

# Haredi Employment



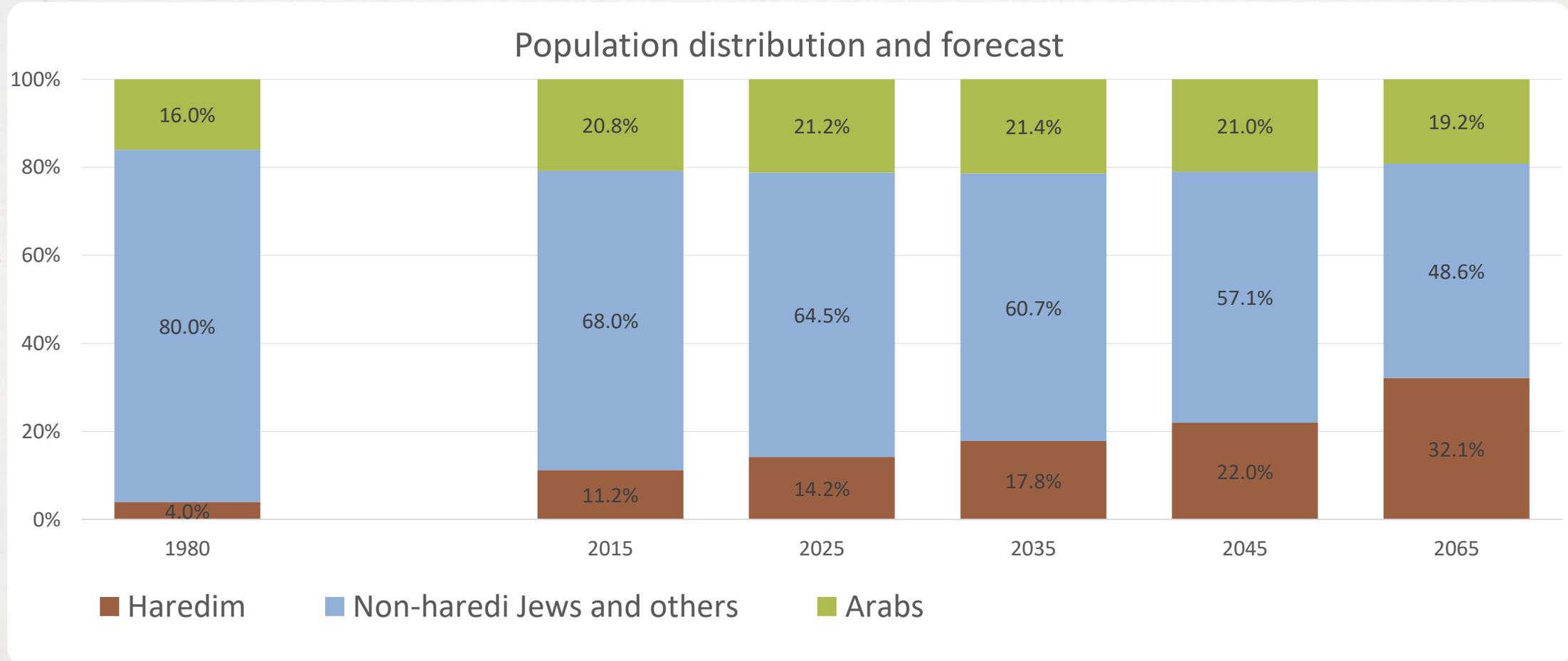
## Nitsa (Kaliner) Kasir

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?

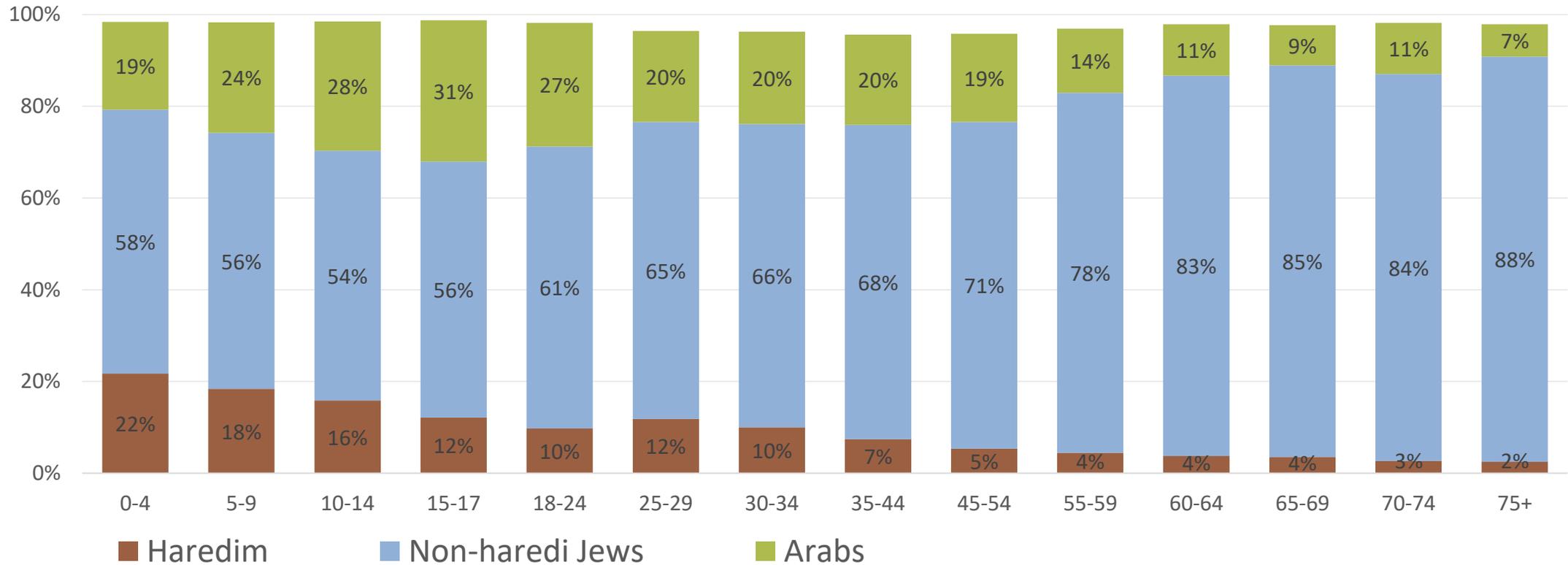


Source: Nitsa (Kaliner) Kasir and Dmitri Romanov, 2018. *Quality of Life Among Israel's Population Groups – A Comparative Study*, the Haredi Institute for Public Affairs.

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

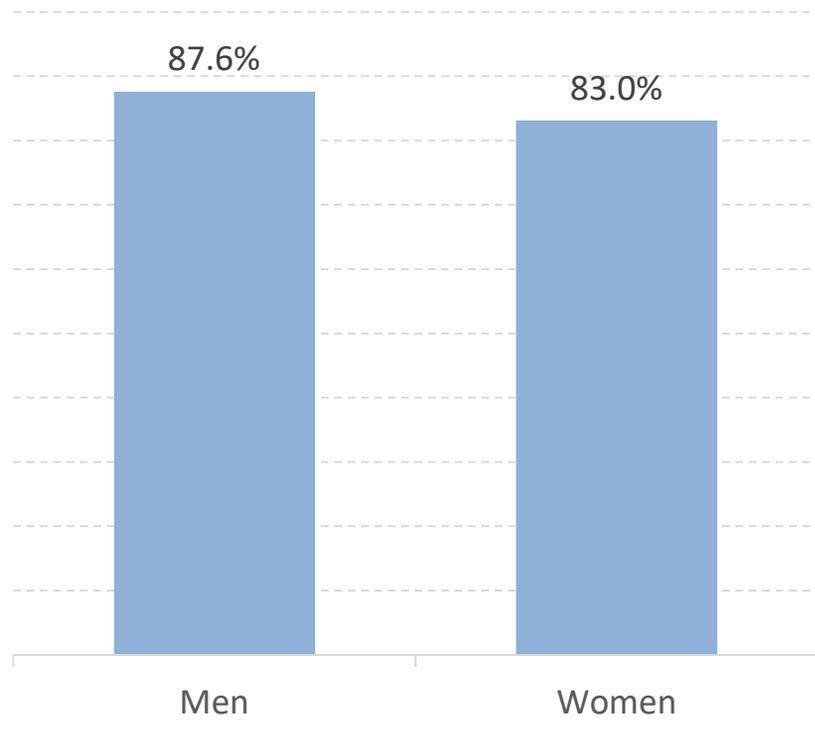


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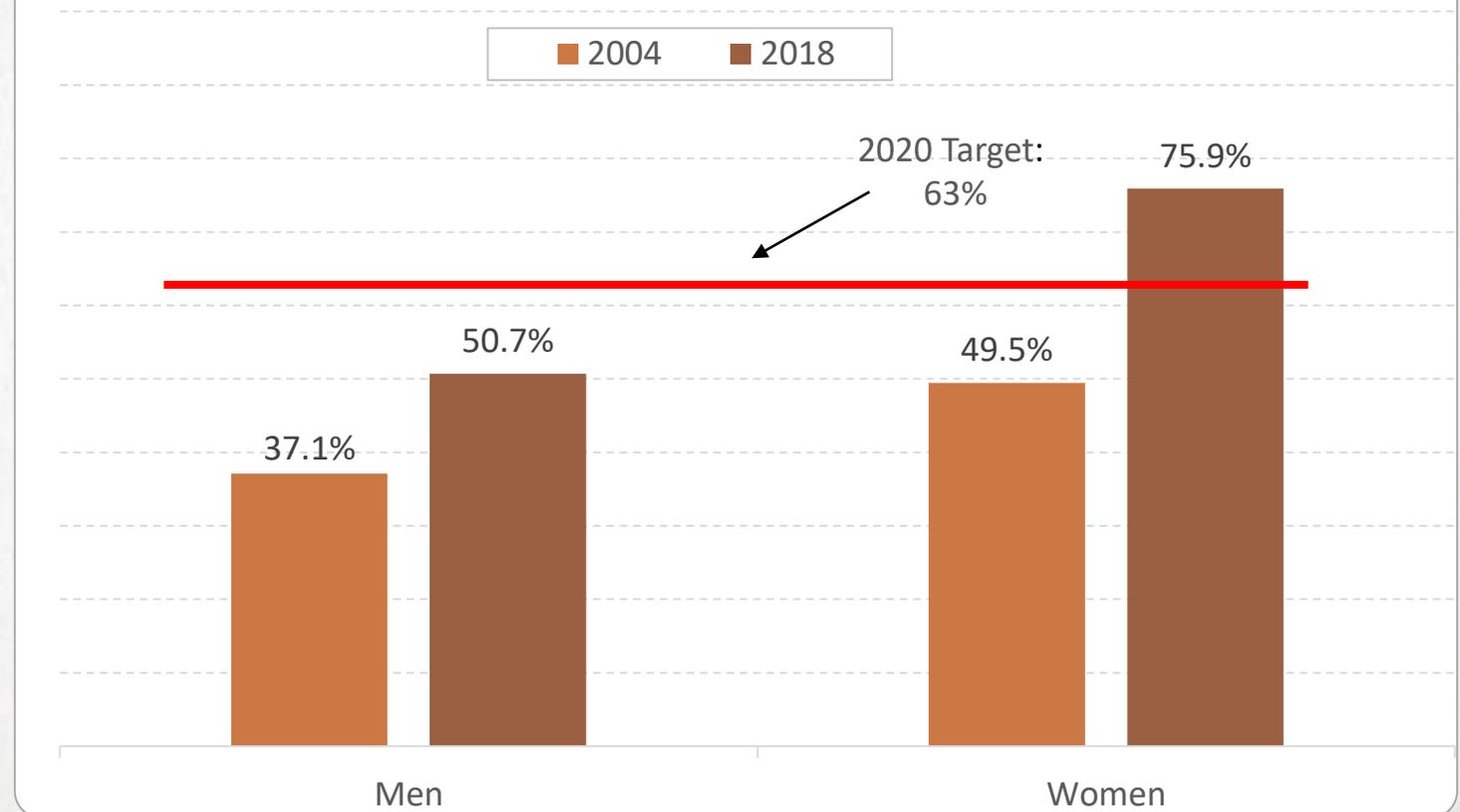
Data: Labor Force Survey of the Central Bureau of Statistics, 2016. \*There is a remainder of a few percentage points, accounting for population groups not belonging to the three listed here.

# 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)



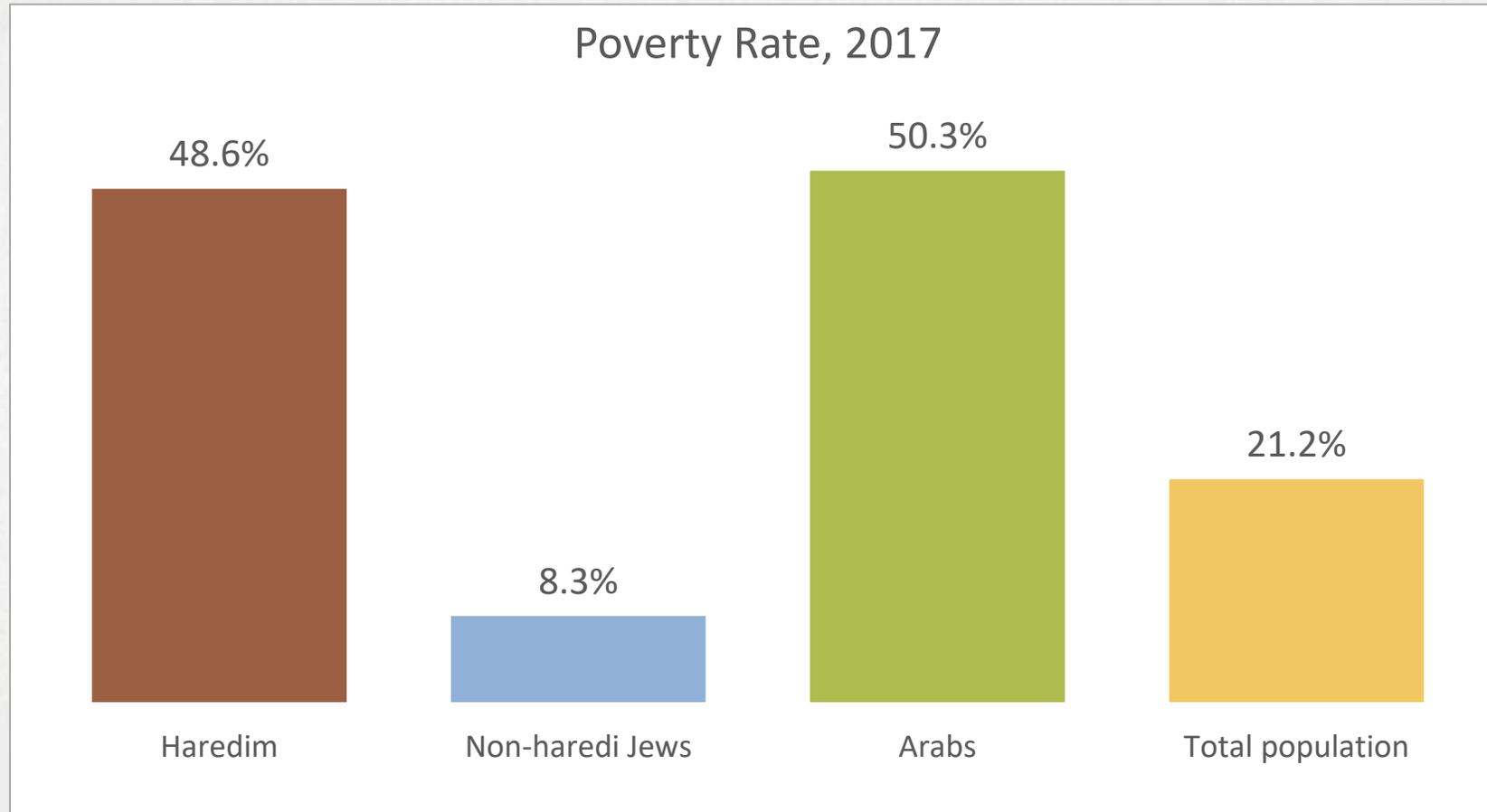
# Typical Characteristics of Haredi Society

- 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).<sup>1</sup>
- Preference for segregated lifestyle (residential, work place, etc.)

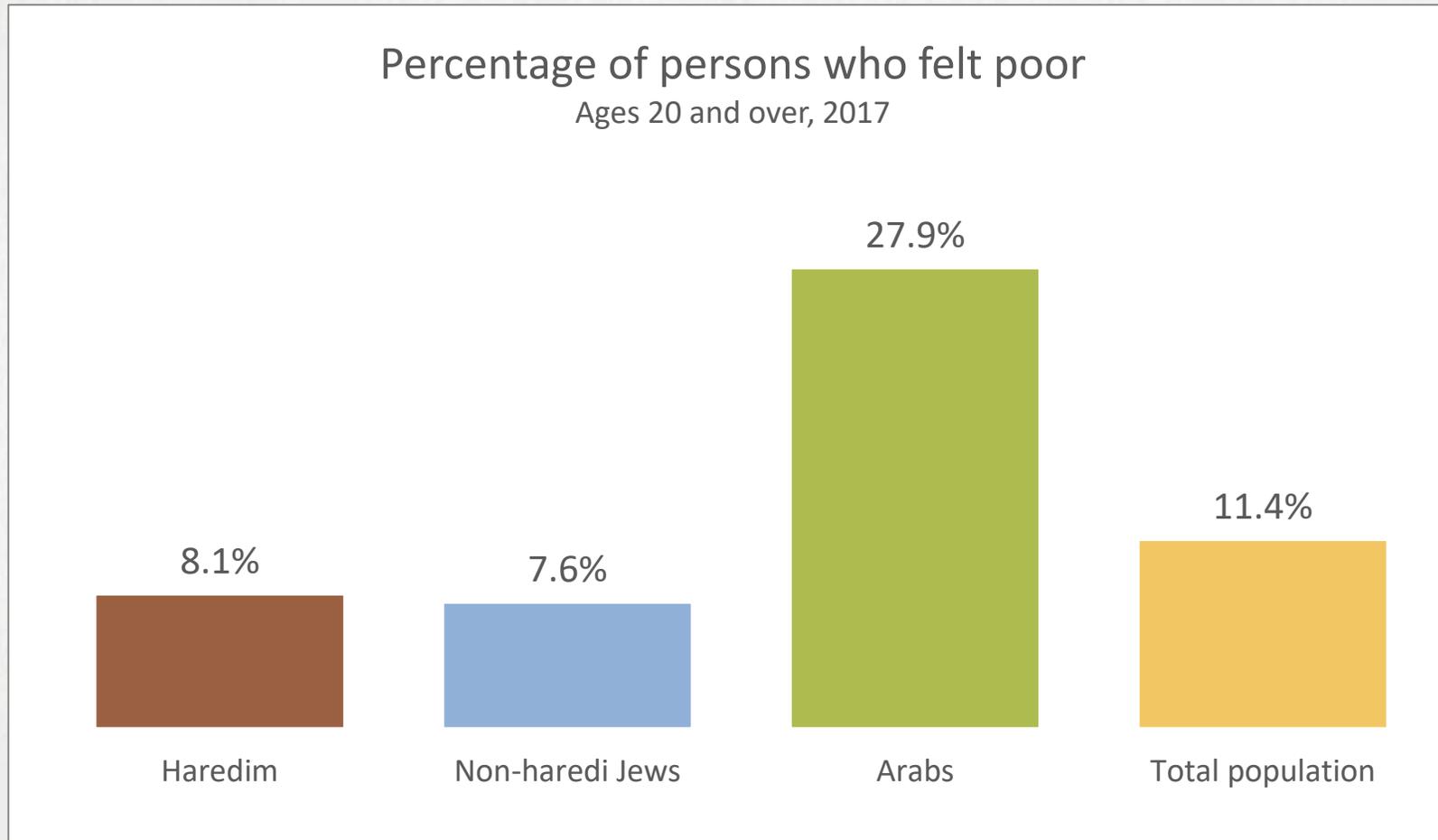
<sup>1</sup>Source: Ahmed Hleihel, "Fertility Among Jewish Women in Israel, by Level of Religiosity, 1979-2014." *Central Bureau of Statistics' Working Paper Series*, No. 101

# Poverty

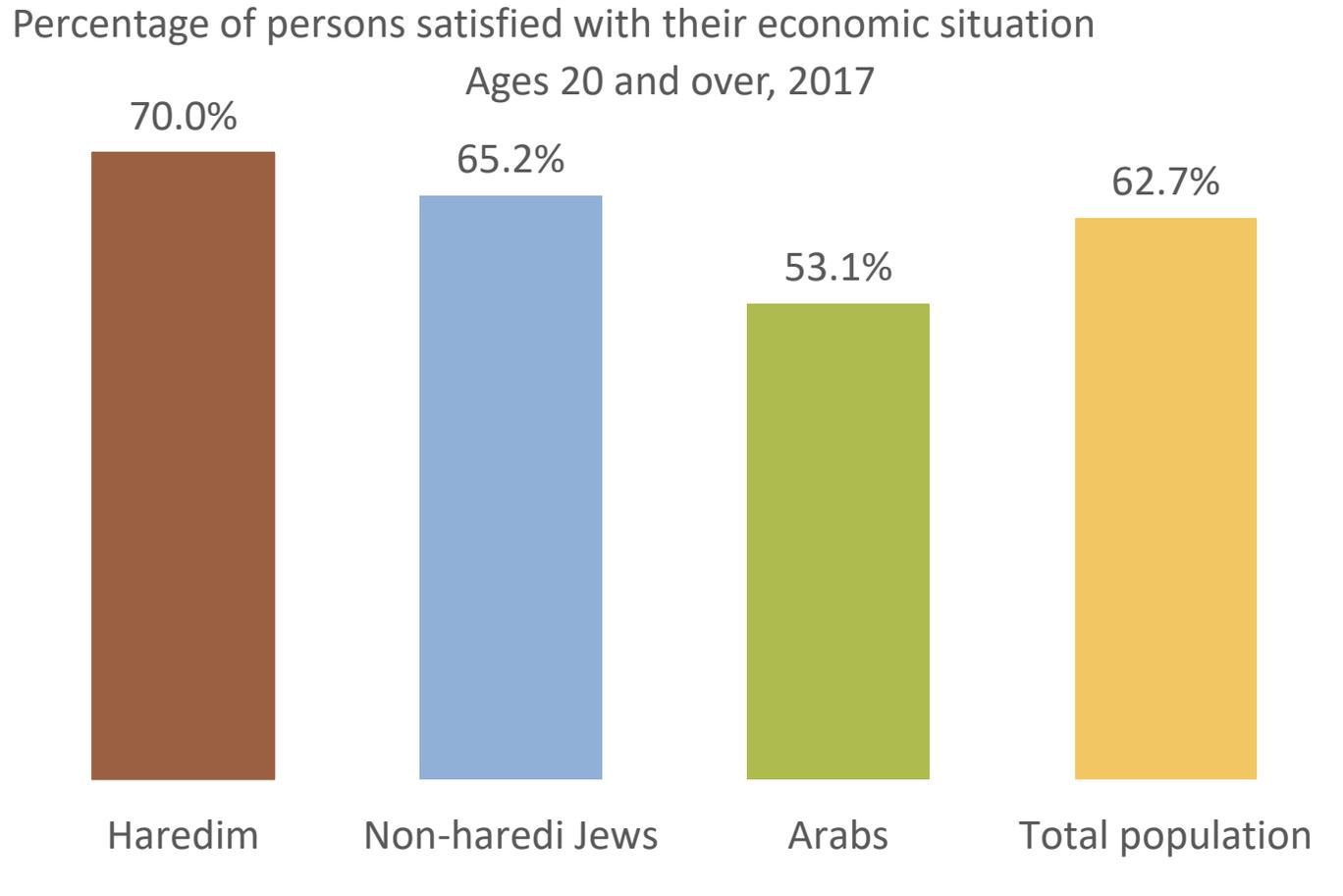
# Poverty Rate and Poverty Gap



# Subjective Poverty

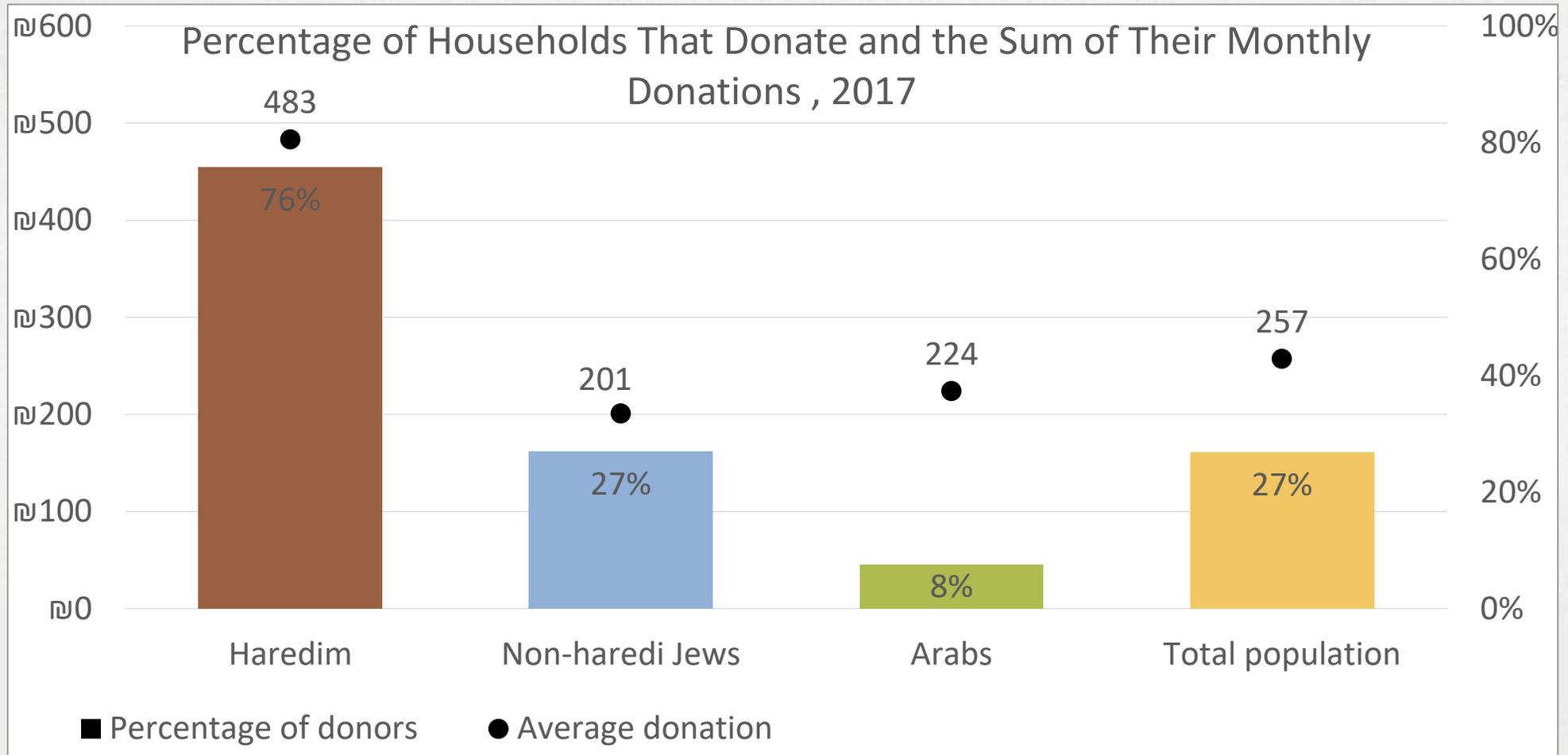


# Percentage of Persons Satisfied with their Economic Situation



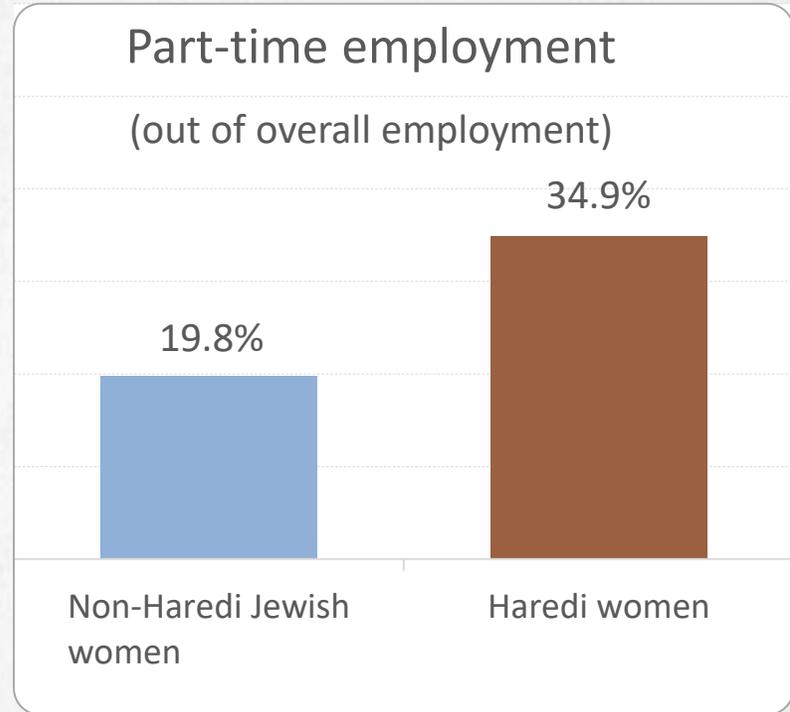
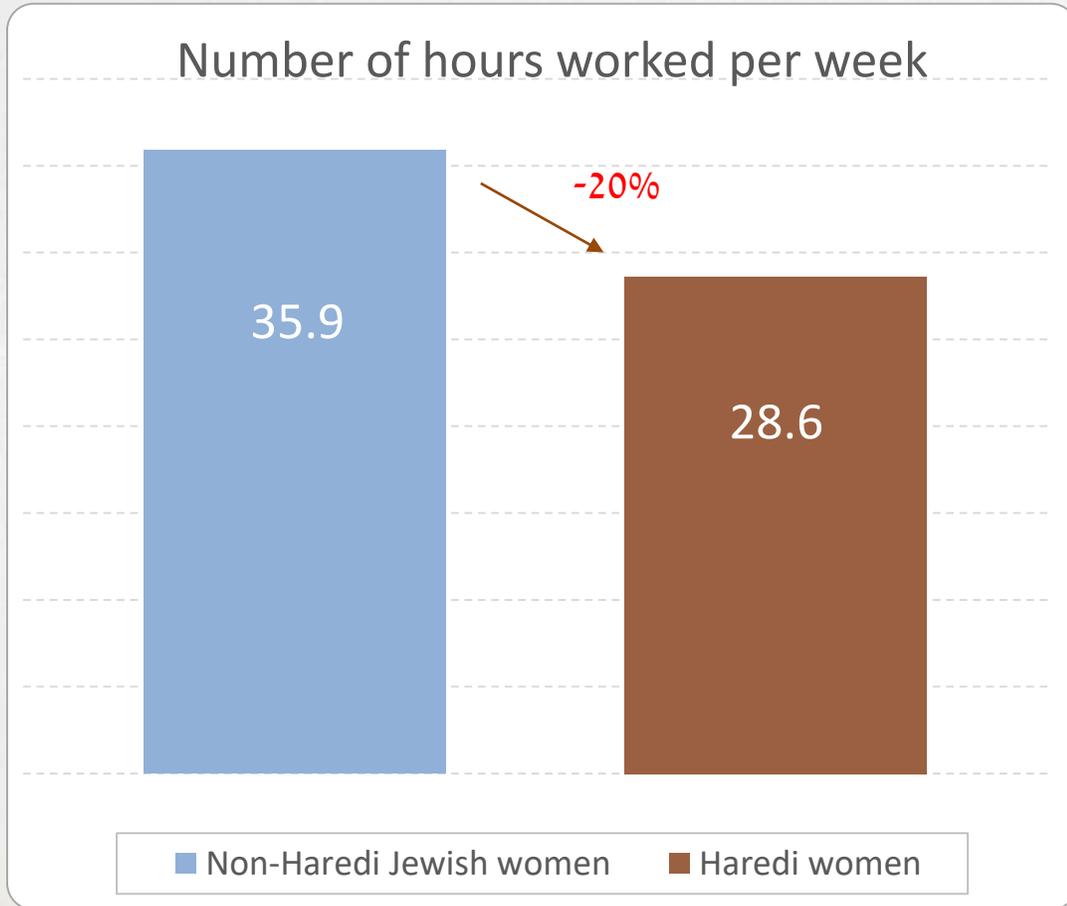
Despite the low level of income among Haredim, Haredim are satisfied with their economic situation and don't perceive themselves as poor.

# Household Donations



# Haredi Women's Employment

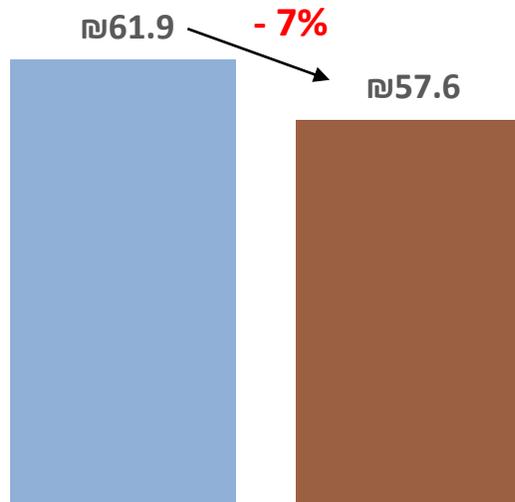
# Haredi women work fewer hours



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

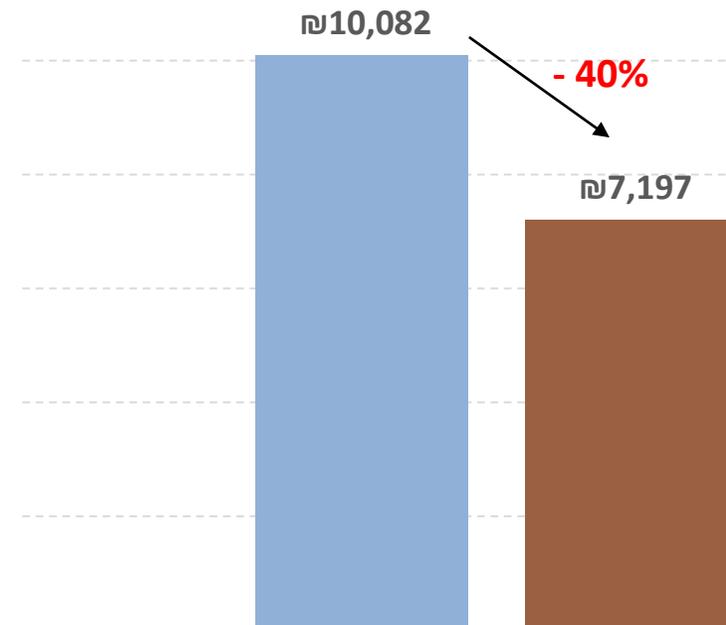
# Haredi women earn less

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



■ Non-Haredi Jewish women ■ Haredi women

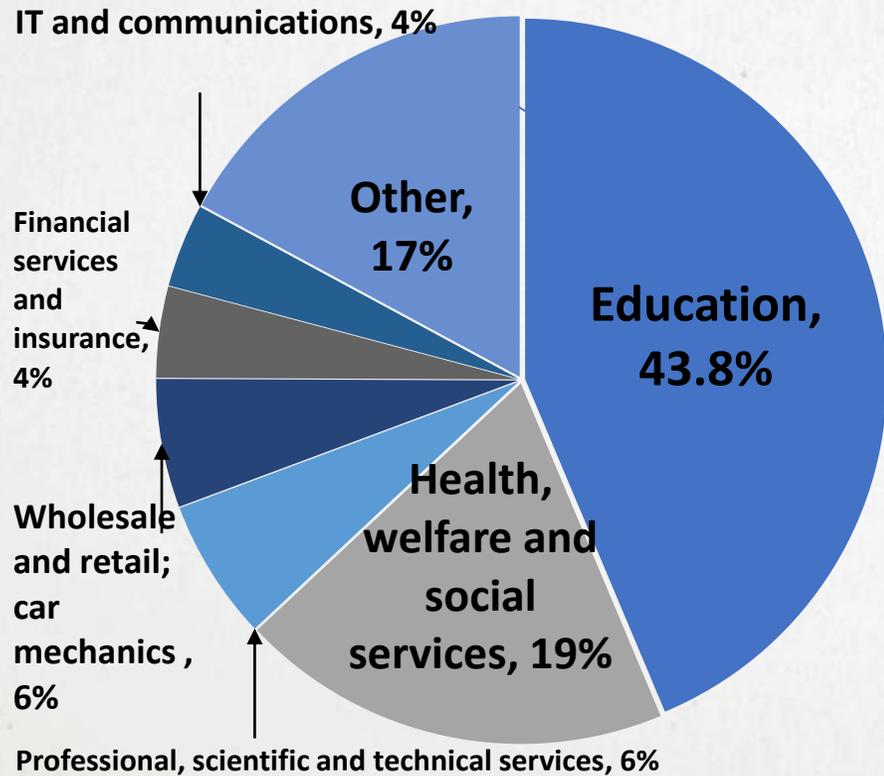
Average income from salaried work - women (25-64), 2017



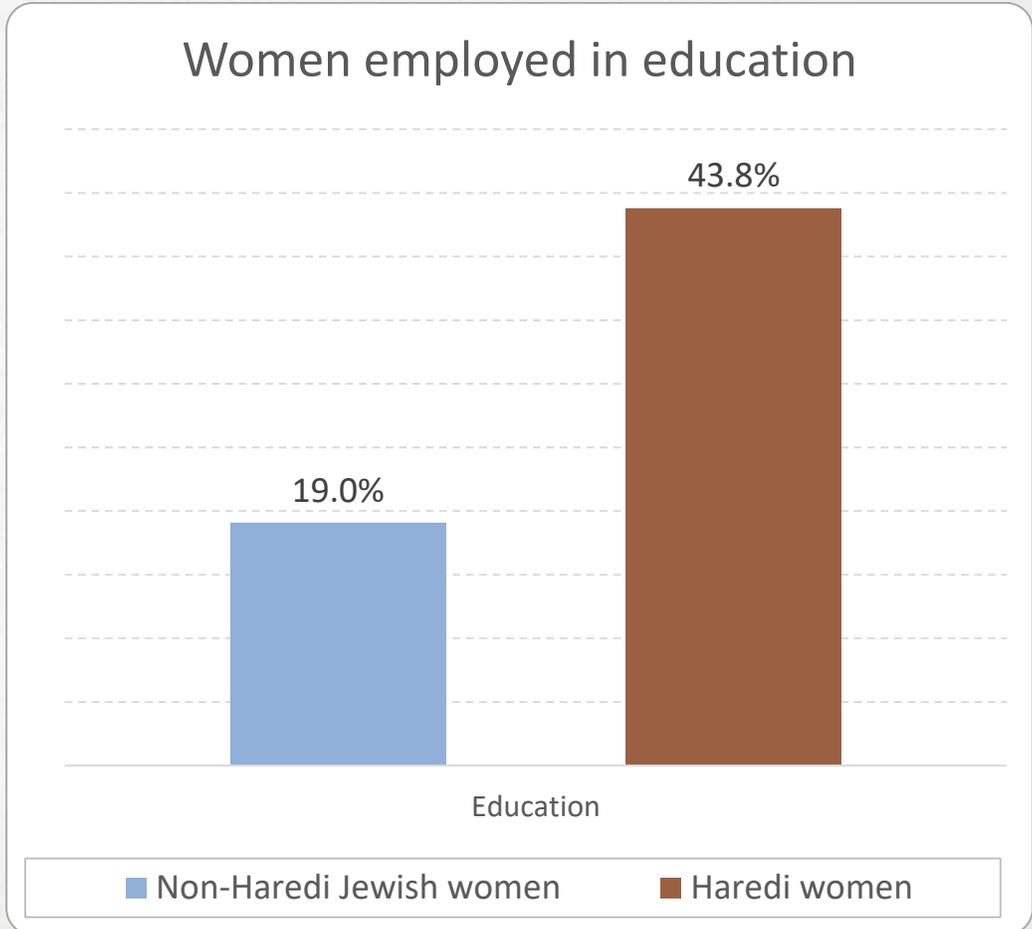
■ Non-Haredi Jewish women ■ Haredi women

# Haredi women employed mainly in education

Sectoral employment distribution – Haredi women



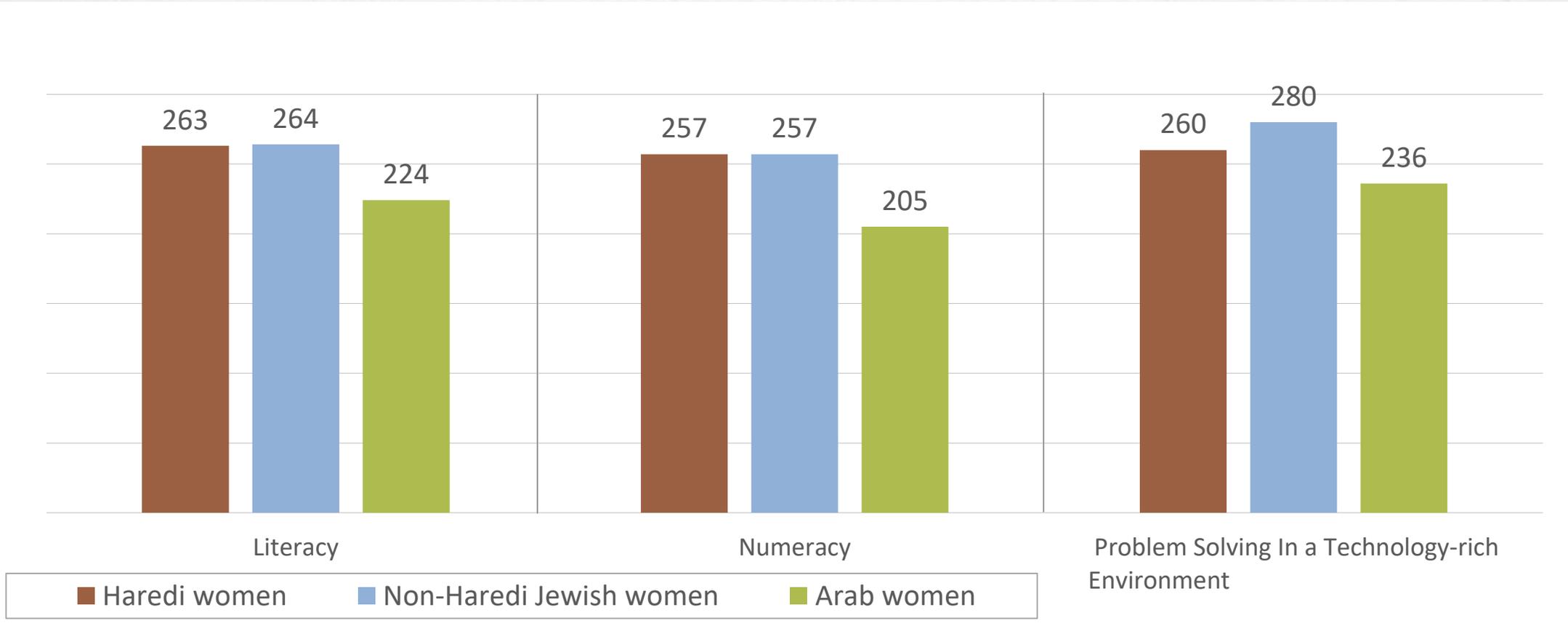
Women employed in education



# 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.



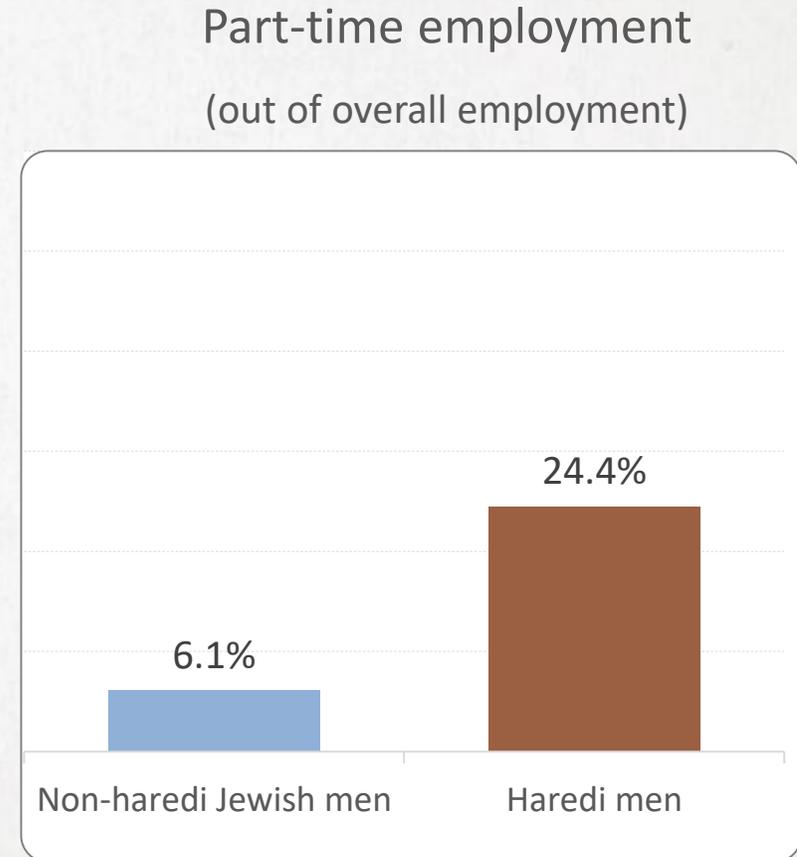
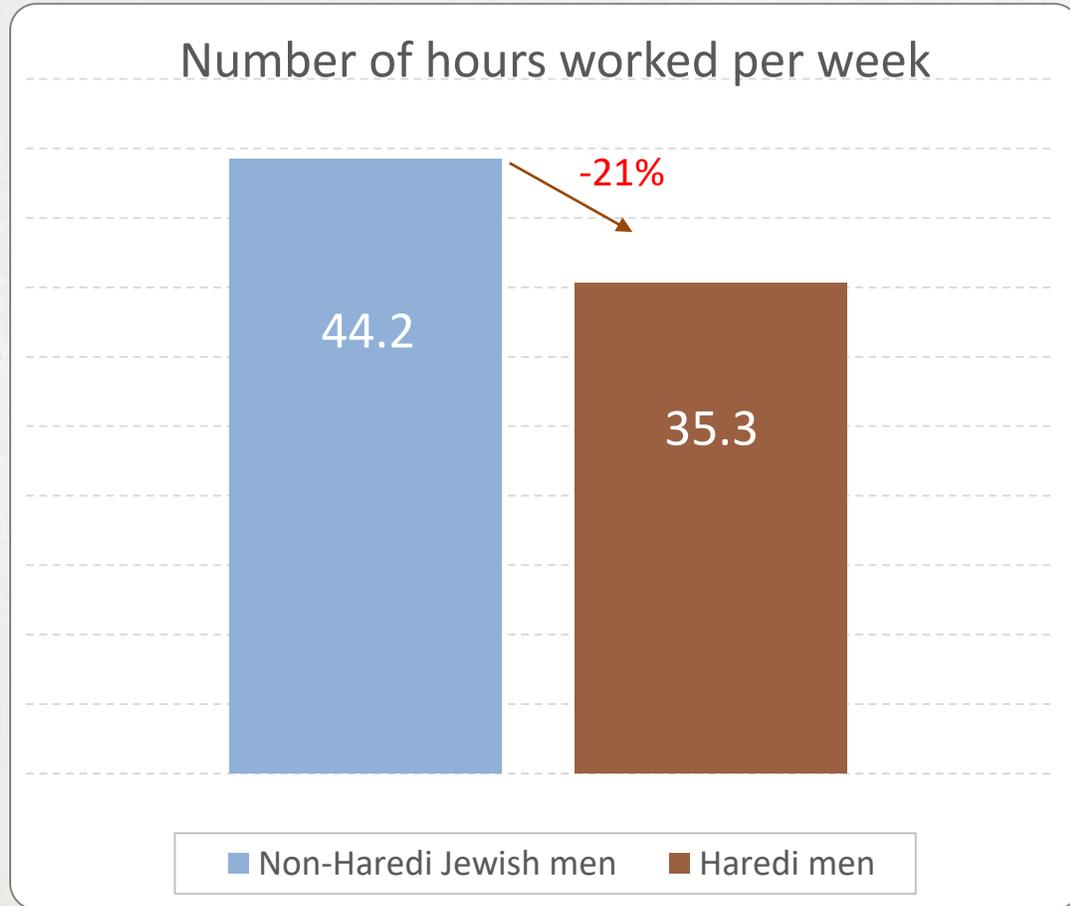
# So where do we go from here?

## 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.

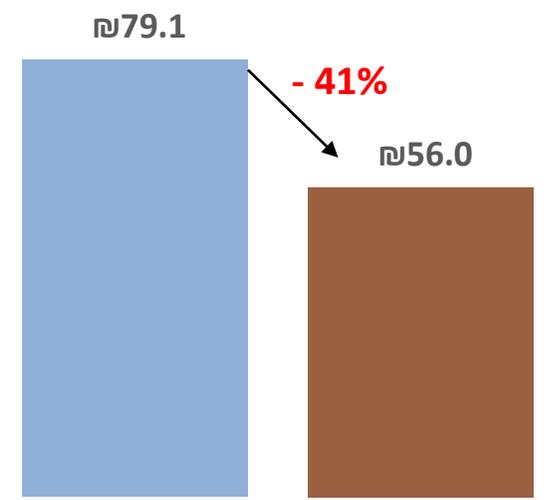
# Haredi Men's Employment

# Haredi men work fewer hours



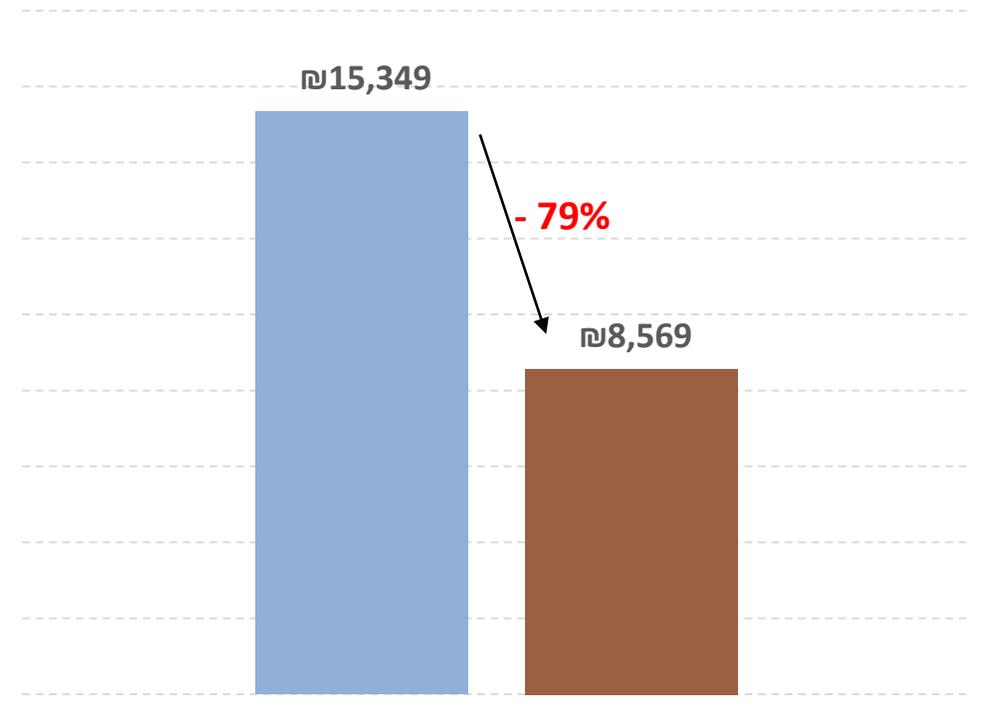
# Haredi men earn less

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



■ Non-Haredi Jewish men ■ Haredi men

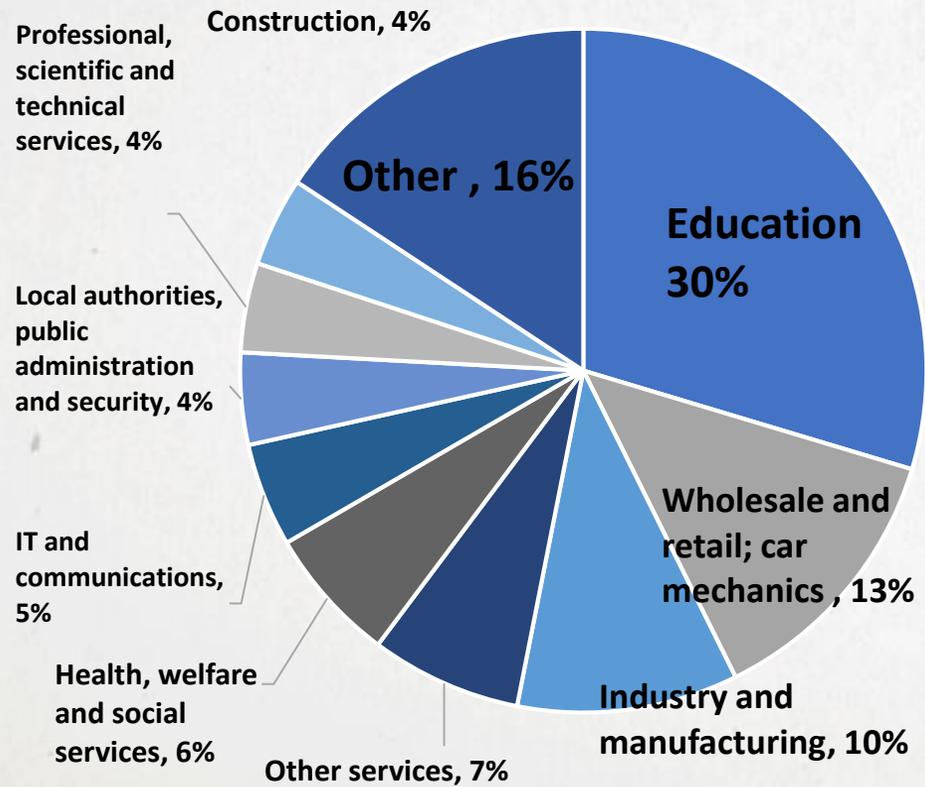
Average income from salaried work - men (25-64), 2017



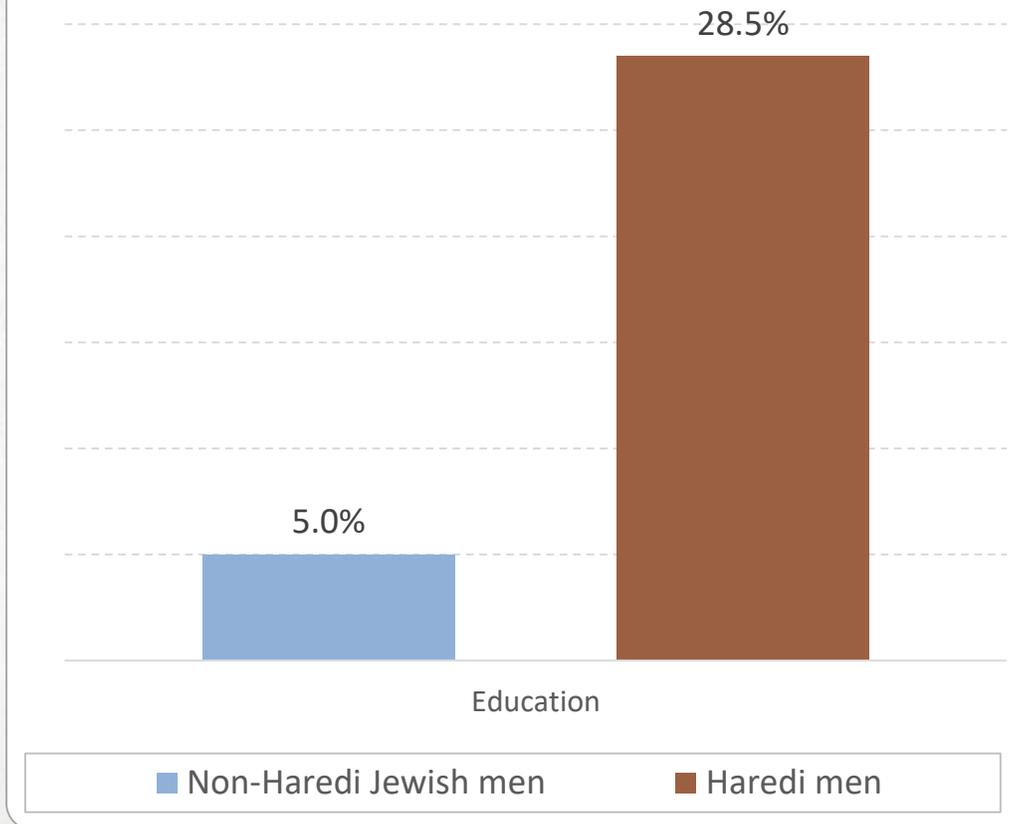
■ Non-Haredi Jewish men ■ Haredi men

# Haredi men employed mainly in education

Sectoral employment distribution – men



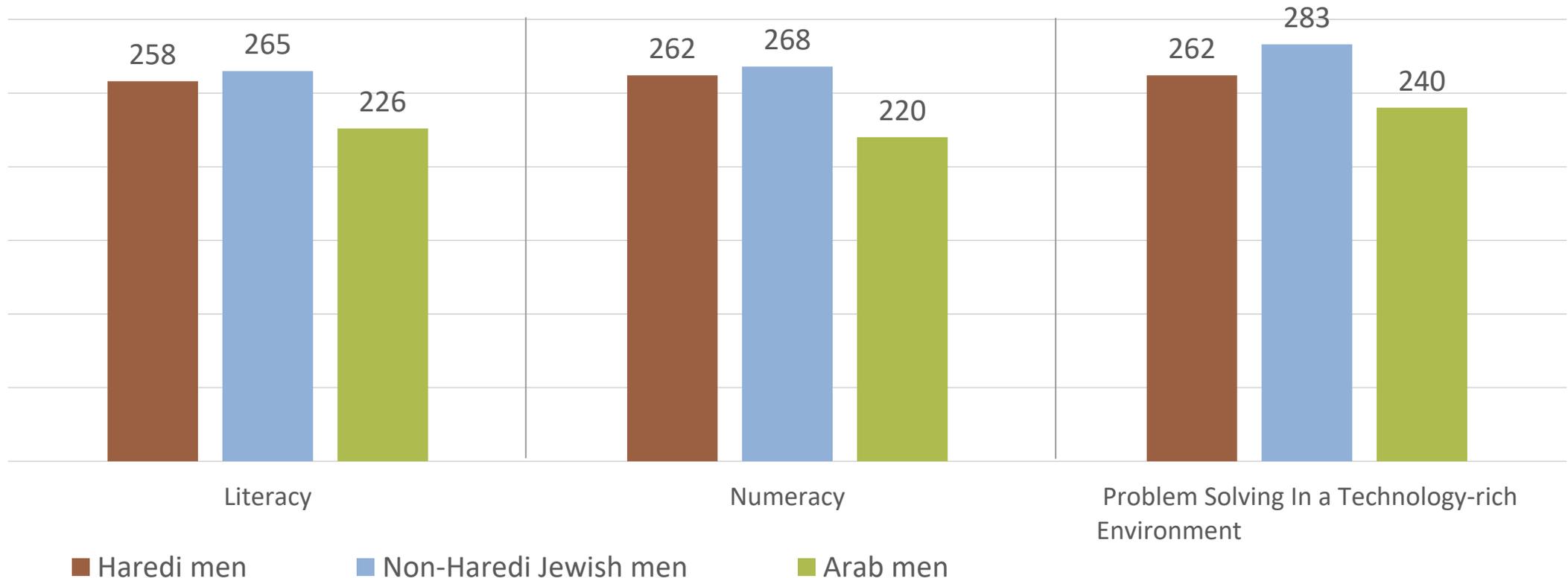
Men employed in education



# 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**