

Haredi Employment



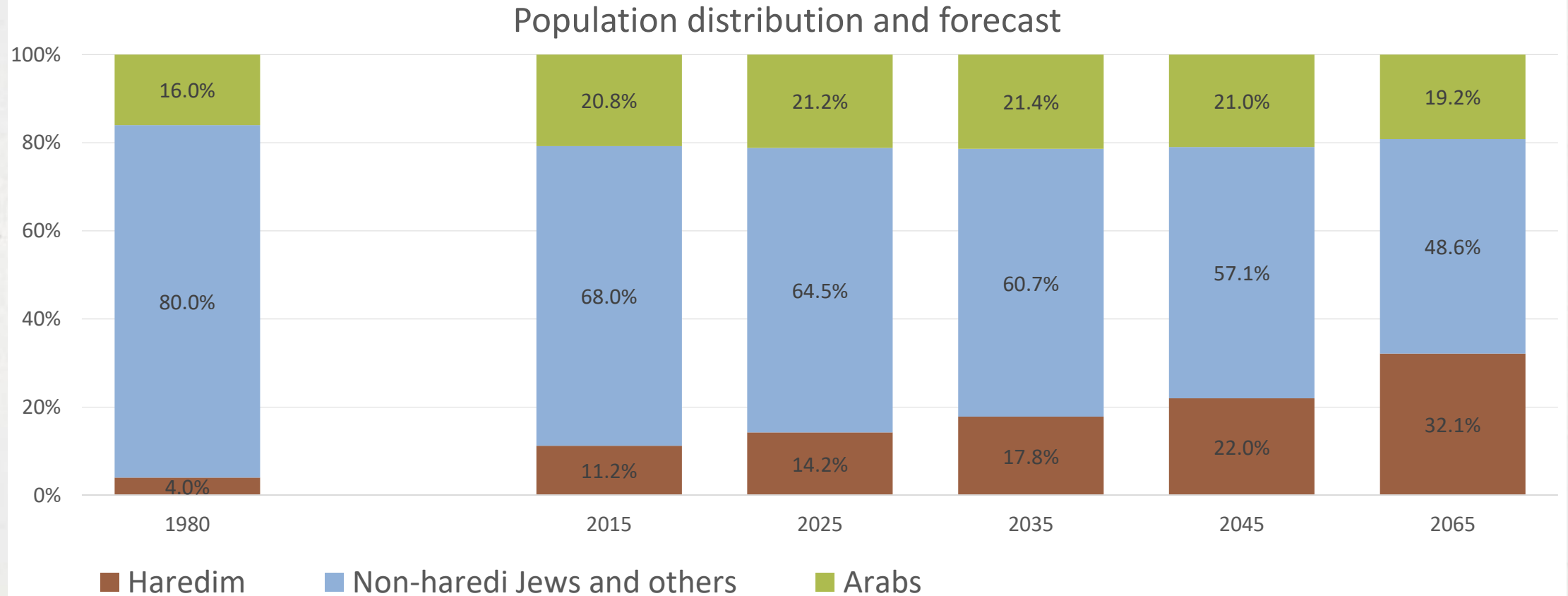
Nitsa (Kaliner) Kasir

Deputy Chair, the Haredi Institute for Public Affairs

Data is only half the story...

and sometimes it's the wrong story.

Demographic Forecast – where are we headed?

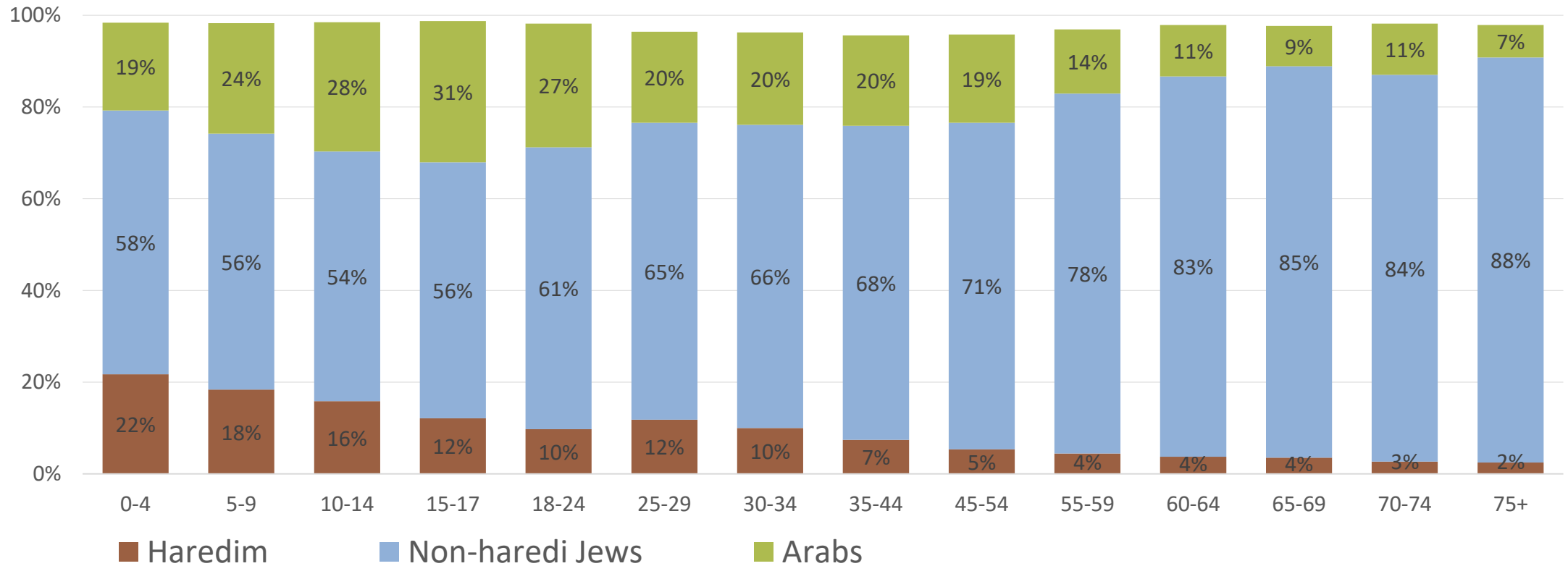


Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

Data: For 1980, analysis of the Central Bureau of Statistics' data; for the years 2015-2065, Hleihel, 2017.

Demographic Forecast – where are we headed?

Population distribution by age

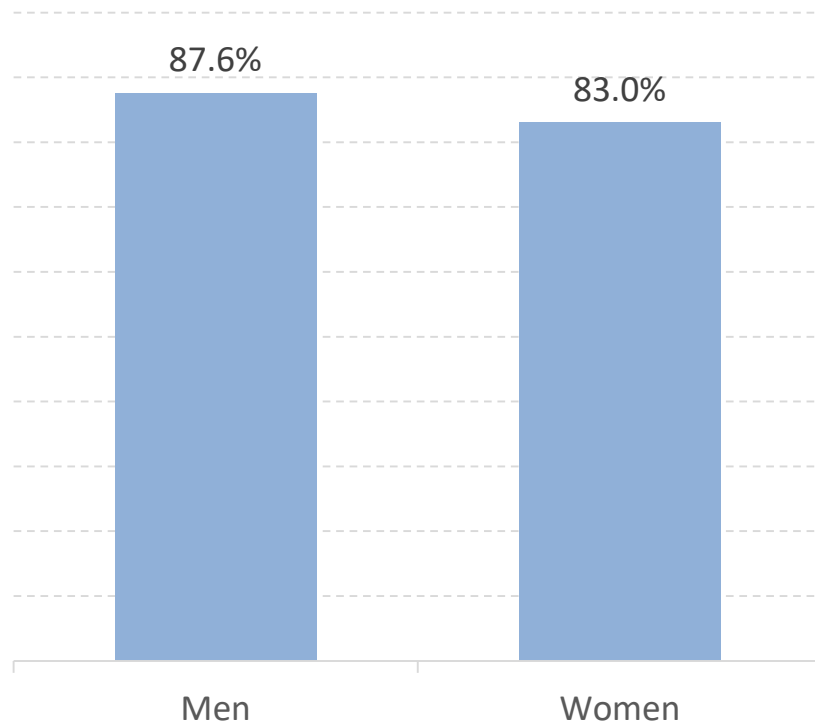


Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

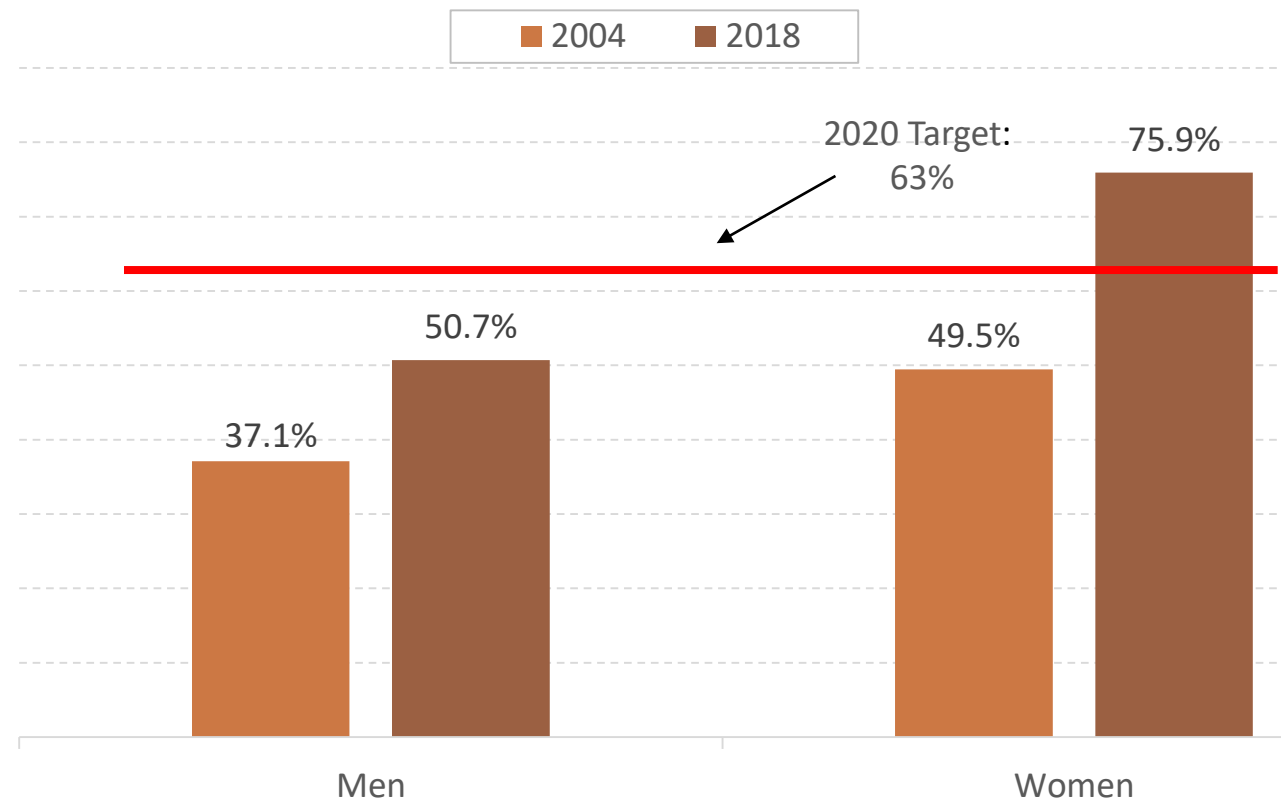
Data: Labor Force Survey of the Central Bureau of Statistics, 2016. *There is a remainder of a few percentage points, accounting for population groups not belonging to the three listed here.

How does Haredi employment compare with non-Haredi employment?

Employment Rate – Non-Haredi
Jews, 2018
Working age (25-64)



Employment Rate – Haredim Working age (25-64)



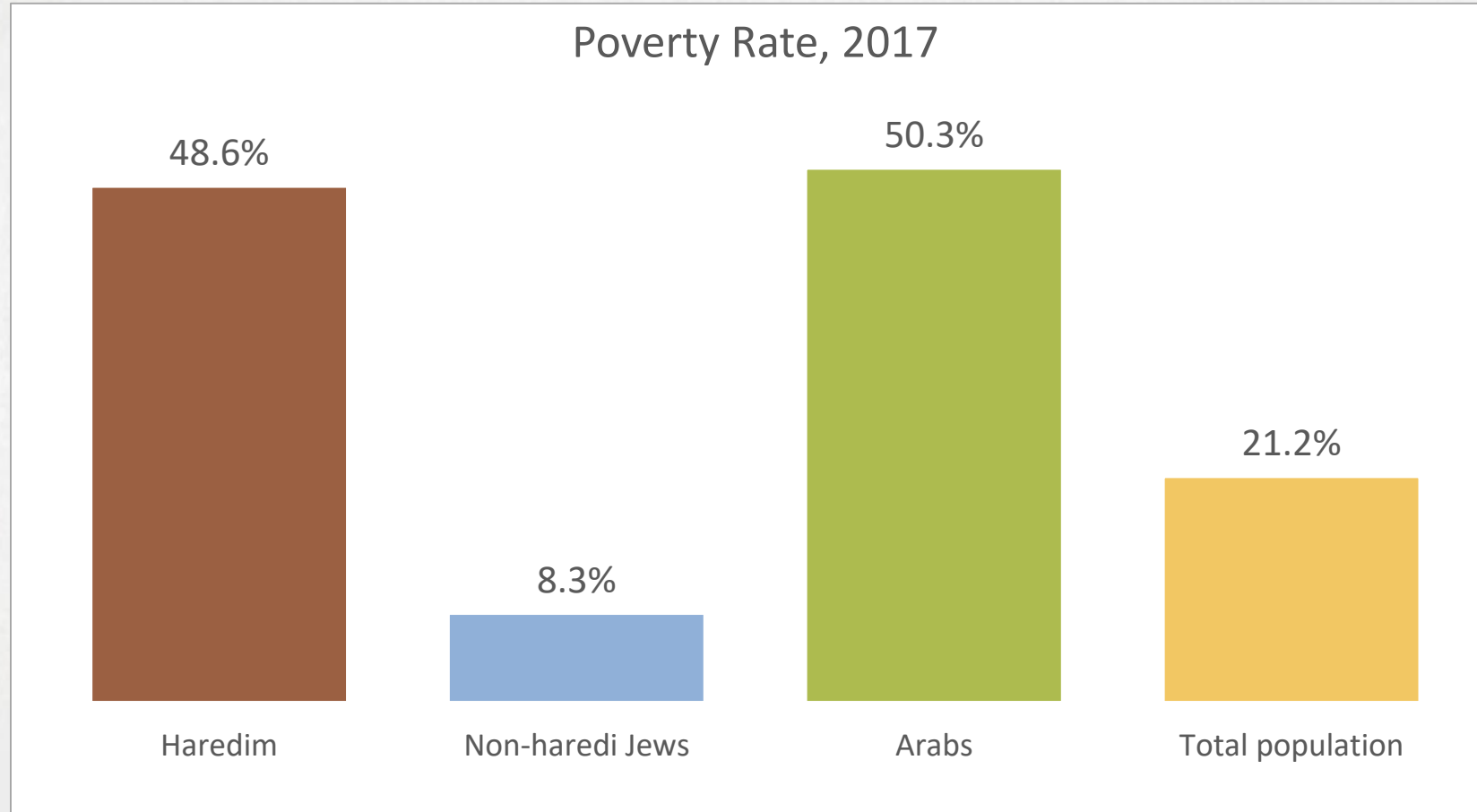
Typical Characteristics of Haredi Society

- Education system focused on identity formation, not job-market preparedness;
- Torah study ideal among haredi men, women are oftentimes the main breadwinner;
- Large families (Total Fertility Rate among haredi women – **6.91**, vs. **2.65** among non-haredi Jewish women).¹
- Preference for segregated lifestyle (residential, work place, etc.)

¹Source: Ahmed Hleihel, "Fertility Among Jewish Women in Israel, by Level of Religiosity, 1979-2014." *Central Bureau of Statistics' Working Paper Series*, No. 101

Poverty

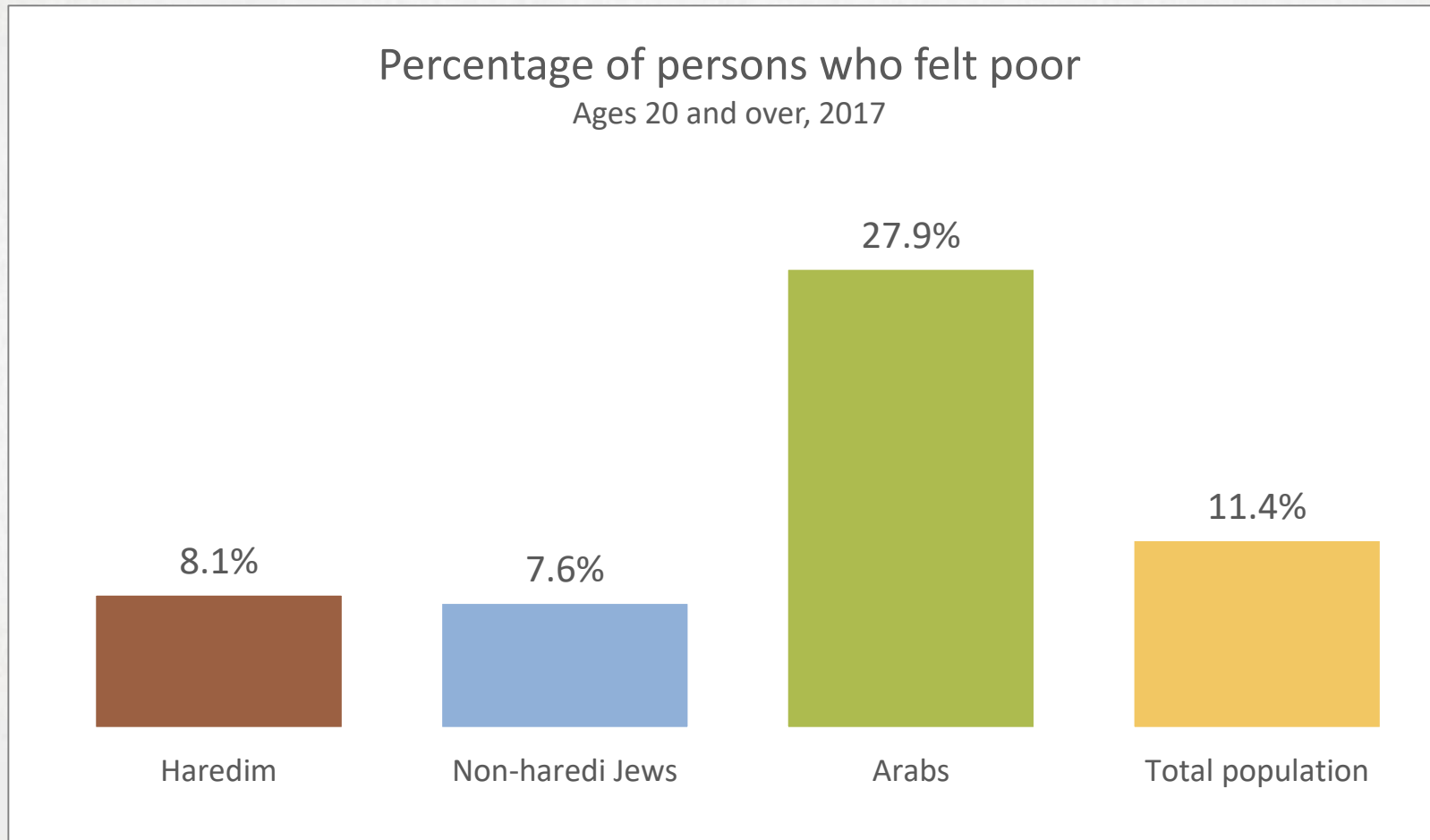
Poverty Rate and Poverty Gap



Source:Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

Data: Expenditure Survey, the Central Bureau of Statistics 2017.

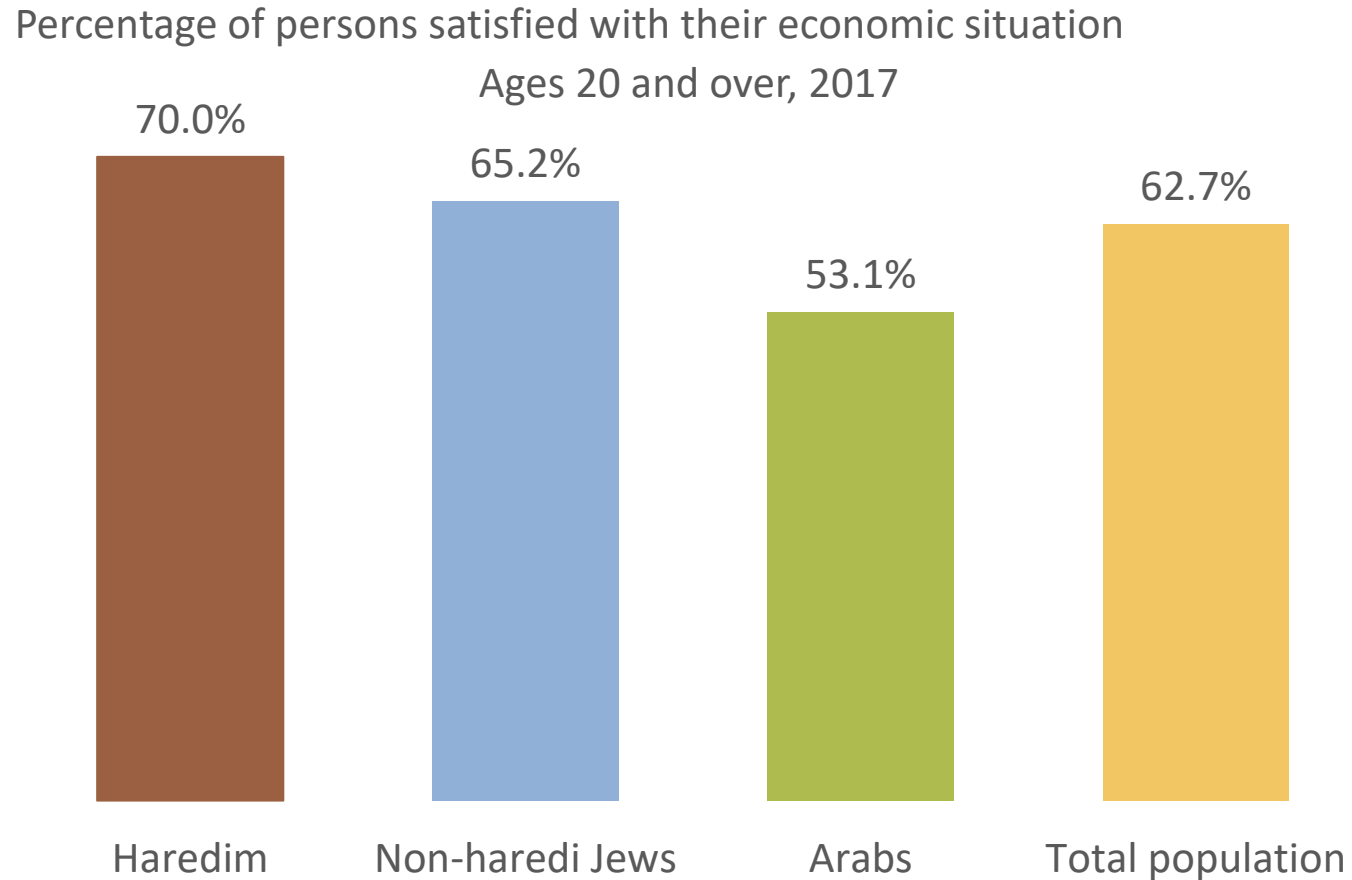
Subjective Poverty



Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

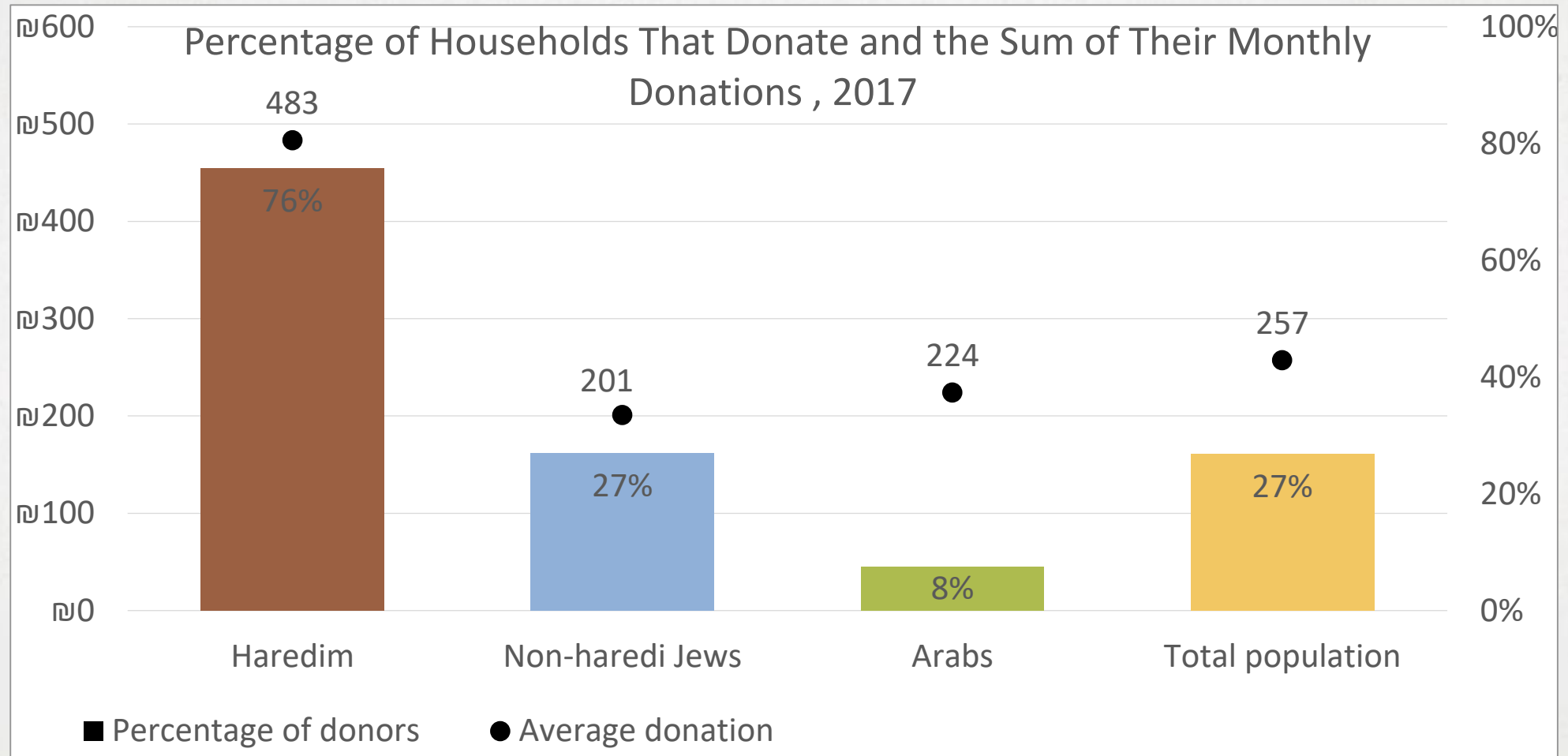
Data: The Central Bureau of Statistics' Social Survey, 2017.

Percentage of Persons Satisfied with their Economic Situation



Despite the low level of income among Haredim, Haredim are satisfied with their economic situation and don't perceive themselves as poor.

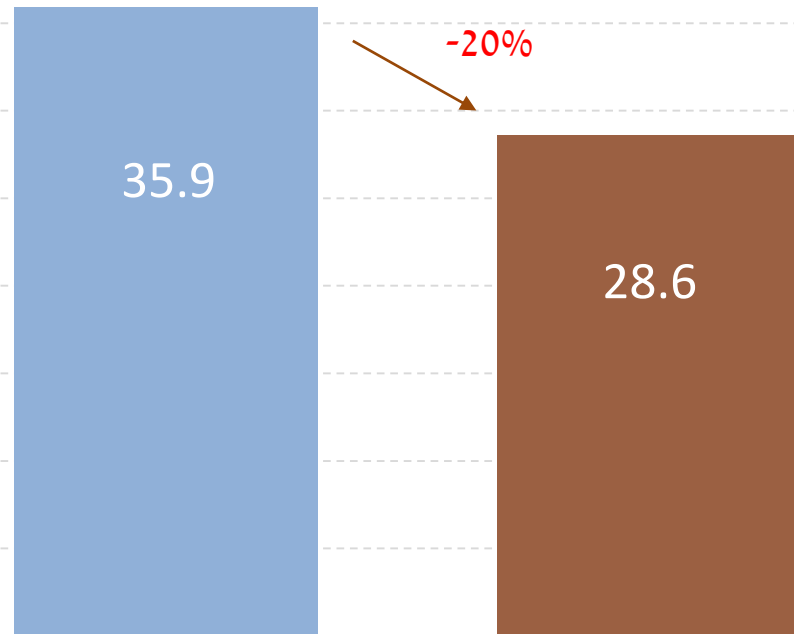
Household Donations



Haredi Women's Employment

Haredi women work fewer hours

Number of hours worked per week



■ Non-Haredi Jewish women ■ Haredi women

Part-time employment

(out of overall employment)

19.8% 34.9%

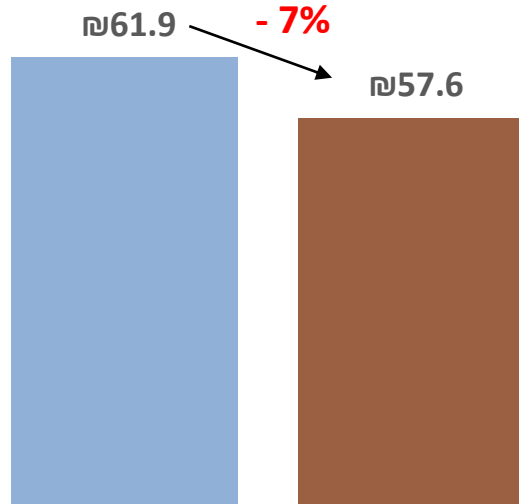
Non-Haredi Jewish
women

Haredi women

A large proportion of Haredi women working part time are involuntary part-time workers – one out of four.¹

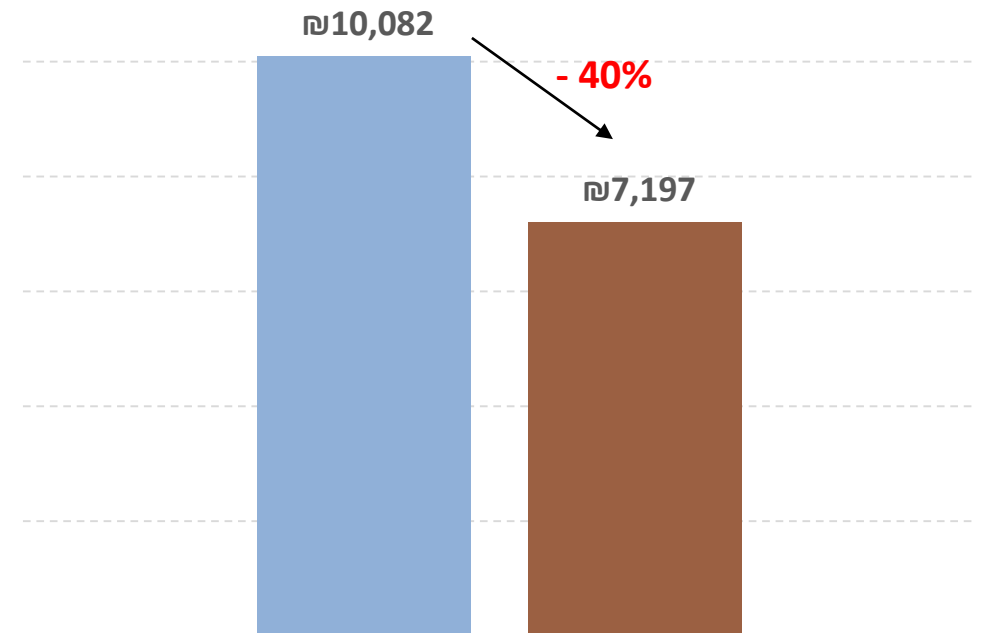
Haredi women earn less

Average hourly wage from salaried work - women
(25-64), 2017



■ Non-Haredi Jewish women ■ Haredi women

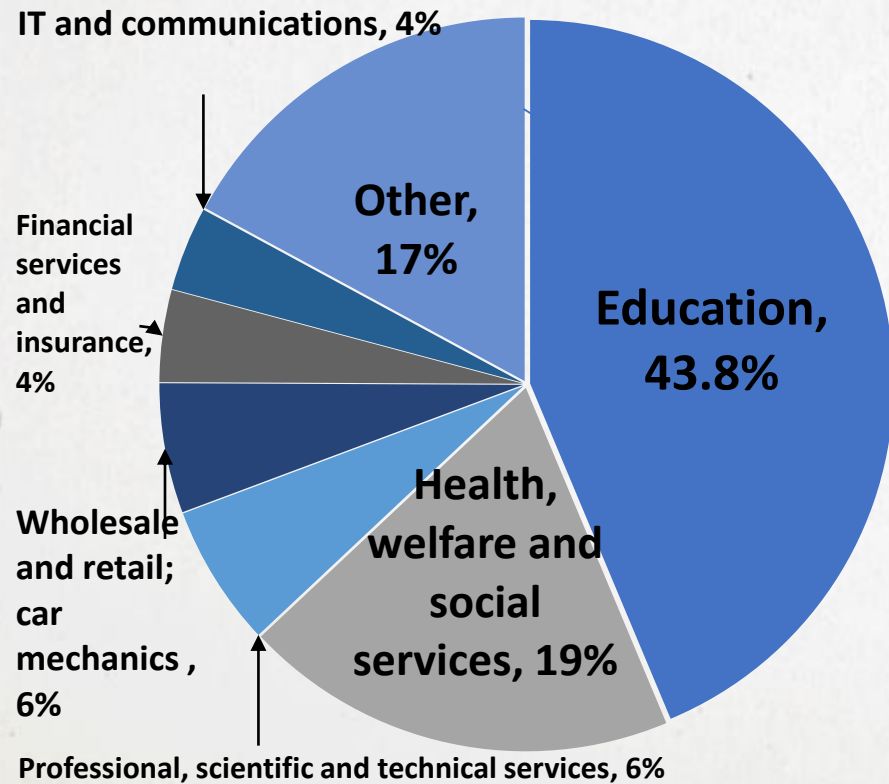
Average income from salaried work - women
(25-64), 2017



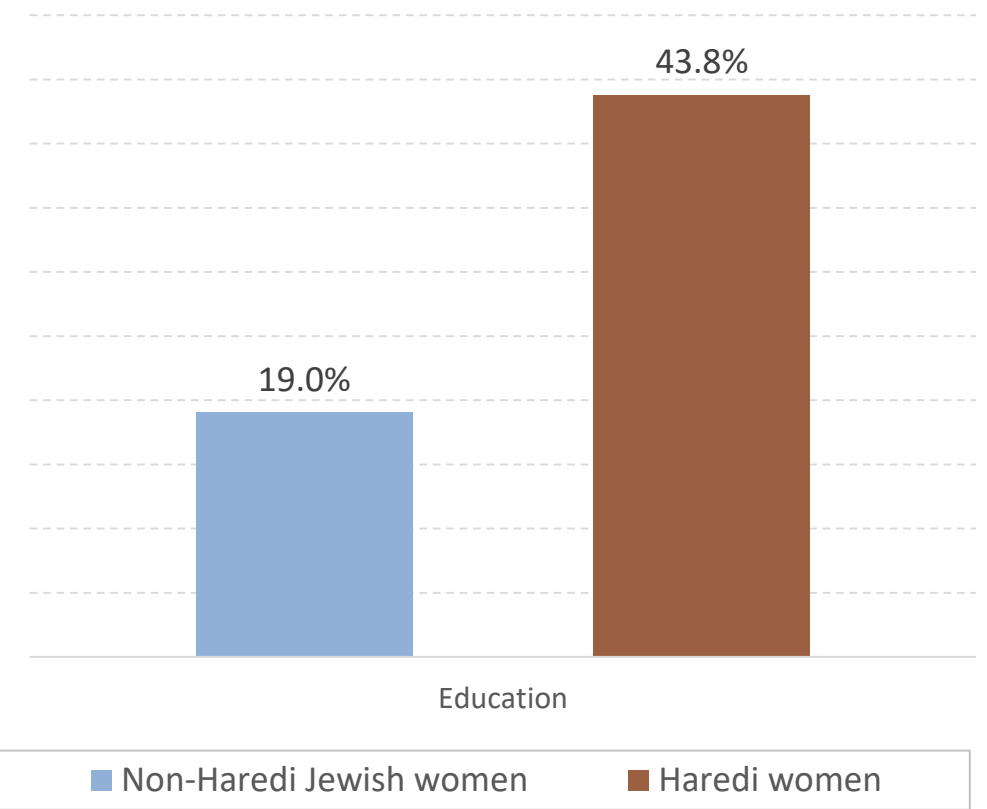
■ Non-Haredi Jewish women ■ Haredi women

Haredi women employed mainly in education

Sectoral employment distribution – Haredi women



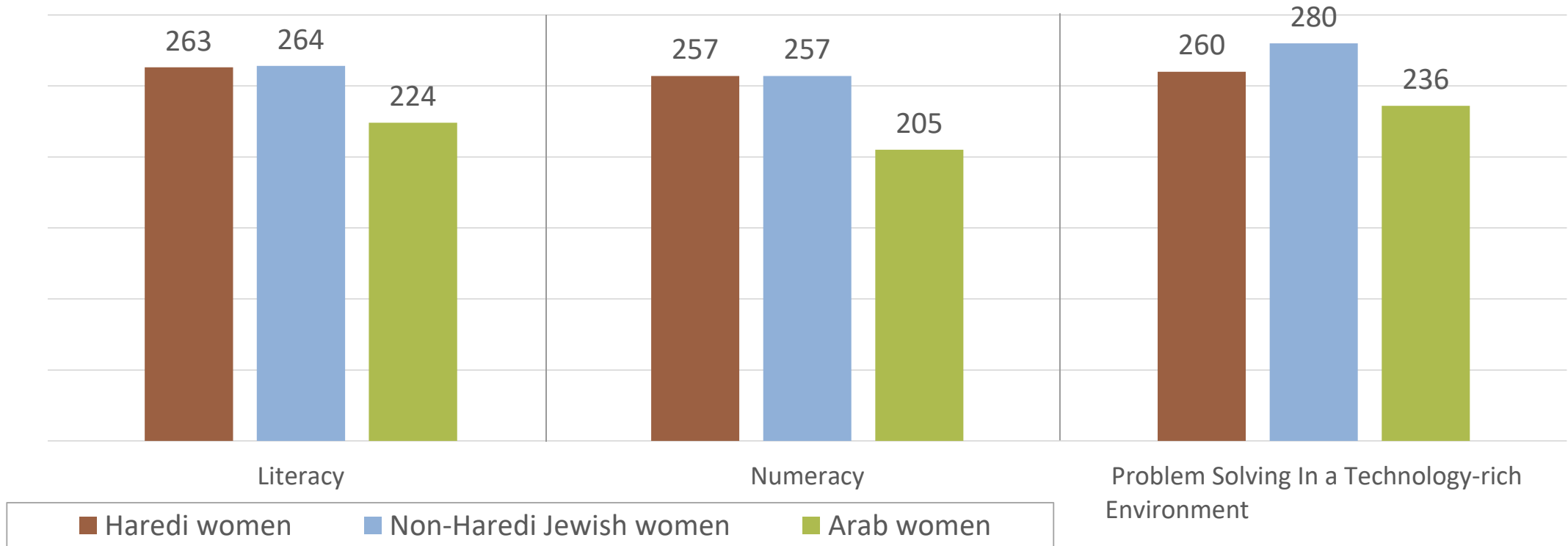
Women employed in education



Skills among the Adult Population

Average Score in Literacy Numeracy and Problem Solving In a Technology-rich Environment*

Women, ages 16-65, 2014-2015



Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

Data: PIAAC, 2014-2015, Central Bureau of Statistics and RAMA [National Authority of Measurement and Evaluation in Education].

*The range of grades in the various exams was 0 to 500; the average grade is 250 and the standard deviation is 50.

Challenges in haredi women's employment

- Limited fields of vocational training;
- Training for low-income jobs, and not in fields relevant to the Israeli job market;
- Shortage of jobs in the relevant fields in which haredi women are trained;
- Reluctance to pursue academic studies.

So where do we go from here?

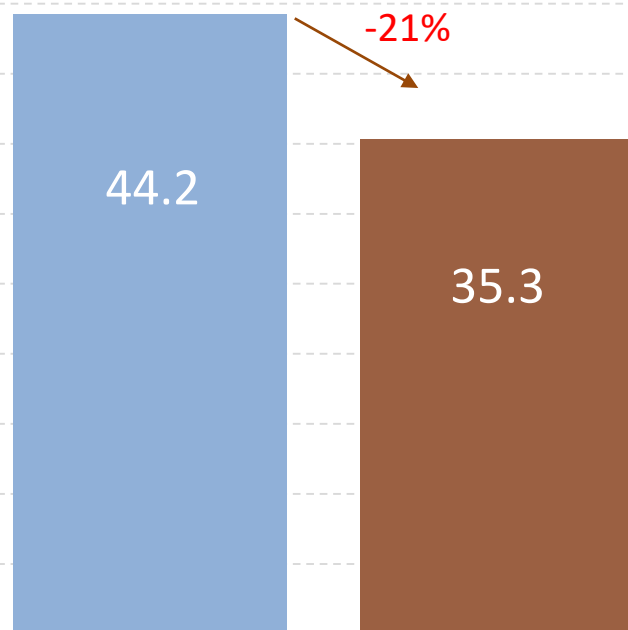
Steps the Haredi Institute for Public Affairs is taking

- Mapping current and future trends in the job market;
- Working with school principals to adapt curricula and career training to meet market demands and to implement curricula already in high school, for optimum post-high school professional training;
- Working with the Ministry of Health to develop career options in healthcare services and paramedical professions;
- Working hand in hand with rabbinic and communal leadership.

Haredi Men's Employment

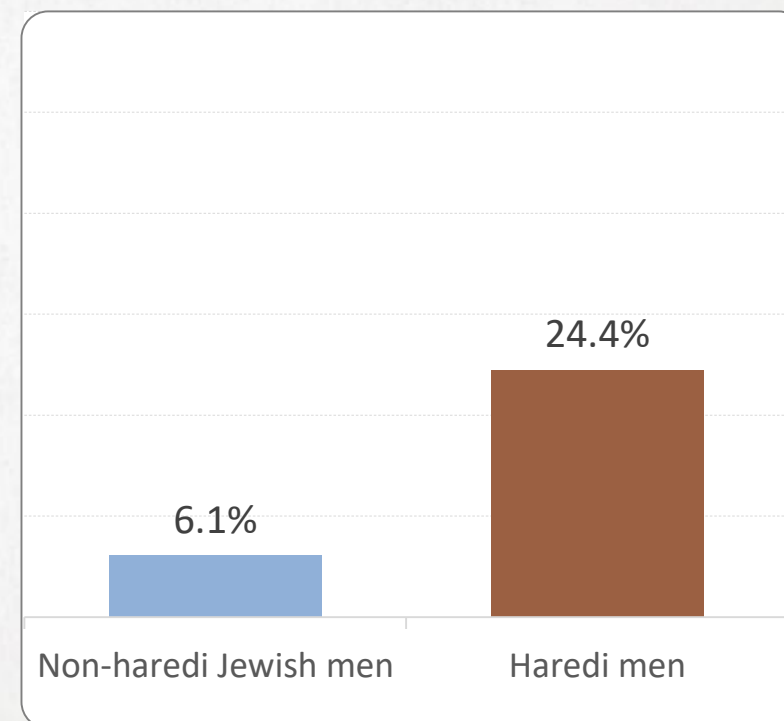
Haredi men work fewer hours

Number of hours worked per week



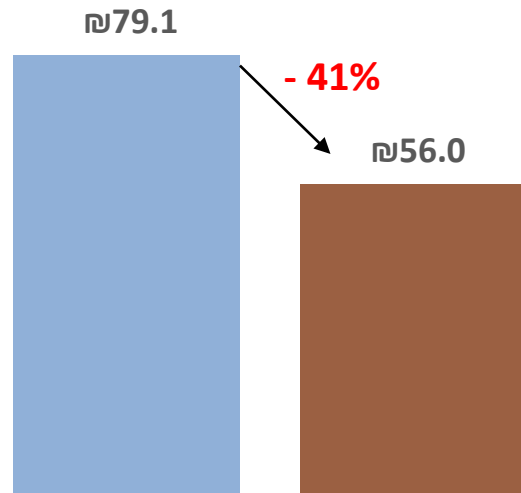
■ Non-Haredi Jewish men ■ Haredi men

Part-time employment
(out of overall employment)



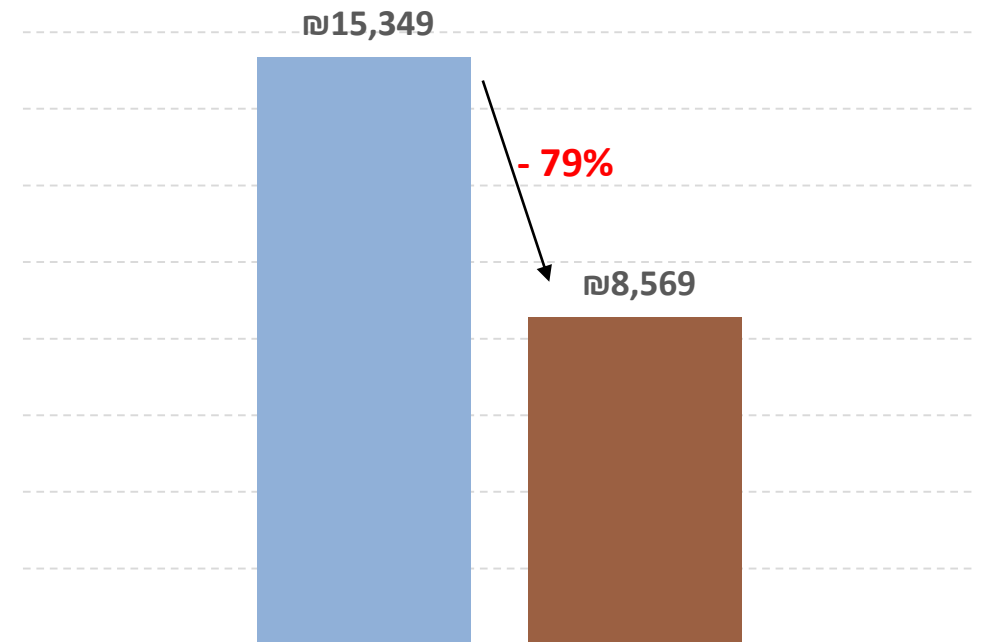
Haredi men earn less

Average hourly wage from salaried work - men
(25-64), 2017



■ Non-Haredi Jewish men ■ Haredi men

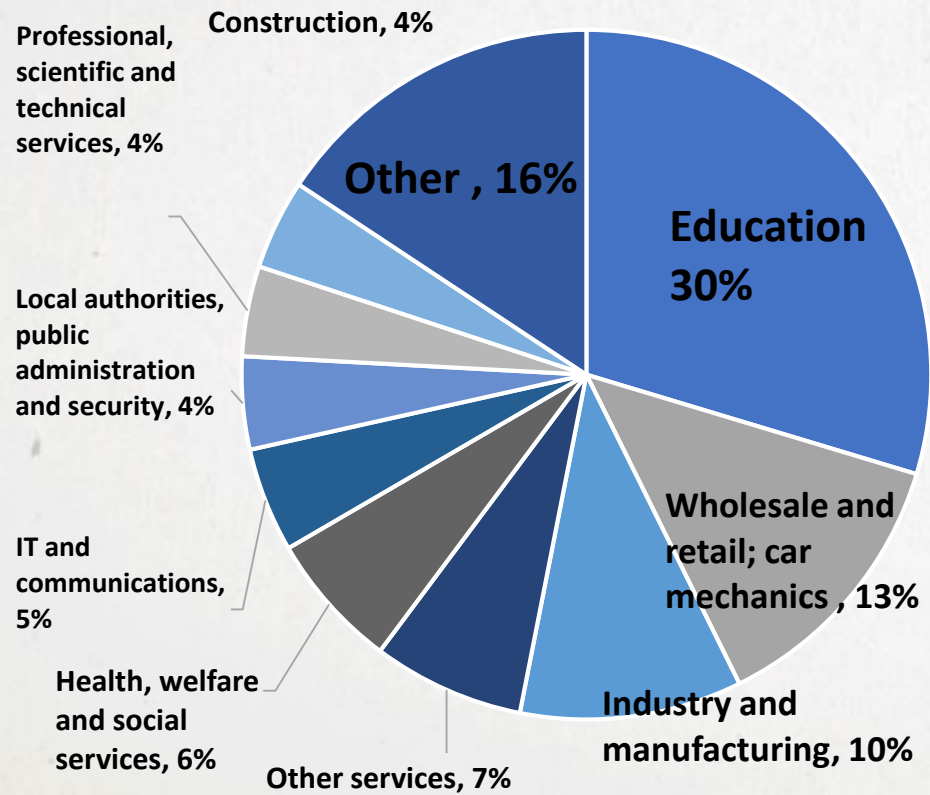
Average income from salaried work - men
(25-64), 2017



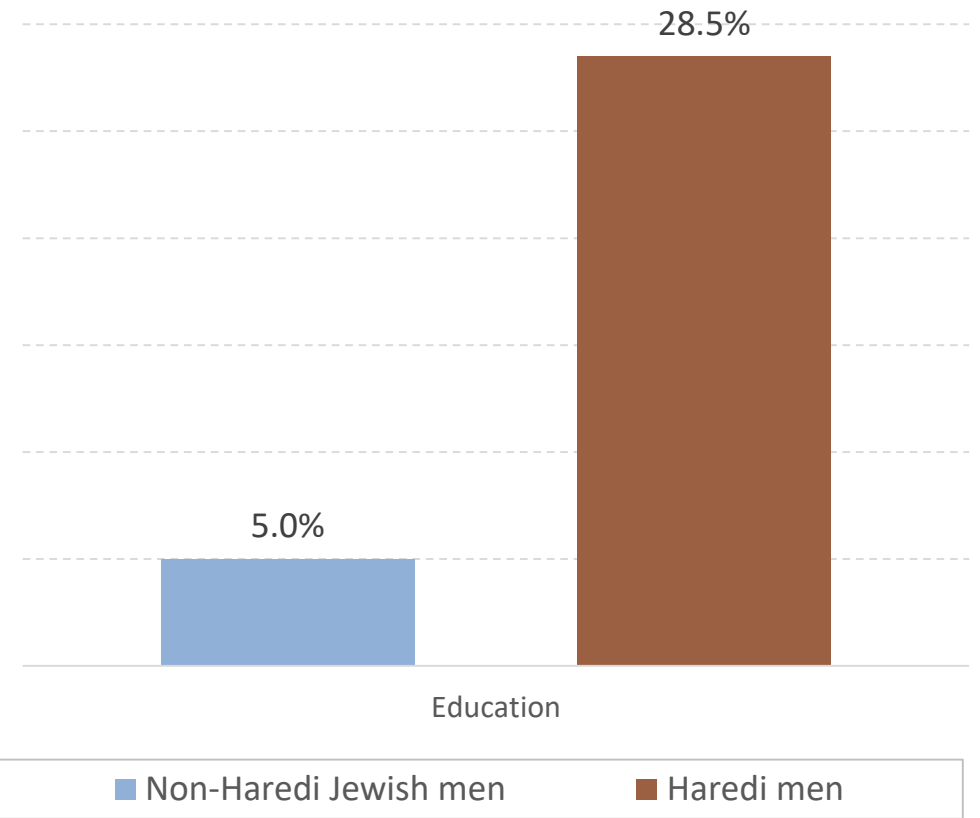
■ Non-Haredi Jewish men ■ Haredi men

Haredi men employed mainly in education

Sectoral employment distribution – men



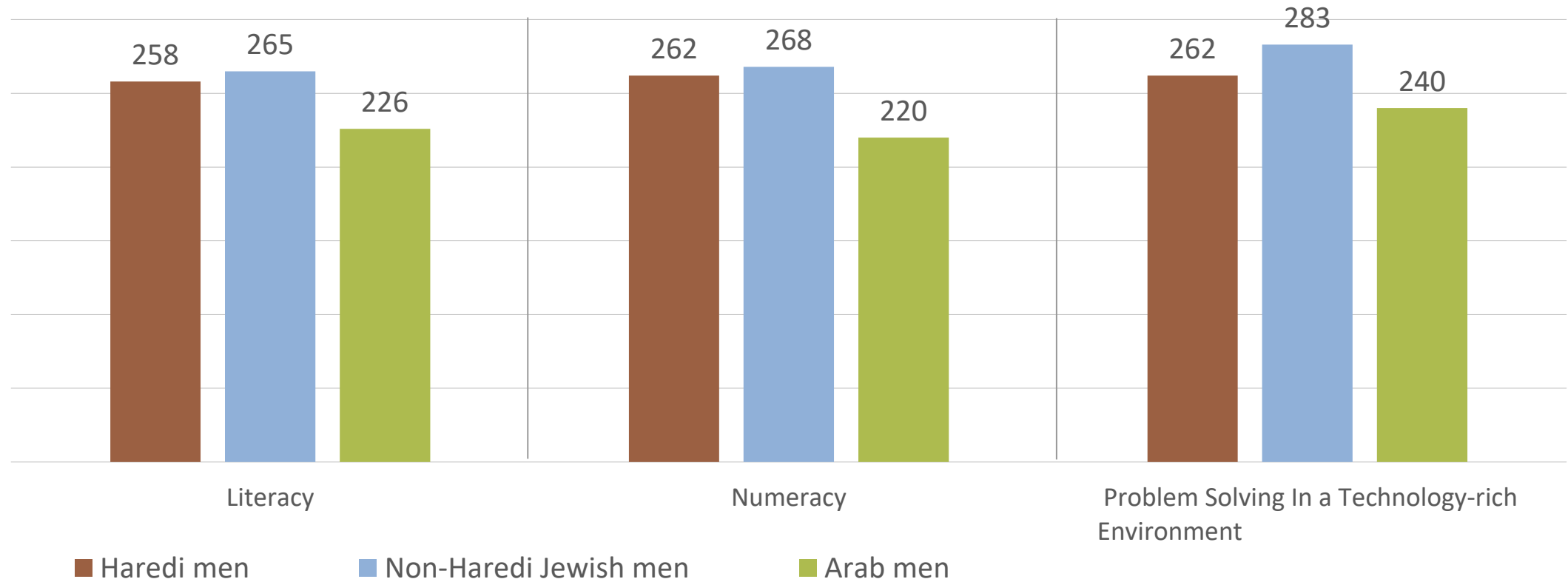
Men employed in education



Skills among the Adult Population

Average Score in Literacy Numeracy and Problem Solving In a Technology-rich Environment*

Men, ages 16-65, 2014-2015



Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

Data: PIAAC, 2014-2015, Central Bureau of Statistics and RAMA [National Authority of Measurement and Evaluation in Education].

*The range of grades in the various exams was 0 to 500; the average grade is 250 and the standard deviation is 50.

Challenges in Haredi men's employment

- The education system focuses solely on Torah studies;
- Torah study is the preferred choice among most men, with studies typically continuing till age 23-24, if not longer;
- Most of the men joining the workforce are married with children;
- Cultural and social gaps that hamper their integration.
- **Advantages to Hiring Haredi Men**
 - High level of learning capabilities
 - Married men/fathers are committed to their job and employer.

So where do we go from here?

Steps being taken/recommended by the Haredi Institute of Public Affairs

➤ Mapping out the demand in the hi-tech job market

- No need for formal (academic) education
- Opportunity to tap into the latent Haredi human capital

➤ Integration into the civil service

- Largest employer in the economy
- Instituting standards that will enable recruitment of suitable candidates from the haredi community

➤ Tax reforms

- Enabling men who are working to maximize child tax credits (beneficial for all sectors of society).

Vision without action is a daydream;
action without vision is a nightmare.

Thank you for your time