

Israel

Women, Business and the Law 2022 (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 80.6 out of 100**. The overall score for Israel is lower than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

Israel - Scores for Women, Business and the Law 2022



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints on women starting and running a business, 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, and laws affecting the size of a woman'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 measuring laws affecting women's pay (the WBL2022 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 an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Israel are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/israel/2022>



	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, Secs. 3(a)(6)(c) and 7; Equal Employment Opportunities Law, Sec. 7
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Prevention of Sexual Harassment Law, Sec. 5(a) <i>Civil:</i> Prevention of Sexual Harassment Law, Sec. 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 a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	No	Employment of Women Law, Sec. 1; Work Safety Regulations, 5771-2011
	Can a woman work in an industrial job in the same way as a man?	No	Work Safety Regulations (Environmental Monitoring and Biological Monitoring of Workers with Harmful Agents), 5771-2011
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	Women's Equal Rights Law, Art. 1
	Is there legislation specifically addressing domestic violence?	Yes	Prevention of Family Violence Law
	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 paid leave available to fathers?	No	No applicable provisions could be located
	Is there paid parental leave?	No	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Employment of Women Law, Sec. 9
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Prohibition of Discrimination in Products, Services and Entry into Places of Entertainment and Public Places, Arts. 2 and 3 (A)
	Can a woman sign a contract in the same way as a man?	Yes	Women's Equal Rights Law, Art. 1
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Spouses Property Relations Law, Arts. 4 and 5
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law, Arts. 10 and 13
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Arts. 10, 11, and 65
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Spouses Property Relations Law, Arts. 4 and 5; Women's Equal Rights Law, Art. 2
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Spouses Property Relations Law, Arts. 4 and 5
Pension	Is the age at which men and women can retire with full pension benefits the same?	No	Women: Retirement Age Law, Arts. 4, 6 and 9(e). Men: Retirement Age Law (5764-2004), Secs. 3 and 6
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Retirement Age Law, Arts. 5, 8 and Schedule (Part C). Men: Retirement Age Law, Arts. 5, 8 and Schedule (Part C)
	Is the mandatory retirement age for men and women the same?	Yes	Women: Retirement Age Law, Art. 4. Men: Retirement Age Law, Art. 4
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Employment of Women Law, Sec. 7a