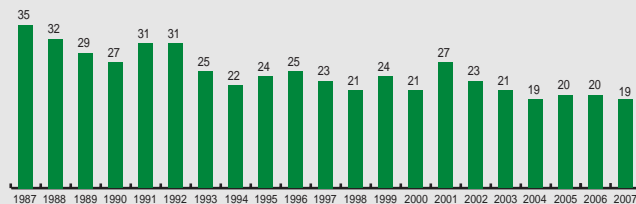


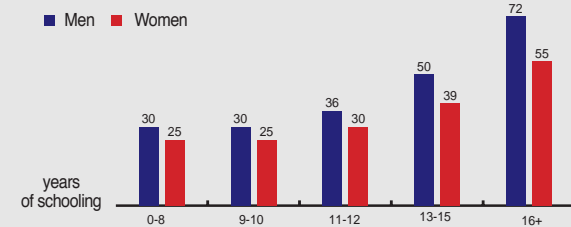
- The gross average monthly income from wages of male employees in 2007 (NIS 9,267) was 56% higher than that of female employees (NIS 5,949). The gender gap in monthly income is partly related to the fact that men work more hours (46 per week) than women (36). Indeed, the gender gap in hourly income is narrower. The hourly income of male employees in 2007 (NIS 48) was 19% higher than that of female employees (NIS 41). From the late 1980s to the early 2000s the gap has narrowed, but since 2003 it has been stable.

9. Percent difference between men's and women's gross hourly income, 1987-2007



- Women comprise 68% of the lower decile, and 22% of the upper decile.
- The gender gap in hourly income rises from a 4% difference at ages 15-24 to 28% at ages 55-64.
- The hourly income of men who studied 16+ years is 30% higher than that of women with the same education.

10. Gross hourly income per employee, by years of schooling, NIS, 2007



- The hourly income of male managers is 14% higher than that of female managers.

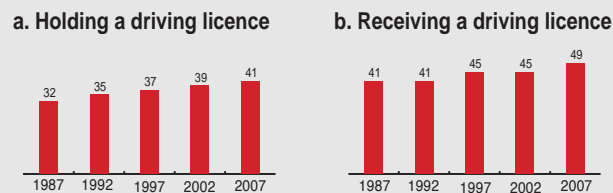
11. Gross hourly income per employee, by occupation NIS, 2007



Driving

- In 2007, there were about 1.3 million women and 1.9 million men holding a driving licence. The share of women out of all persons holding a driving licence rose from 32% in 1987 to 41% in 2007.
- Approximately 50,000 women and 51,000 men received a driving licence in 2007. The share of women out of all persons who received a driving licence in 2007 was 49%, compared to 41% in 1987.

12. Percentage of women among persons:



- In the Jewish population the share of women out of all persons who received a driving licence in 2007 was 50% (49% in 2003), and in the Arab population - 48% (42% in 2003).
- 55% of the men and 37% of the women who received a driving licence in 2007 were younger than 19.
- Of all persons holding driving licences for motorcycles women comprise 11%, and of those holding licenses for taxis - 2%.

Power

- In the present Knesset (Israeli parliament) the share of women among all parliament members is 15% (18 women).

13. Percentage of women in national parliaments (single or lower house), regional averages, 2008



Source: Inter-Parliamentary Union

- Women comprise 50% of all judges, and 43% of all lawyers.

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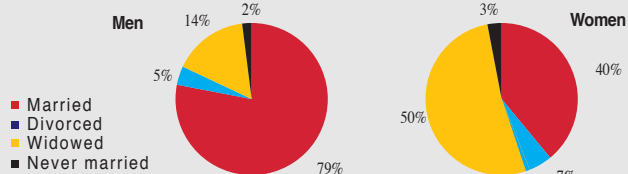
WOMEN AND MEN IN ISRAEL 1987-2007



Demographic characteristics

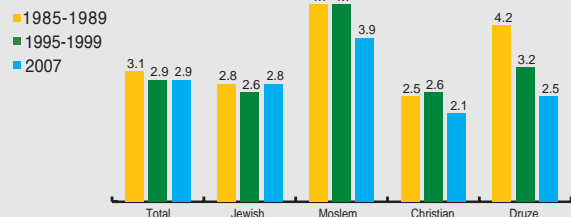
- At the end of 2007, there were 3,663,000 women and 3,581,000 men living in Israel. As in western countries, women comprise more than half the population (50.6%).
- The median age of the female population rose by 3.4 years in two decades (from 26.5 in 1987 to 29.9 in 2007), and that of the male population rose by 3.1 years (from 24.5 to 27.6, respectively). It is projected (Medium Variant) that in 2030 the median ages will be 33.2 and 31.2, respectively.
- Compared to western countries, in Israel the pace of population aging is slow. Women aged 65 and over comprise 11.1% of all women (9.6% in 1987), and men aged 65 and over comprise 8.5% of all men (8.3% in 1987), compared to around 20% and 15%, respectively, in western countries.
- Non-married women at ages 65 and over numbered 239,000 (60% of all women at these ages), and non-married men - 66,000 (21%).

1. Persons aged 65 and over, by marital status, percentage, 2006



- Nuptiality rates for both women and men in Israel are high, relative to western countries. Nearly 91% of both women and men at ages 35-39 have married at least once.
- Mean age at first marriage for grooms rose from 25.3 in 1980 to 26.3 in 1990 and 27.6 in 2006, and for brides - from 22.4 to 23.2 and 24.7, respectively. In western countries grooms and brides are 3-4 years older, on average.
- The average number of children per an Israeli woman (total fertility rate) decreased from 3.1 in 1987 to 2.9 in 2007, a decrease caused by the decrease in the fertility of the Arab population (from 4.3 to 3.6 children, on average).

2. Average number of children per woman, 1985-89, 1995-99, 2007

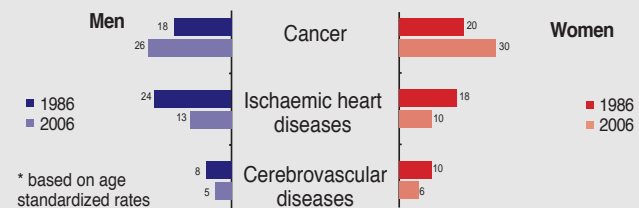


- Fertility in Israel (2.9 children per woman) is notably higher than in western countries. For example, the average number of children per woman in 2007 in Italy was 1.3, in Austria, Germany, Spain and Switzerland - 1.4, in the Netherlands - 1.7, in Belgium, Finland and Sweden - 1.8, in France and the United States (2005) - 2.0.

Health and education

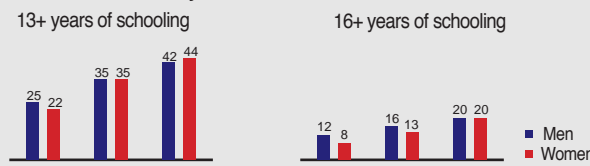
- In 2007, life expectancy reached 78.8 years for men and 82.5 years for women. Since 1987 men's life expectancy increased by 5.2 years, and women's - by 5.5 years.
- Israeli men's life expectancy is one of the highest in the world - it is ranked 5th among OECD countries, (only one year lower than in Iceland, ranked first, and 6 months lower than in Japan, ranked second, according to 2006 data). However, Israeli women's life expectancy is ranked 17th among OECD countries (about four years lower than in Japan, ranked first).
- From 1986 to 2006, the rate of deaths (age standardized) for men decreased from 654 to 421 per 100,000, and for women - from 489 to 294 per 100,000.

3. Percentage of deaths from selected causes* of all deaths, 1986, 2006



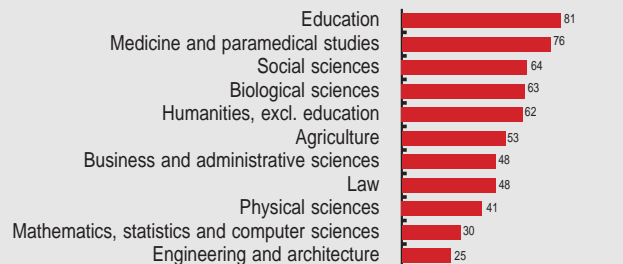
- From 1987 to 2007 a sharp increase in the educational level of both men and women (at ages 15+) took place. The percentage of men who studied 13+ years increased from 25% to 42%, and that of women - from 22% (lower than men's) to 44% (higher than men's).

4. Percentages of persons aged 15+ who studied 13+ years and 16+ years, 1987, 1997, 2007



- In 2007 there were 85,000 male and 127,000 female students in universities (excl. the Open University) and academic colleges. The share of women among all students increased from 51% in 1987 to 60% in 2007. Women comprised 61% of first-degree students, 57% of second-degree students, and 53% of third-degree students (third-degree students study in universities only).

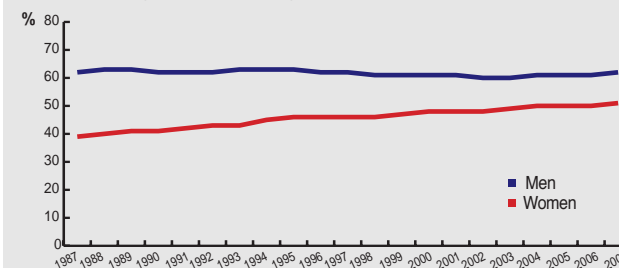
5. Percentage of women among first degree students in universities and academic colleges, 2007



Employment

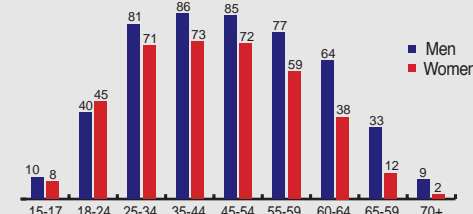
- From 1987 to 2007, labour force participation rate for women at ages 15 and over increased from 39% to 51%, while the rate for men was relatively stable - 62% in 1987, 60% in 2003, and 62% in 2007. As a result, the share of women out of all persons in the labour force rose from 39% to 47% in these years.

6. Percentage of persons aged 15+ in the labour force, 1987-2007



- In 2007, labour force participation rate for Israeli men at ages 25-54 (main working ages) was 84% - lower than in any OECD country (OECD average was 92%). The rate for Israeli women was 72% - higher than the OECD average (70%).
- Labour force participation rate of men at ages 25-54 in 2007 was 84% for Jewish men, 81% for Arab men, 81% for Jewish women and 28% for Arab women.
- 38% of the women and 18% of the men in the labour force worked part-time in 2007 (1-34 hours per week).

7. Percentage of persons aged 15+ in the labour force, by age, 2007



- Among men, the share of skilled workers of all employed persons declined from 42% in 1995 to 33% in 2007.

8. Employed persons, by occupation, %, 1995, 2007



- The share of employees of all employed persons among men rose from 75% in 1987 to 83% in 2007; among women it rose from 85% to 92%.