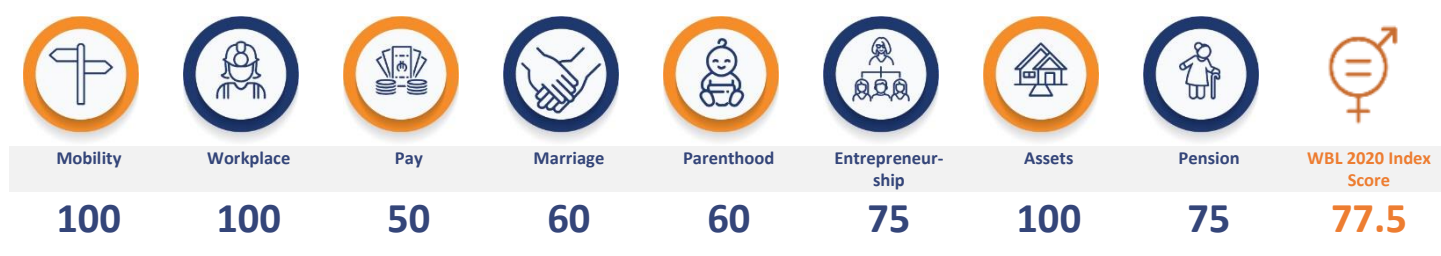


# Israel

*Women, Business and the Law 2020* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Tel Aviv). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Israel scores 77.5 out of 100**. The overall score for Israel is lower than the regional average observed across High income (OECD) countries (94.7).

## Israel - Scores for Women, Business and the Law 2020



### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, and gender differences in property and inheritance, Israel gets a perfect score.

### Areas for Improvement

However, when it comes to laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women's starting and running a business, and laws affecting the size of a women's pension, Israel could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Israel is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Israel may wish to consider allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

### Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.

	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Law No. 5712/1952, Art. 2; Passport application form
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Equal Opportunities in the Workplace Law, Sec. 2
	Is there legislation on sexual harassment in employment?	Yes	Prevention of Sexual Harassment Law, 5758-1998, Secs. 3(a)(6)(c) and 7; Employment (Equal Opportunities) Law, 5748-1988, Sec. 7
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Prevention of Sexual Harassment Law, 5758-1998, Art. 5(a) <i>Civil:</i> Prevention of Sexual Harassment Law, 5758-1998, Art. 6(b)
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Equal Pay for Female and Male Workers Law 1996, Secs. 2 and 3
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Employment of Women Law, Sec. 1; Work Safety Regulations, 5771-2011 Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: No restrictions could be located Construction: No restrictions could be located Factories: Work Safety Regulations (Environmental Monitoring and Biological Monitoring of Workers with Harmful Agents), 5771-2011 Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No applicable provisions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Prevention of Family Violence Law, 5751-1991
	Can a woman obtain a judgment of divorce in the same way as a man?	No	Rabbinical Courts Jurisdiction (Marriage and Divorce) Law, Art. 2
Parenthood	Does a woman have the same rights to remarry as a man?	No	Rabbinical Courts Jurisdiction (Marriage and Divorce) Law, Art. 2
	Is paid leave of at least 14 weeks available to mothers?	Yes	Employment of Women Law, Sec. 6; National Insurance Law, Art. 50
	Does the government pay 100% of maternity leave benefits?	Yes	National Insurance Law, Sec. 49
	Is there paid paternity leave?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
	Is dismissal of pregnant workers prohibited?	Yes	Employment of Women Law, Sec. 9
Entrepren.	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Spouses Property Relations Law of 1973, Arts. 4 and 5
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law of 1965, Arts. 10 and 13
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law of 1965, Arts. 10 and 11
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Spouses Property Relations Law of 1973, Arts. 4 and 5
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Spouses Property Relations Law of 1973, Arts. 4 and 5
Pension	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Retirement Age Law (5764-2004) of 18 January 2004, Arts. 4, 6 and 9(e) Men: Retirement Age Law (5764-2004) of 18 January 2004, Arts. 4, 6 and 9(e)
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: Retirement Age Law (5764-2004) of 18 January 2004, Arts. 5, 8 and Schedule (Part C) Men: Retirement Age Law (5764-2004) of 18 January 2004, Arts. 5, 8 and Schedule (Part C)
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Retirement Age Law (5764-2004) of 18 January 2004, Art. 4 Men: Retirement Age Law (5764-2004) of 18 January 2004, Art. 4
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Women's Employment Act 1954, Art. 7a