Haredi Employment

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Jewish Funders Network
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Data is only half the story...

_and sometimes it’s the wrong story_
Demographic Forecast – where are we headed?

Population distribution and forecast

<table>
<thead>
<tr>
<th>Year</th>
<th>Haredim</th>
<th>Arabs</th>
<th>Non-haredi Jews and others</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>4.0%</td>
<td>16.0%</td>
<td>80.0%</td>
</tr>
<tr>
<td>2015</td>
<td>11.2%</td>
<td>20.8%</td>
<td>68.0%</td>
</tr>
<tr>
<td>2025</td>
<td>14.2%</td>
<td>21.2%</td>
<td>64.5%</td>
</tr>
<tr>
<td>2035</td>
<td>17.8%</td>
<td>21.4%</td>
<td>60.7%</td>
</tr>
<tr>
<td>2045</td>
<td>22.0%</td>
<td>21.0%</td>
<td>57.1%</td>
</tr>
<tr>
<td>2065</td>
<td>32.1%</td>
<td>19.2%</td>
<td>48.6%</td>
</tr>
</tbody>
</table>

Demographic Forecast – where are we headed?

Population distribution by age

Source: The Haredi Institute for Public Affairs
How does haredi employment compare with non-haredi employment?

**Employment Rate – Non-Haredi Jews, 2017**

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>87.8%</td>
<td>82.1%</td>
</tr>
</tbody>
</table>

**Employment Rate – Haredim**

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>37.1%</td>
<td>49.5%</td>
</tr>
<tr>
<td>2017</td>
<td>51.7%</td>
<td>73.4%</td>
</tr>
</tbody>
</table>

Target: 63%


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

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

### Number of hours worked per week

<table>
<thead>
<tr>
<th>Non-Haredi Jewish women</th>
<th>Haredi women</th>
</tr>
</thead>
<tbody>
<tr>
<td>35.1</td>
<td>28.2</td>
</tr>
</tbody>
</table>

-20%

### Part-time employment (out of overall employment)

<table>
<thead>
<tr>
<th>Non-Haredi Jewish women</th>
<th>Haredi women</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.5%</td>
<td>35.5%</td>
</tr>
</tbody>
</table>


Haredi women earn less

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

稞58 - 7%  稞55

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

 acomp symbolic 9,226 
 acomp symbolic 6,718 - 27%

Haredi women employed mainly 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

Source: The Haredi Institute for Public Affairs

### Number of hours worked per week

- **Non-haredi Jewish men**: 43.5 hours per week
- **Haredi men**: 34.7 hours per week

-20% decrease

### Part-time employment (out of overall employment)

- **Non-haredi Jewish men**: 6.4%
- **Haredi men**: 24.7%
Haredi men earn less

Average income from salaried work – men

14,814

- 45%

8,128

Haredi men employed mainly 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

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