










# Israel

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
<b>75.0</b>	<b>50.8</b>	<b>N/A</b>

*Women, Business and the Law 2024* (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for Israel due to an insufficient number of responses received from this economy during data collection.

For Israel, data refer to the legal frameworks and supportive frameworks that are applicable to the main business city (Tel Aviv). The scores for Israel are shown in the table below.

## *Women, Business and the Law 2024 2.0 indicator scores*

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	<b>75.0</b>	<b>100.0</b>	<b>50.0</b>	<b>50.0</b>	<b>50.0</b>	<b>75.0</b>	<b>100.0</b>	<b>75.0</b>	<b>100.0</b>	<b>75.0</b>
Supportive frameworks score	<b>25.0</b>	<b>100.0</b>	<b>33.3</b>	<b>50.0</b>	<b>100.0</b>	<b>33.3</b>	<b>50.0</b>	<b>33.3</b>	<b>33.3</b>	<b>50.0</b>
Expert opinions score	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>

In summary, the **WBL 2.0 legal frameworks score** for Israel (75.0 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting childcare and laws affecting women's property and inheritance, Israel obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Israel is on the indicator measuring laws affecting women's decisions to work. To improve on the Workplace indicator, Israel may wish to consider prohibiting discrimination in recruitment based on marital status, parental status, and age and allowing employees to request flexible work.

The **WBL 2.0 supportive frameworks score** for Israel (50.8 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting freedom of movement and supportive frameworks related to marriage, Israel obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Israel is on the indicator measuring supportive frameworks affecting women's safety. To improve on the Safety indicator, Israel may wish to consider putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

## WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
<b>Safety</b>		
Is there legislation on domestic violence?	Yes	Prevention of Family Violence Law, Secs. 2, 3(1-3); Penal Law, Secs. 345 and 382(b)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Prevention of Sexual Harassment Law, Secs. 2, 3(a)(4)(5), 3(a)(6)(a), 3(a)(6)(c), 5(a), 6(b) and 7; Equal Opportunities Law, Sec. 7
Is there legislation on child marriage?	Yes	Marriage Age Law, Arts. 1-3; Legal Capacity and Guardianship Law, Art. 3
<b>Mobility</b>		
Can a woman travel internationally in the same way as a man?	Yes	Passport Law No. 5712/1952, Art. 2
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Law, Secs. 4 and 7
<b>Workplace</b>		
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
<b>Pay</b>		
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 an industrial job in the same way as a man?	No	Work Safety Regulations 5771-2011
Can a woman work in a job deemed dangerous in the same way as a man?	No	Work Safety Regulations 5771-2011; Employment of Women Law, Sec. 1
<b>Marriage</b>		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Women's Equal Rights Law, Art. 1
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
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
Does a woman have the same rights to remarry as a man?	No	Rabbinical Courts Jurisdiction (Marriage and Divorce) Law, Art. 2
<b>Parenthood</b>		
Is paid leave of at least 14 weeks available to mothers?	Yes	Employment of Women Law, Sec. 6; National Insurance Law, Sec. 50
Are leave benefits for mothers paid solely by the government?	Yes	National Insurance Law, Sec. 49
Is there paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	Yes	Employment of Women Law, Sec. 9
<b>Childcare</b>		
Does the law establish provision of childcare services in center-based settings?	Yes	Toddler Daycare Supervision Law, Secs. 2 and 4
Does the law establish any form of support to families for childcare services?	Yes	Official Website of Government Services; Guidelines for Operating a Daycare Center for Toddlers, Sec. 12; Official Website of the Directorate of Labor
Does the law establish any form of support to non-state childcare providers?	Yes	Municipal Taxes and Government Taxes Law, Sec. 5c(e)(4)

Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Daycare Supervision Regulations 2021, Secs. 3, 5, 6, 8, 19(14), 15(d) and Annex 1-2; Toddler Daycare Supervision Law, Sec. 15
<b>Entrepreneurship</b>		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Women's Equal Rights Law, Art. 1
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)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Mandatory Tender Law, Sec. 2B
<b>Assets</b>		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Spouses Property Relations Law, Arts. 4 and 5; Women's Equal Rights Law, Art. 2
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law, Arts. 10 and 13
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Arts. 10, 11 and 65; Spouses Property Relation Act, Art. 16
Does the law provide for the valuation of nonmonetary contributions?	Yes	Spouses Property Relations Law, Arts. 4 and 5
<b>Pension</b>		
Are the ages at which men and women can retire with full pension benefits equal?	No	Retirement Age Law (5764-2004) of 18 January 2004, Secs. 3 and 6; Economic Arrangements Bill, Sec. 73
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Retirement Age Law (5764-2004) of 18 January 2004, Arts. 5, 8 and Schedule (Part. C)
Is the mandatory retirement age for men and women equal?	Yes	Retirement Age Law (5764-2004) of 18 January 2004, Art. 4
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Employment of Women Law, Sec. 7a

## WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
<b>Safety</b>		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Regulations for the Prevention of Sexual Harassment; Ministry of Health; Ministry of Labor and Social Affairs
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	No	Insufficient evidence located
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
<b>Mobility</b>		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	Yes	Fair Shared City Plan
<b>Workplace</b>		
Has the government published guidelines on non-discrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located

Is there a specialized body that receives complaints about gender discrimination in employment? Yes Equal Employment Opportunity Commission (EEOC)

#### Pay

Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? Yes Equal Pay for Female and Male Workers 1996, Sec. 6

Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? No Insufficient evidence located

#### Marriage

Is there a fast-track process or procedure for family law disputes? Yes Family Court (Procedures) Regulations

Are there specialized family courts? Yes Family Court of Tel Aviv District

Is legal aid available for family law disputes? Yes Ministry of Justice Application for Legal Aid

#### Parenthood

Is it possible to apply for maternity benefits through a single government application process? Yes National Insurance Law, Art. 49

Are incentives in place to encourage fathers to take paternity leave on the birth of a child? No Insufficient evidence located

Has sex-disaggregated data on unpaid care work been published? No Insufficient evidence located

#### Childcare

Is there a publicly available registry or database of childcare providers? Yes Official Website of the Tel-Aviv Municipality

Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents? Yes Official Government Services Portal

Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers? No Insufficient evidence located

Has the government published any reports on quality of childcare services within the last 3 years? No Insufficient evidence located

#### Entrepreneurship

Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis? Yes Central Bureau of Statistics

Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? No Insufficient evidence located

Is there a current national government plan or strategy with a focus on women's access to financial services? No Insufficient evidence located

#### Assets

Are there mechanisms or incentives to encourage women to register immovable property? Yes Land Law, Sec. 27-48

Are there awareness measures in place to improve women's access to information about marital and inheritance rights? No Insufficient evidence located

Is anonymized sex-disaggregated data on property ownership published on a regular basis? No Insufficient evidence located

#### Pension

Are there incentives in place to increase women's retirement benefits? No Insufficient evidence located

Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits? Yes National Insurance Law, Sec.10