%). Among high school graduates the rate of participation was 62%. Particularly low labor force participation rates were recorded among residents with an elementary or middle-school level of education (40%) and graduates of yeshivas (38%).

Labor Force Participation Rate for Population Aged 25 – 64 in Jerusalem, by Type of Last School Attended and Gender, 2015

■ Men ■ Women



Employed persons

In 2015 the number of employed persons in Jerusalem (aged 15 and older) totaled 321,000, representing 9% of the total for Israel. Tel Aviv, Israel's economic and business center, had more employed persons than Jerusalem, at 406,700, accounting for 11% of Israel's total. Haifa had 176,600 employed persons, constituting 5% of the total figure for Israel.

In 2015 the number of employed persons in Jerusalem corresponded to 37% of the total number of residents in the city (321,000 employed persons and 865,700 residents). In Tel Aviv the number of employed persons was nearly identical to the city's number of residents, at 94% (406,700 employed persons and 432,900 residents). In Haifa the number employed persons corresponded to 63% of the city's population (176,600 employed persons and 278,900 residents).

An analysis of the places of residence of persons employed in Israel's three major cities reveals that in 2015 a majority (75%) of persons employed in Jerusalem were residents of the city, 10% resided in Judea and Samaria, 6% resided in the Jerusalem District (excluding the city of Jerusalem), and 7% resided in the Tel Aviv District and Central District. Tel Aviv presents a completely different picture: 38% of persons employed in Tel Aviv were residents of the city, 28% resided in the Tel Aviv District (excluding the city of Tel Aviv), 25% resided in the Central District, and 1% were residents of the Jerusalem District. Evidently, therefore, most

of the persons employed in Jerusalem were residents of the city, whereas in Tel Aviv slightly more than a third of those employed in the city were also residents, and the remainder resided, for the most part, in localities within Tel Aviv's metropolitan area.

In 2015 a total of 273,200 of Jerusalem's residents were employed, of whom 88% worked in Jerusalem. By way of comparison, 71% of Haifa's employed residents worked in Haifa, and 62% of Tel Aviv's employed residents worked in Tel Aviv.

In general, women are more likely than men to work close to home. In 2015, among employed women who were residents of Jerusalem, 92% worked in the city, compared with 85% of employed Jerusalem men who worked in the city. In Tel Aviv, 67% of employed women who were residents of the city also worked in the city, compared with 57% of men. In Haifa 78% of employed women who resided in the city also worked there, compared with 65% of the men.

Employed persons by economic sector

Jerusalem's status as the capital of Israel and its governmental and administrative center, where government ministries and national institutions are concentrated, results in a very high proportion of persons employed in public service. The main economic sectors of employment in Jerusalem were as follows: education – 17% (12% in Israel and 7% in Tel Aviv), human health and social work services – 14% (11% in Israel and 9% in Tel Aviv), and local and public administration – 10% (10% in Israel and 6% in Tel Aviv). In addition, trade accounted for 10% of the employment in the city (12% in Israel and 10% in Tel Aviv).

Among those employed in Jerusalem, 2% worked in financial and insurance services, and 6% worked in professional, scientific, and technical services. In Israel the figures for these sectors were comparable, at 3% and 7%, respectively. Tel Aviv had a notably high percentage of persons employed in these sectors: 10% worked in financial and insurance services, and 15% in professional, scientific, and technical services. The percentage of persons employed in the industrial sector in Jerusalem was low, at 6%, comparable to the figure for Tel Aviv (4%) and lower than the figures for Israel (12%) and Haifa (10%).

Employed persons by population group and gender

In 2015 the main sectors in which Jewish persons were employed in Jerusalem were education (20%), human health and social work services (15%), and local and public administration (12%). The main sectors of the economy in which Arab persons employed in Jerusalem worked were trade (16%), construction (14%), and education (12%).

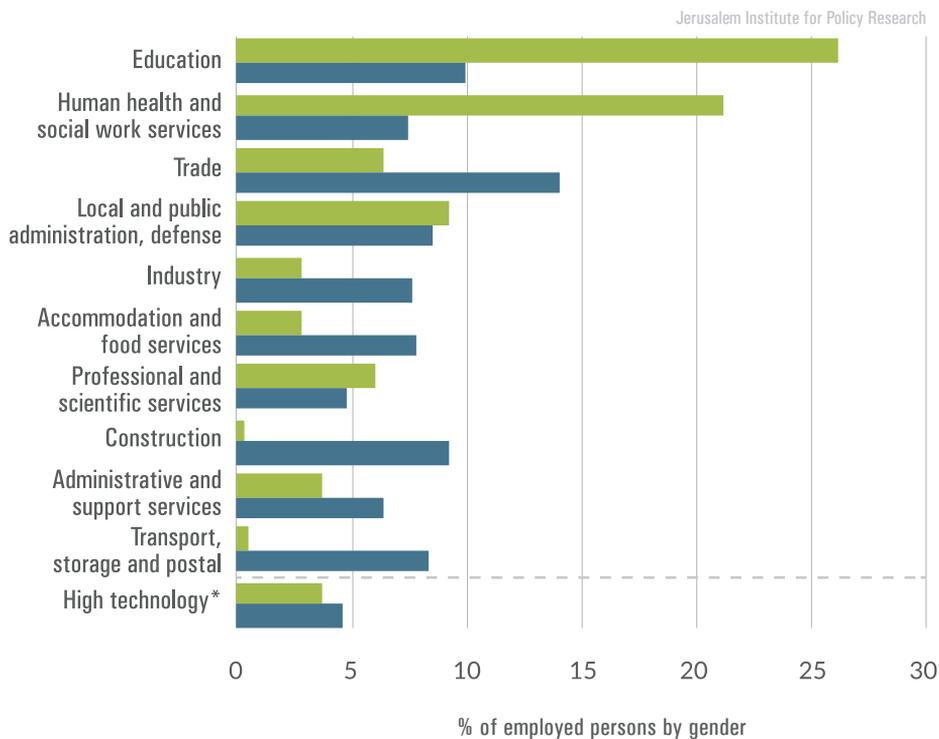
The main economic sectors among men employed in Jerusalem were trade (14%), education (10%), and local and public administration (9%). Among Jewish men employed in Jerusalem the main economic sectors were education (14%), local and public administration (14%), and trade (11%), while among Arab men the main sectors were trade

(19%), construction (17%), and transport, storage, postal, and courier services (12%).

The main economic sectors among women employed in Jerusalem were education (26%), human health and social work services (21%), and local and public administration (9%). Among Jewish women employed in Jerusalem the main economic sectors were education (24%), human health and social work services (21%), and local and public administration (11%). Among Arab women employed in Jerusalem, strikingly high numbers worked in education, at 48%, and in human health and social work services, at 26%.

Persons Employed in Jerusalem by Economic Sector and Gender, 2015 (Main Sectors)

■ Men ■ Women



* This branch comprises several smaller branches that belong to different economic sectors

Salary

In 2014 Jerusalem had 267,300 salaried employees and 18,000 self-employed workers. The average (gross) monthly wages for salaried employees in Jerusalem that year was NIS 8,300. This was lower than the average for Israel (NIS 9,900), Tel Aviv (NIS 11,900), or Haifa (NIS 10,700).

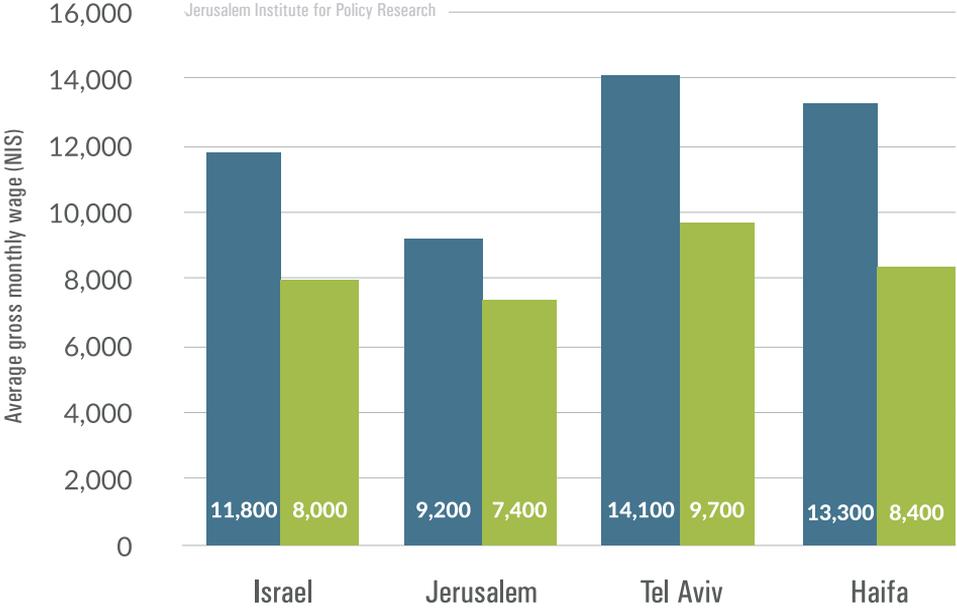
The average monthly salary in Jerusalem was lower than that of adjacent localities, with the exception of localities that have a majority ultra-orthodox or Arab population. In Har Adar the average (gross) monthly salary was NIS 16,500; in Tzur Hadassa it was NIS 13,600; in Mevasseret Zion NIS 13,000; in Efrat NIS 11,500; in localities within the Mateh Yehuda Regional Council it was NIS 11,500; in Giv'at Ze'ev NIS 9,700; in Ma'ale Adumim NIS 10,000; and in Beit Shemesh (where about half of the population is ultra-orthodox) the average salary was NIS 7,800. In localities where the population is primarily ultra-orthodox, the average monthly salaries were lower than the average in Jerusalem: in Qiryat Ye'arim (Telz-Stone) it was NIS 7,200; in Kochav Ya'akov NIS 6,300; and in Betar Illit it was NIS 5,800. In Abu Ghosh and Ein Naquba, Arab localities adjacent to Jerusalem, the average monthly salary was NIS 7,300 and NIS 7,100, respectively.

An examination of salary by gender revealed a significant gap between the salaries of employed men and women, which can be attributed primarily to fewer working hours and lower hourly wages among women as compared with men. In 2014 the average monthly (gross) salary among men in Jerusalem was NIS 9,200, which was 25% higher than the average for women, at NIS 7,400. In Israel at large, the average salary for men was NIS 11,800, which was 47% higher than women's average salary, at NIS 8,000.

In Tel Aviv and Haifa the average salary was higher than in Jerusalem, and so too was the gap between men's and women's salaries. In Tel Aviv the average salary was NIS 14,100 for men, which was 45% higher than the average salary for women, at NIS 9,700. In Haifa, the gap between men's and women's salaries was the greatest, at 58%, with men's salaries averaging NIS 13,300 and women's salaries averaging NIS 8,400.

Average Monthly Wages of Salaried Employees in Israel, Jerusalem, Tel Aviv, and Haifa by Gender, 2014

■ Men ■ Women



Satisfaction with various aspects of life

The social survey of the Central Bureau of Statistics asked respondents aged 20 and older about their level of satisfaction with their workplace and salary, as well as their concerns about loss of employment.

The survey found that during 2013–2015 (on average), 85% of Jerusalem residents were satisfied or very satisfied with their workplace. Israel, Tel Aviv, and Haifa recorded comparable rates, with 85%–89% of their residents reportedly satisfied or very satisfied with their workplace.

Regarding satisfaction with their level of income, 50% of Jerusalem residents were satisfied or very satisfied with their income. Haifa recorded a comparable rate, at 52%. Israel (59%) and Tel Aviv (63%) reported higher levels of satisfaction than Jerusalem.

Another interesting question relates to residents' concerns about the possible loss of their employment. In Jerusalem, 57% of the residents reportedly had no concerns about loss of work. Israel and Haifa recorded stronger feelings of workplace security than Jerusalem – at 61% and 66%, respectively – and Tel Aviv reported the lowest sense of security regarding employment, at 52%.

The survey also found that 53% of Jerusalem residents were satisfied or very satisfied with their financial situation. The proportions of residents who were satisfied or very satisfied with their financial situation in Israel, Tel Aviv, and Haifa were higher, ranging between 57% and 60%.

Level of Satisfaction among Jerusalem Residents Aged 20 and Older with Respect to Select Aspects of Life, 2013 – 2015 (average)

Satisfaction with:	Very satisfied	Satisfied	Not very satisfied	Not at all satisfied
Workplace	36%	49%	11%	4%
Income	8%	42%	31%	19%
Financial situation	9%	44%	31%	16%

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