

Haredi Employment



Nitsa (Kaliner) Kasir

Deputy Chair, the Haredi Institute for Public Affairs

Jewish Funders Network

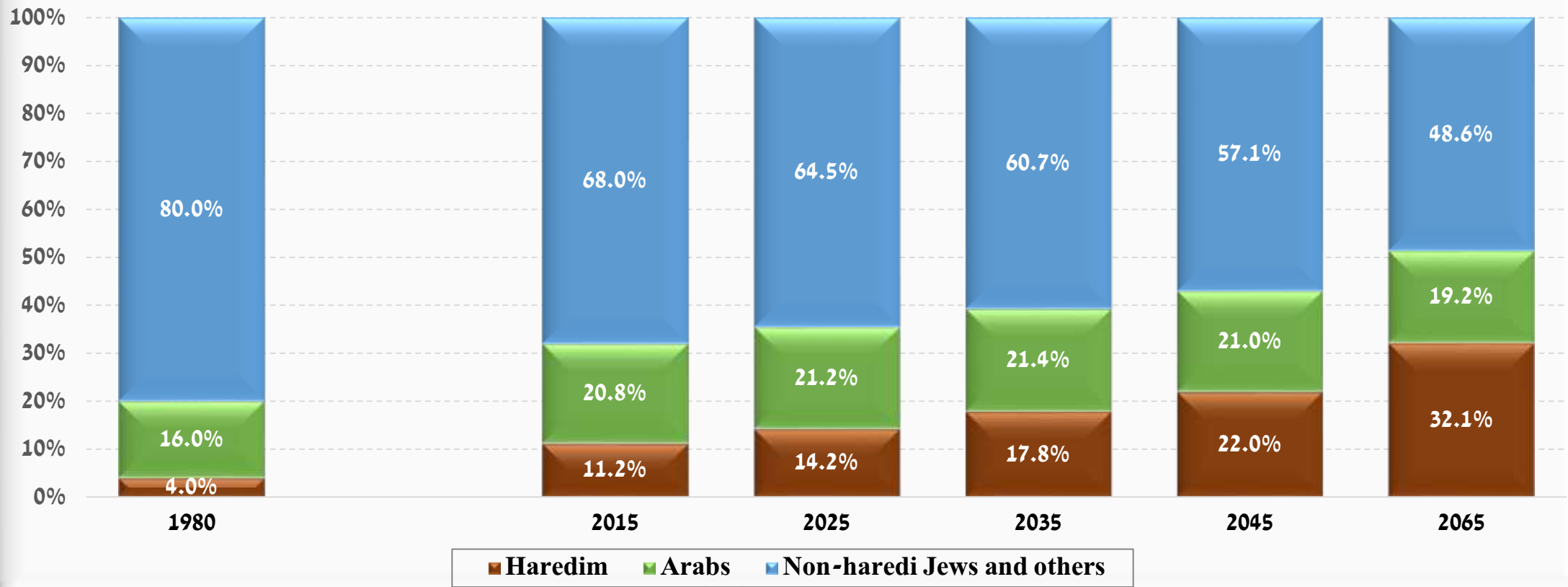
March 12, 2018

Data is only half the story...

and sometimes it's the wrong story.

Demographic Forecast – where are we headed?

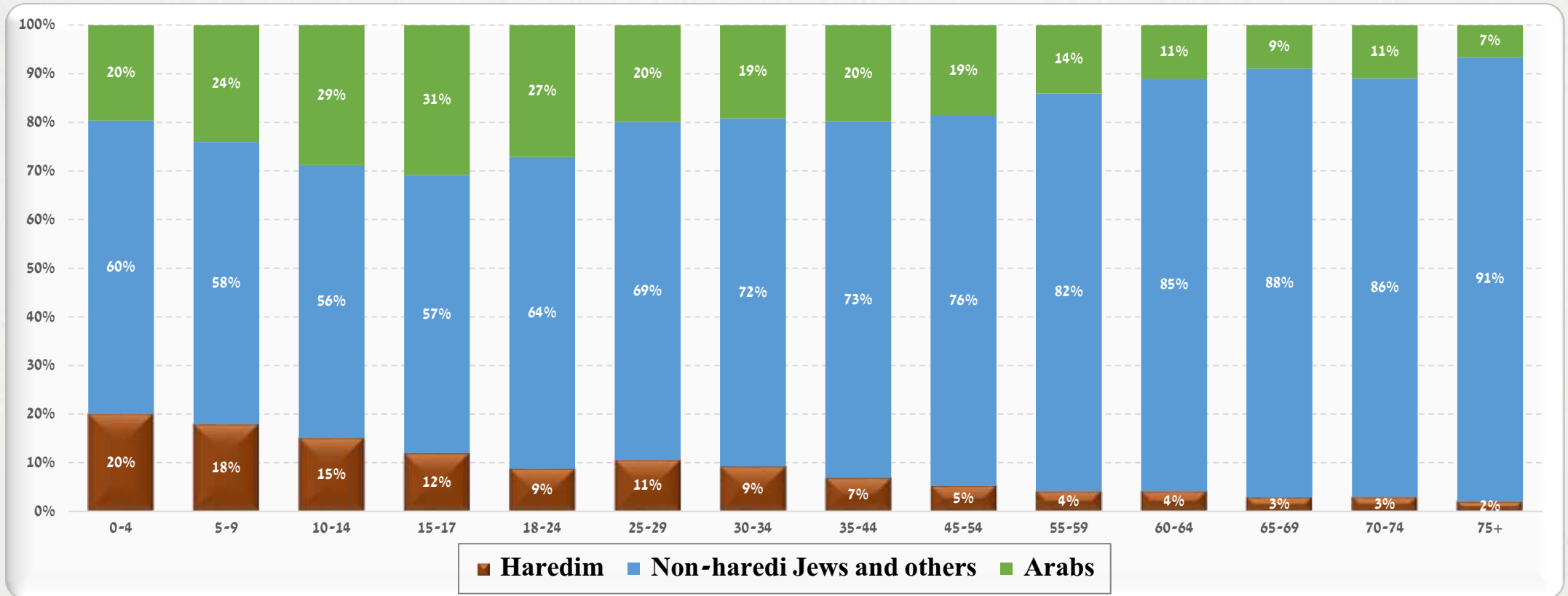
Population distribution and forecast



Source: analysis of the Central Bureau of Statistics' data, 1980; For the years 2015-2065 – "Israel's Population as of 2017 and Scenarios for Future Population Growth," Presentation, Dr. Ahmad Hleihel, Central Bureau of Statistics.

Demographic Forecast – where are we headed?

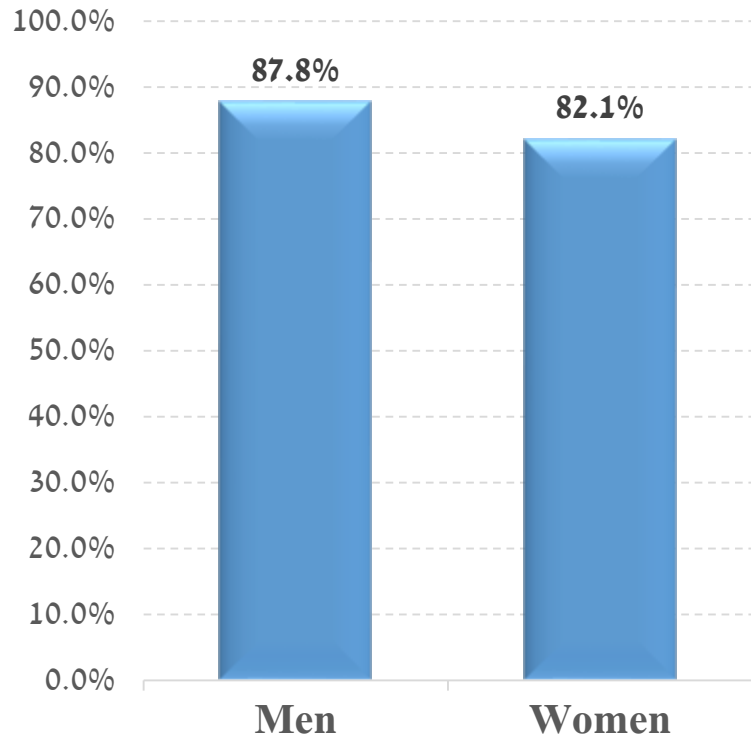
Population distribution by age



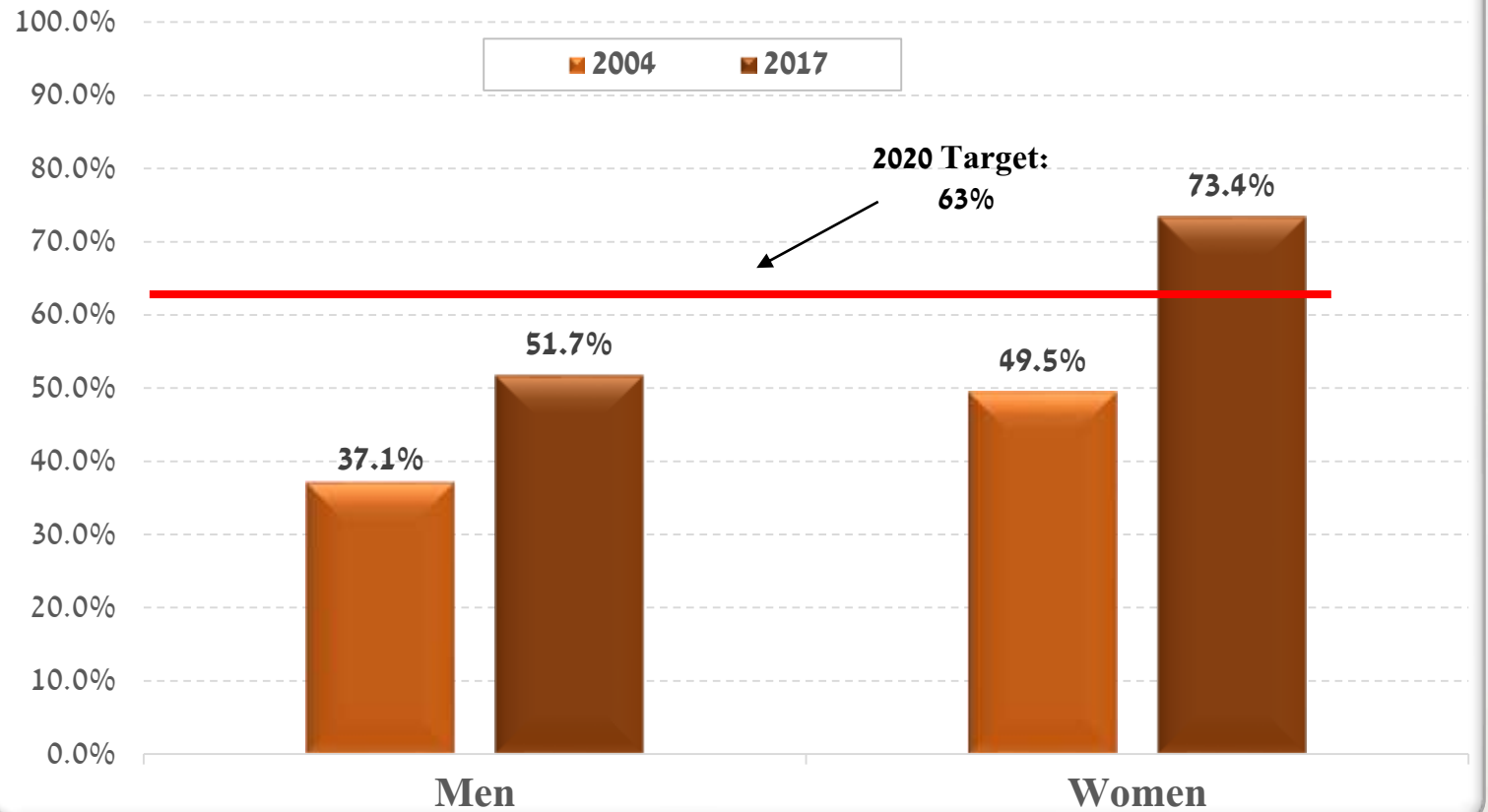
How does haredi employment compare with non-haredi employment?

Employment Rate – Non-Haredi Jews, 2017

Working age (25-64)



Employment Rate – Haredim Working age (25-64)



Typical Characteristics of Haredi Society

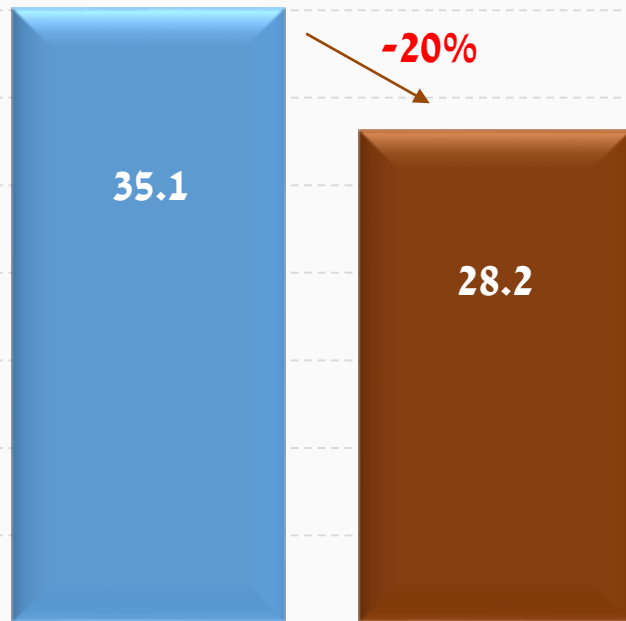
- Education system focused on identity formation, not job-market preparedness;
- Torah study ideal among haredi men, women are oftentimes the main breadwinner;
- Large families (Total Fertility Rate among haredi women – **6.91**, vs. **2.65** among non-haredi Jewish women).¹
- Preference for segregated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



Haredi Women's Employment

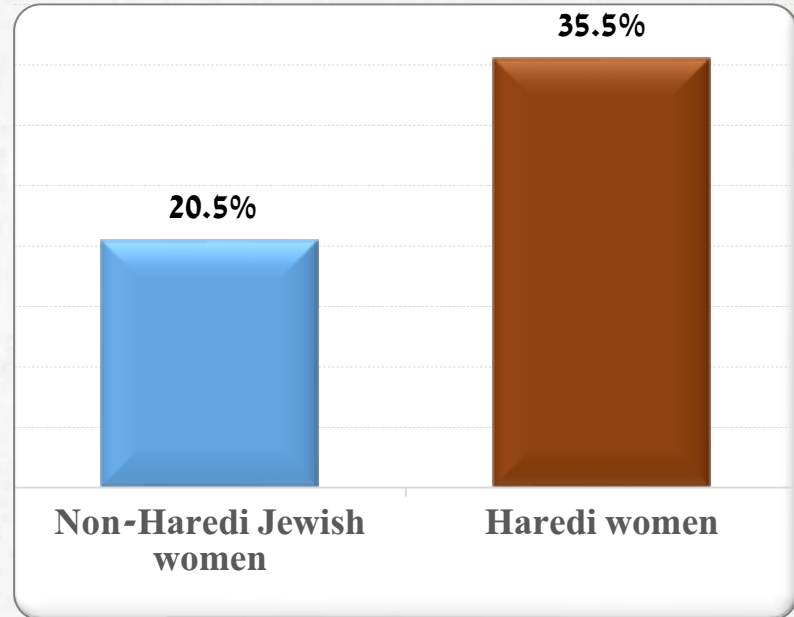
Haredi women work fewer hours

Number of hours worked per week



■ Non-Haredi Jewish women ■ Haredi women

Part-time employment (out of overall employment)



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

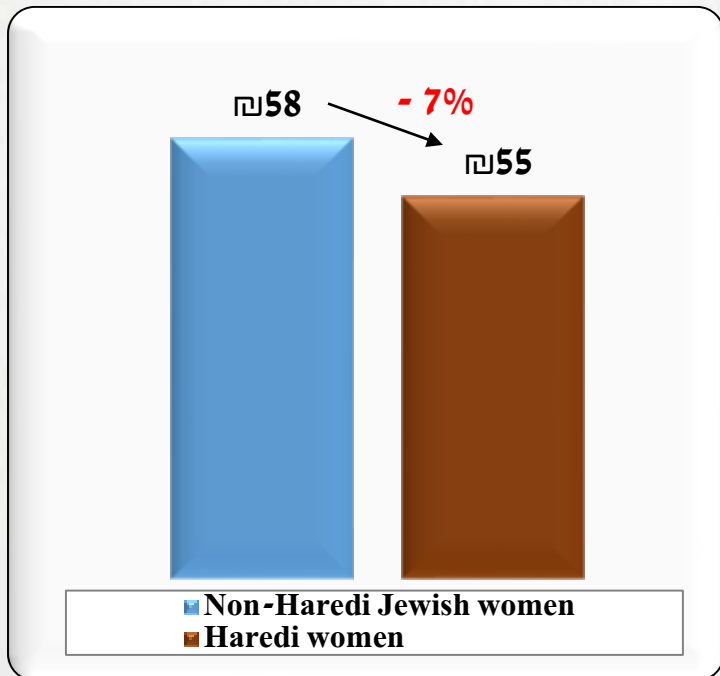
Source: Nitsa (Kaliner) Kasir, Shlomit Shahino-Kesler and Assaf Tsachor-Shai, "Haredi Women's Underemployment", *Haredi Institute for Public Affairs*, 2018 (forthcoming).

Data: the Central Bureau of Statistics' Labor Force Survey, 2015

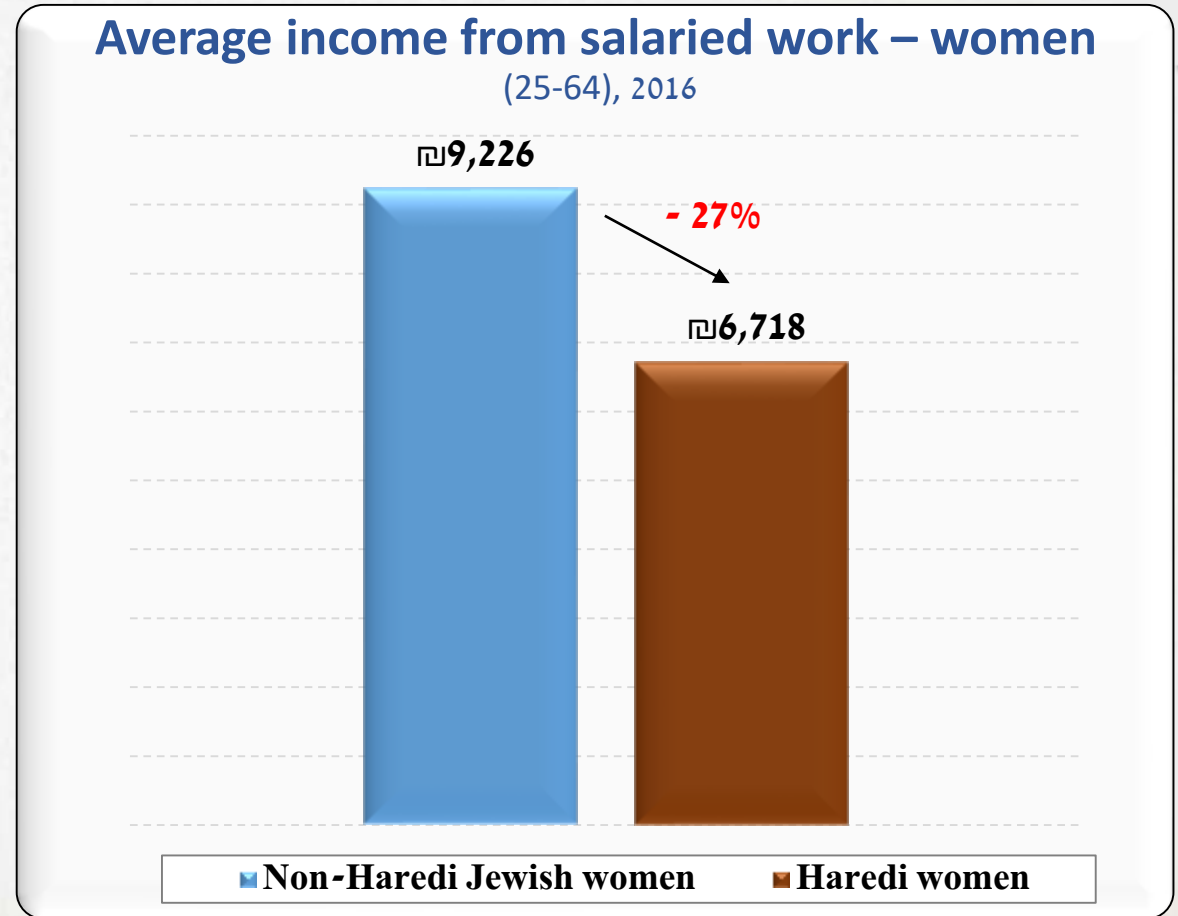
¹ Source: Nitsa (Kaliner) Kasir and Assaf Tsachor-Shai, "Haredi Women's Employment and Poverty in the Haredi Community," *Haredi Institute for Public Affairs*, 2018 (forthcoming).

Haredi women earn less

Average hourly wage from salaried work – women
Working age (25-64), 2016

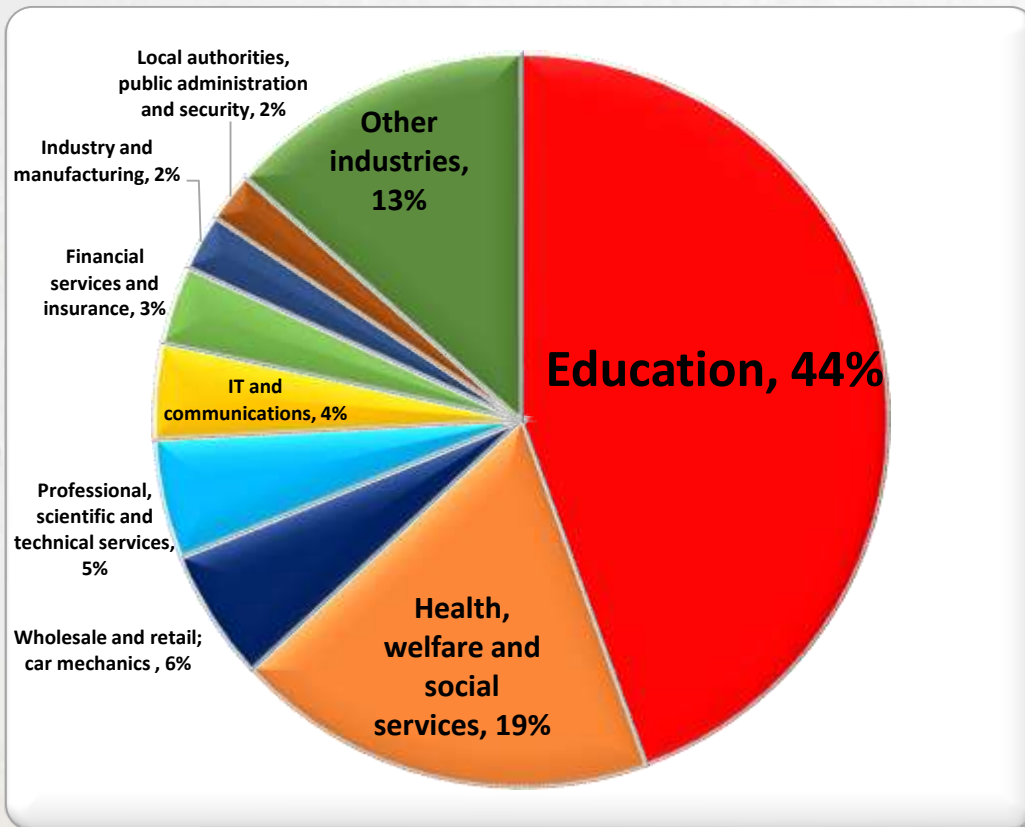


Average income from salaried work – women
(25-64), 2016

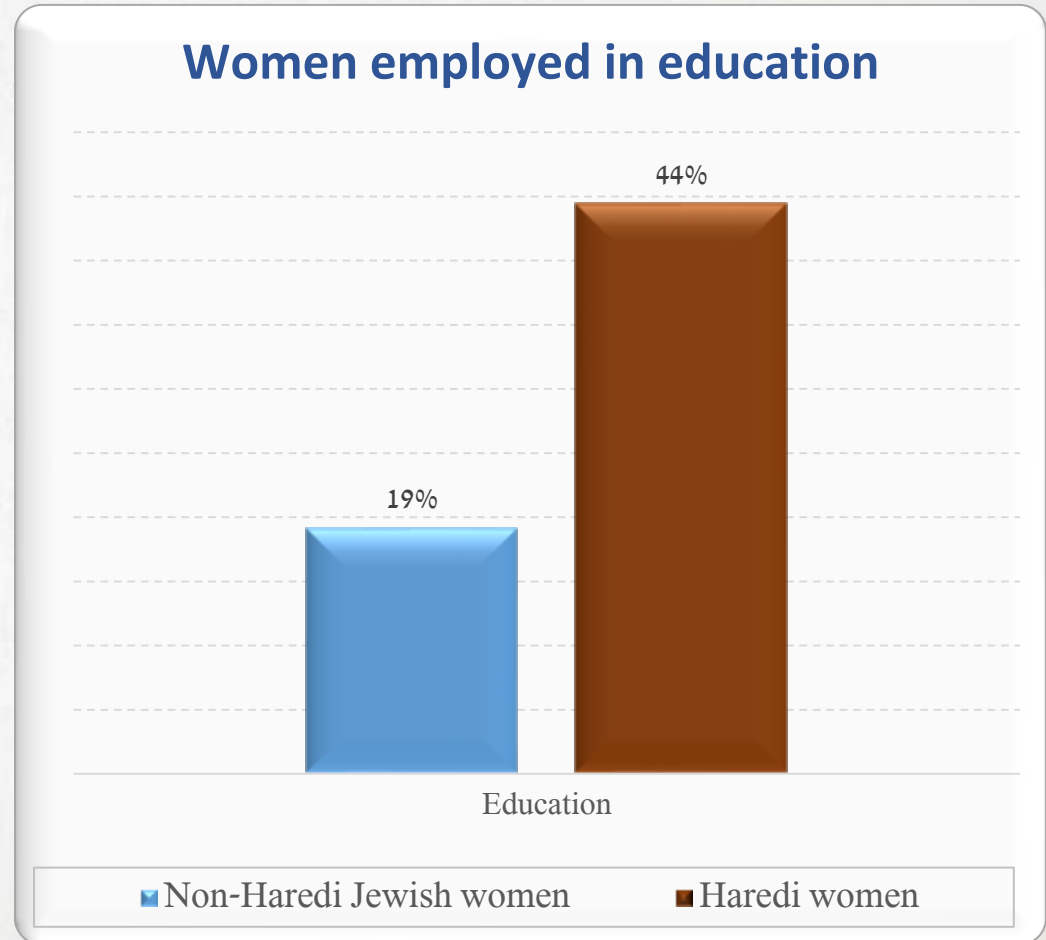


Haredi women employed mainly in education

Sectoral employment distribution – women



Women employed in education



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?

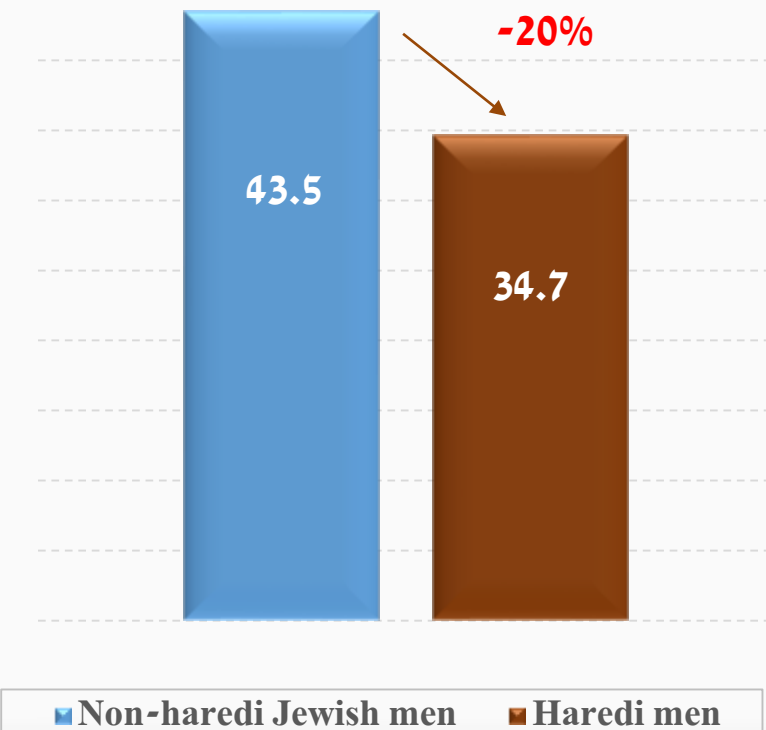
Steps the Haredi Institute for Public Affairs is taking

- 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.

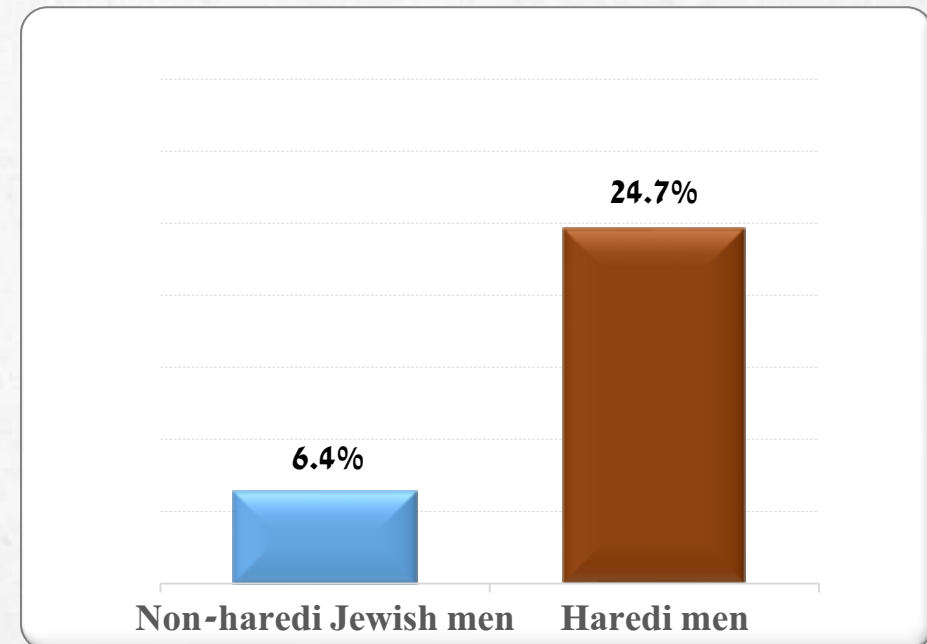
Haredi Men's Employment

Haredi men work fewer hours

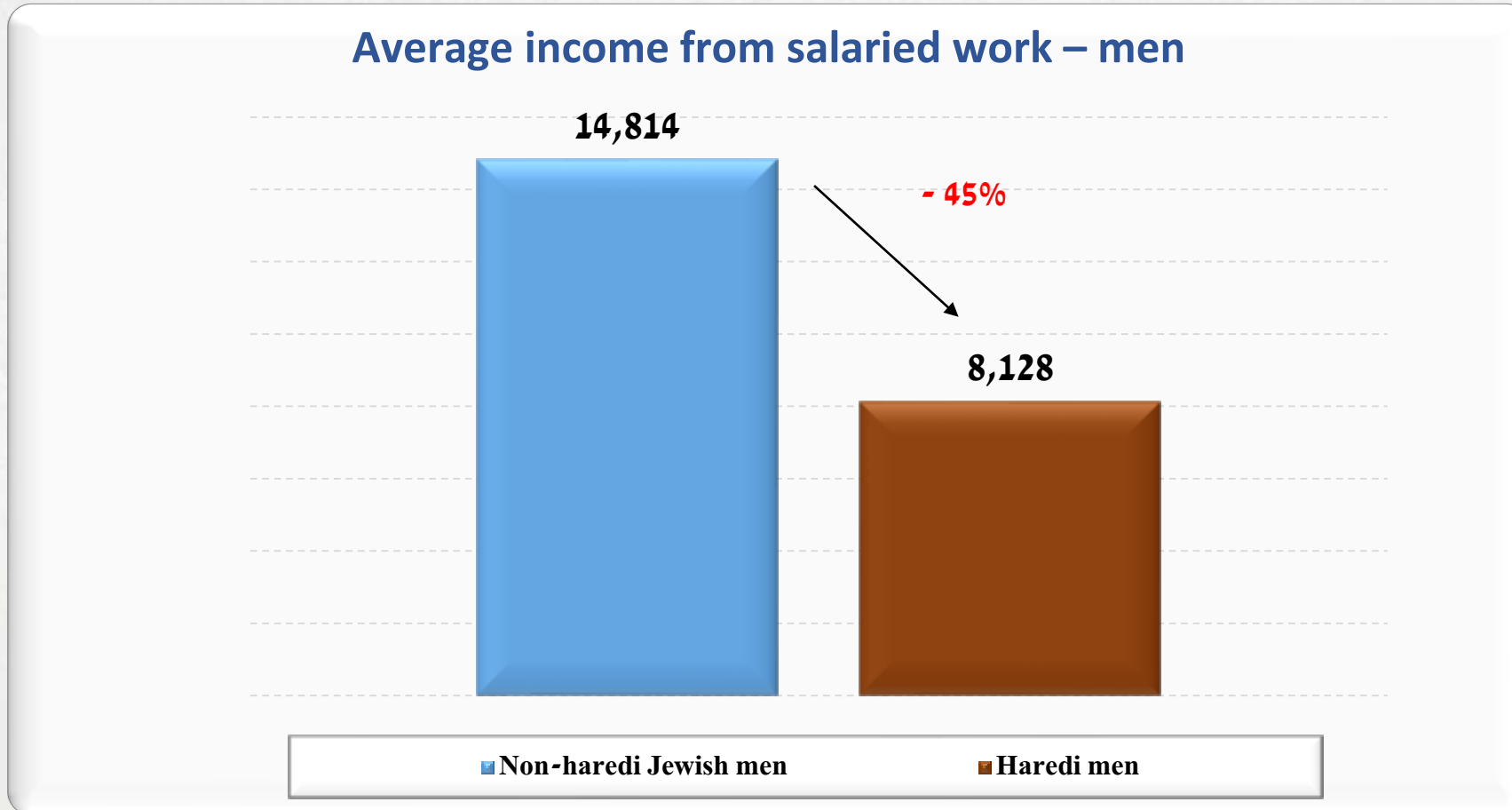
Number of hours worked per week



Part-time employment (out of overall employment)

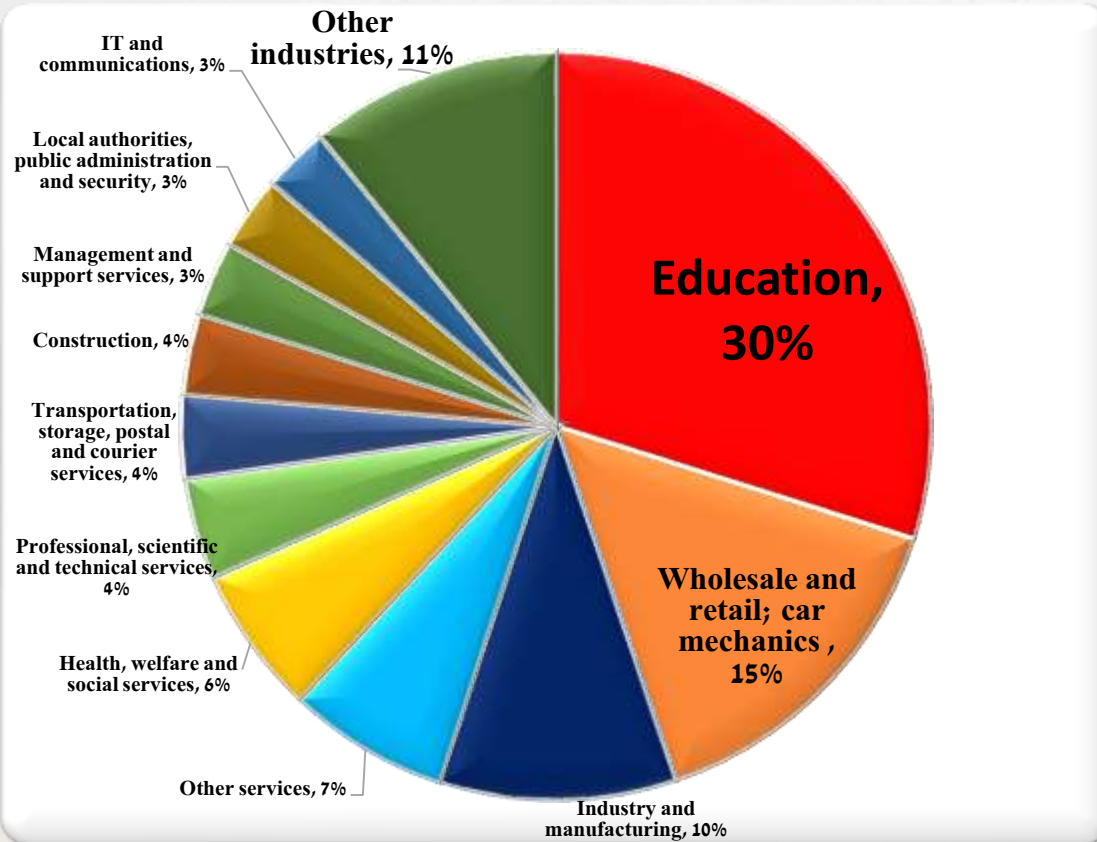


Haredi men earn less

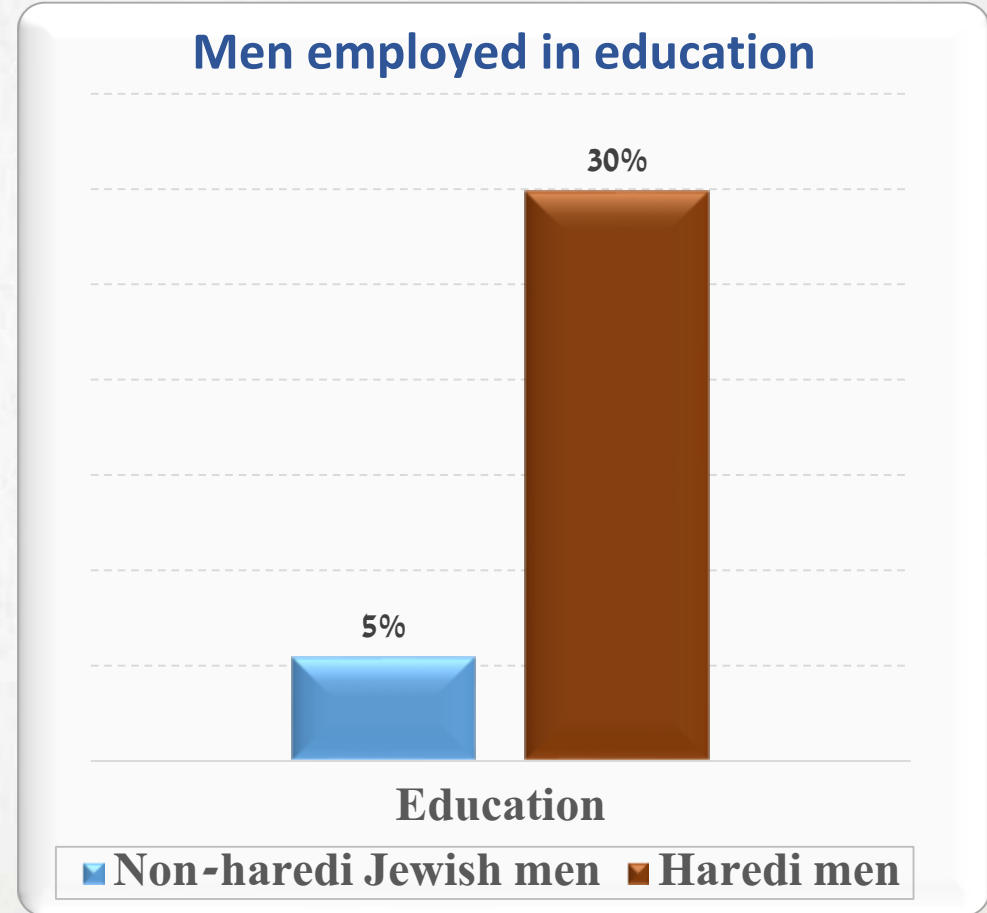


Haredi men employed mainly in education

Sectoral employment distribution – men



Men employed in education



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

Nitsa (Kaliner) Kasir

nitsa@machon.org.il