

# Gender Lens Philanthropy

The Complete Guide to  
Promote Gender Equity through  
Strategic Philanthropy

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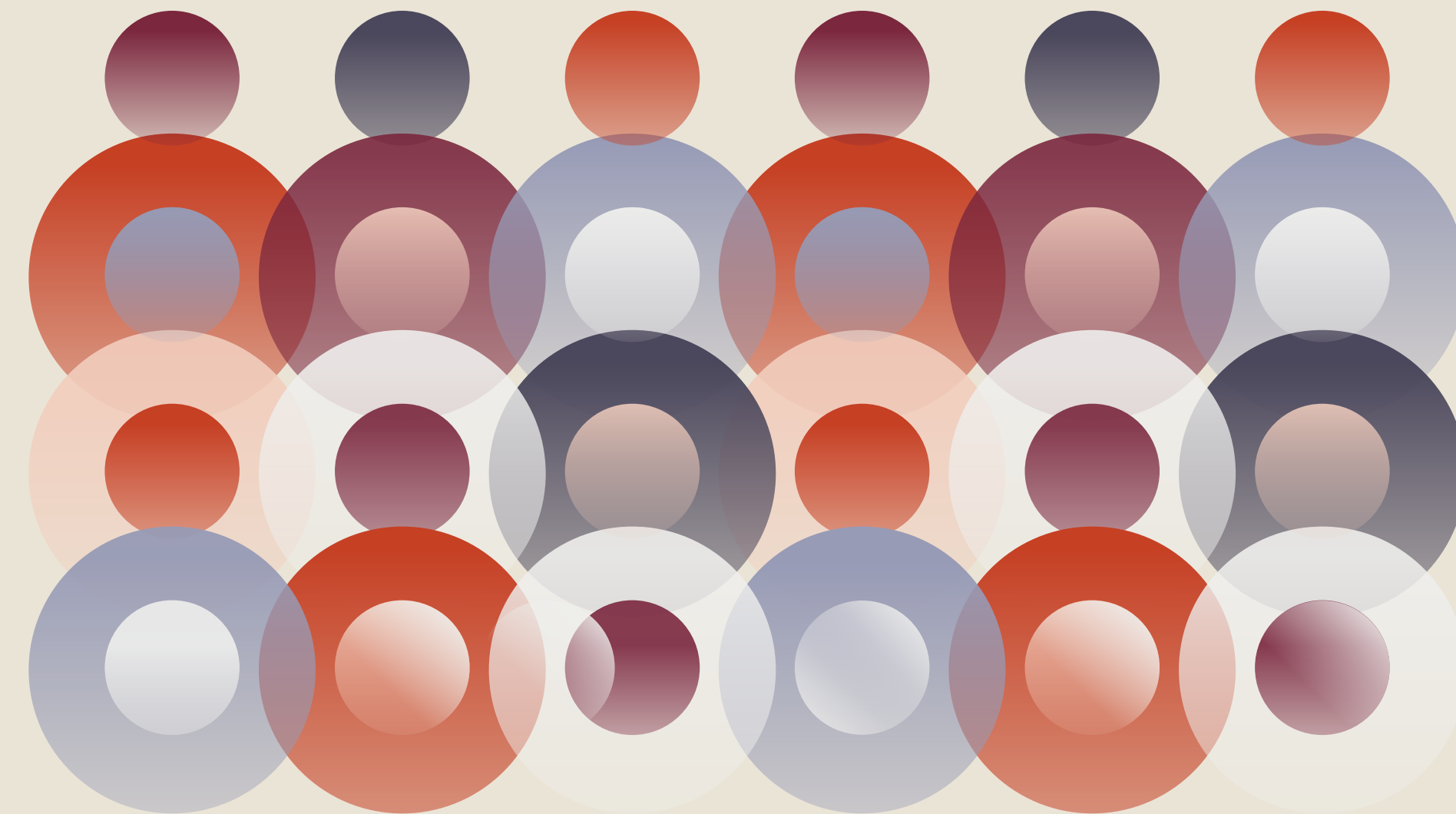
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# Welcome to the gender lens philanthropy guide

This guide is for foundations and funders who are active in Israel and seek to start or deepen their gender-related activism and increase their social impact in this regard.

At a time when gender inequality remains a significant challenge, gender lens philanthropy is not only a moral choice but also a wise strategy for maximizing the effectiveness of social investment and promoting social equality in general.



This guide is written at a time of a prolonged war in Israel. This war broke out after a year of struggles over the essence of Israeli democracy, and following the COVID-19 pandemic. The implications of these three crises on the role of women in Israeli society and the economy are gradually becoming clear, and with them, the threat to women's rights. Alongside these implications, we can also identify opportunities for the construction of a democratic and just society, in which gender equality serves as a cornerstone.

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This guide is motivated by the desire to promote discourse, raise awareness, and provide practical tools for implementing a gender approach in Israeli philanthropy.

Using test cases from Israel and worldwide, we illustrate how gender lens philanthropy can lead to significant and sustainable change. These cases highlight the huge potential of this approach – from realizing values of equality and justice to creating a broad socioeconomic impact and maximizing the effectiveness of grants.

Based among other things on research undertaken to identify challenges and opportunities for the adoption of a gendered perspective in philanthropy, **the guide provides knowledge on gender gaps in a variety of social fields in Israel: health, employment, welfare, education, personal safety, civil and family status, the environment, sports, and culture.** For each field, we present major challenges as well as action items for philanthropy that can reduce gaps and promote equality.

The guide offers a wide variety of directions for action, from support for dedicated programs for women to incorporating gendered thinking in existing philanthropic work. Quantitative and qualitative data, combined with the analysis of inspiring cases, offers a solid basis for immediate action leading to significant change. This guide also includes practical tools that will help you start or deepen your gender-oriented activism. We believe that gender lens philanthropy is not only the right way, but also the smart way of attaining sustainable influence.

[JFN](#) is here to guide funders and foundations in applying the principles of this guide, to facilitate connections with funders and foundations already active in the field, and to provide personalized guidance to deepen your knowledge and implement gender strategies in your philanthropic work.

We invite you to join us on a journey for social change where every action can lead to transformation.

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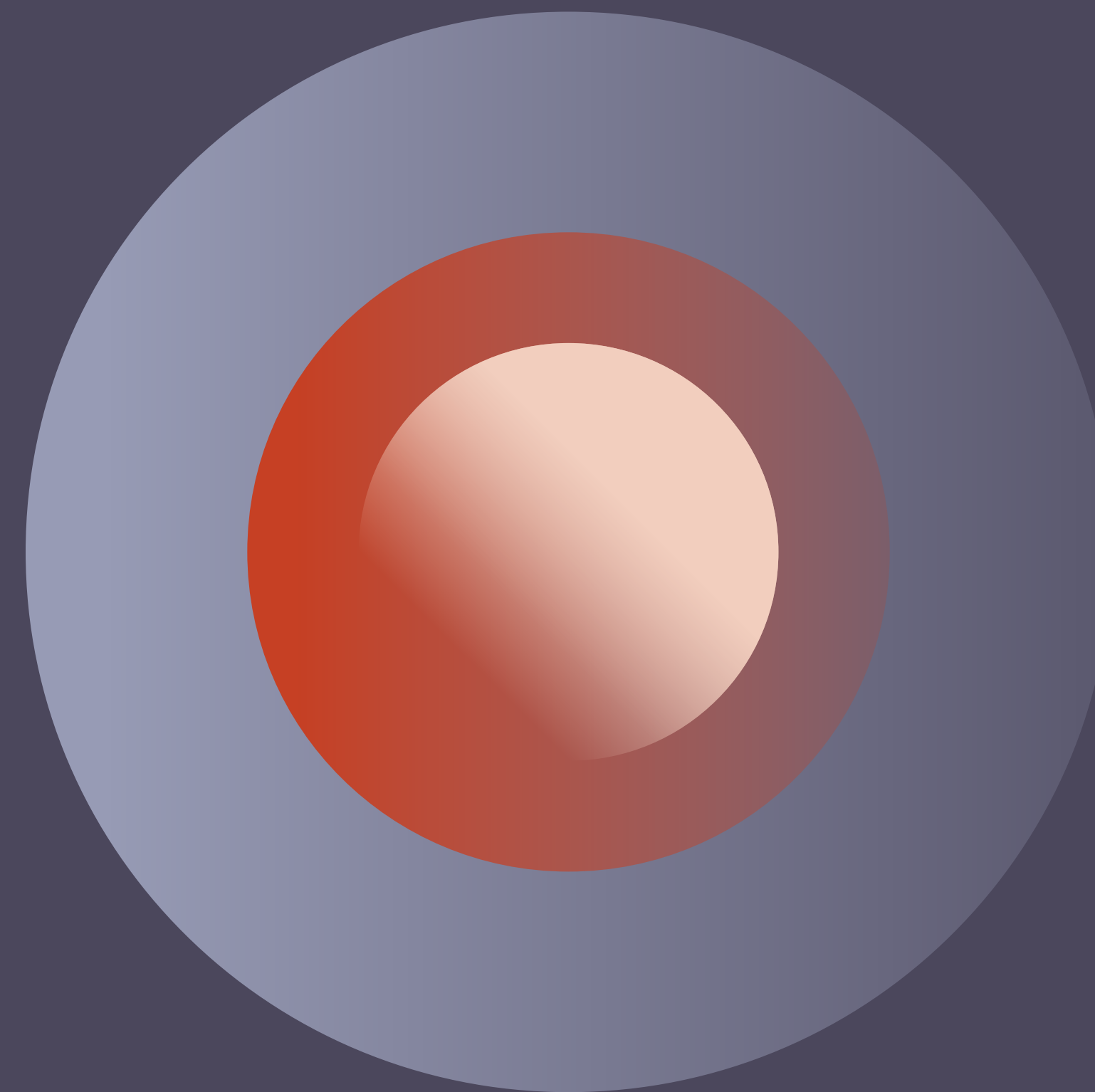
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# Introduction to Gender lens Philanthropy

Gender lens refers to thinking about gender in every decision-making aspect. This approach may be applied to any number of issues and processes, including policymaking, project development, partnerships, specific activities, intra- and inter-organizational programs, and funding and budgeting processes.



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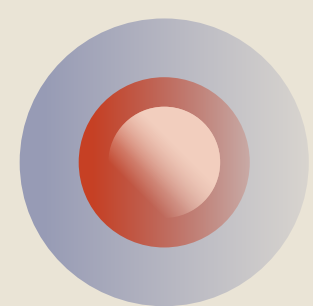
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**Gender lens philanthropy** considers the lived experiences, needs, barriers and constraints faced by women, as opposed to men, and allocates its resources accordingly, as to promote substantive equality in various life areas.

**Both research and practical experience suggest that “universal” or “gender-neutral” programs usually do not benefit the entire population equally.** When the life circumstances and unique characteristics of women and girls are not considered, they are essentially excluded from philanthropy’s scope of influence. Thus, women and girls who benefit from fewer resources compared to men, lose again.

## Gender lens philanthropy helps funders and donors avoid such bias through:

●  
Profound understanding of gender inequality in different areas of life;

●  
Recognizing the different life situations of women and men and the roles they play in society within in the national and local economy;

●  
Attaching special importance to gender issues, to women’s lived experiences and needs, as well as to the value of gender equality;

●  
Adopting gender-aware funding strategies, resource investment and action plans.

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## Gender lens philanthropy includes two main types of donation strategies:

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### Gender-aware giving:

Investing in organizations, programs and projects explicitly designed to promote women and/or gender equality.

**In Israel, a broad range of women's and feminist organizations are active in promoting women's status and/or gender equality.**

This field has expanded hugely since the 1970s, and now includes organizations, services and institutions developed by women to meet women's needs in a variety of areas. These organizations have accumulated professional expertise in various areas, affecting the public discourse and government policies on issues such as gender-based violence, women's health, political representation and employment.<sup>1</sup> Nevertheless, most of these organizations face meager and unstable funding and limited resources.<sup>2</sup>

0.9%

**2018** | only 0.9% of donations to all charities in Israel were invested in projects promoting women's rights and issues.

2.2%

**2019-2020** | only 2.2% of all donation funds for nonprofits reached organizations promoting women and girls.<sup>3</sup>

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## Gender mainstreaming

in philanthropy means considering the needs and life circumstances of the women and men benefitting from the programs supported.

This approach involves the mainstreaming of gender considerations and criteria in broad areas affecting women's lives (including health, welfare, employment, culture, education and more) by looking into intraorganizational aspects (e.g., number of women employed in key positions and gender wage gaps), and/or examining organizational activities (characteristics, participants, beneficiaries of various activities, and their potential for reducing gender inequality).



In observing the essence of our activities we shall ask ourselves:

Who is participating in the activity and who is not?

Who is benefiting from the activity?

Does the activity have the potential to reduce inequality?

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## Why is applying a gender lens in philanthropy so important?

- + **It enables funders to identify** how gender affects opportunities and access to resources, services and rights.
- + **It illuminates the roles and positioning of women and men** in society, as well as power relations and the division of labor in the household, the labor market, and society in general.
- + It helps analyze the different **gender effects of laws, policies, resource allocations, cultural values, norms and practices.**
- + It illustrates how **different patterns of inequality intersect**, highlighting the fact that characteristics such as ethnicity, age, nationality, disability status, socioeconomic status, zip code, and sexual orientation intersect with gender and affect the ways women and men experience their lives. Often, the outcome is multiple marginality.
- + It enables **better informed and more diversified decision making.** Gender lens philanthropy offers multiple social benefits that can strengthen Israel's democracy and socioeconomic resilience.

- + **It promotes socioeconomic equality.** Investing in the reduction of inequality will lead, among other things, to improvement in economic indicators, increasing women's lifelong income, promoting the welfare of women from minority groups and in different life situations, reducing the number of women in poverty and in violent relationships, developing technologies essential for a sustainable future, promoting women's leadership, and expanding their representation in decision-making positions.
- + **It affects broader circles of influence.** Investing in women's education, economic power, health and well-being benefits not only the women themselves, but also the lives of their children and families, and the resilience of local communities and Israeli society overall.
- + **It improves programs and initiatives** through the fact that philanthropic resources are allocated based on a genuine analysis of needs and obstacles. Thus, broadening the investment's impact.

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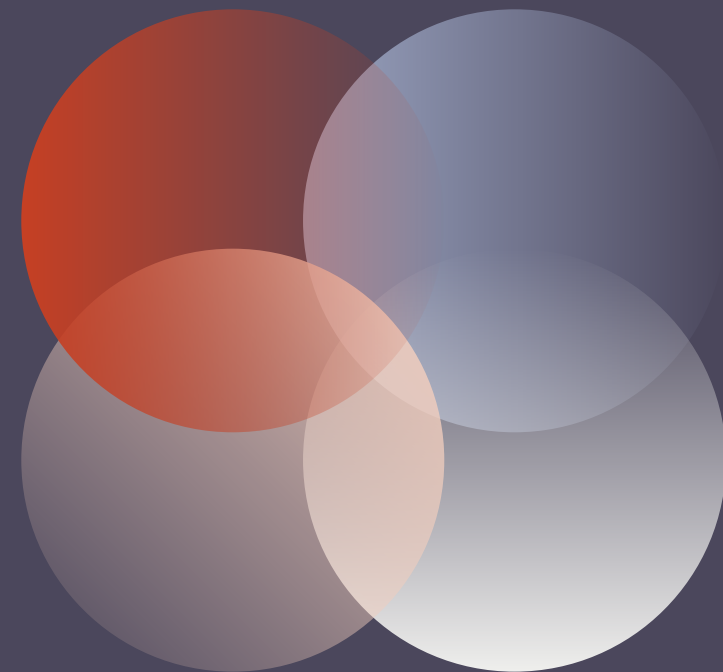
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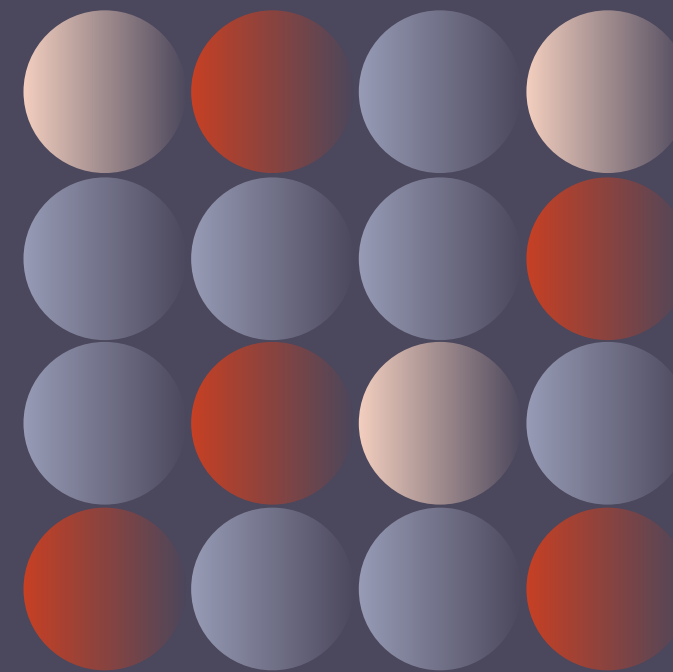
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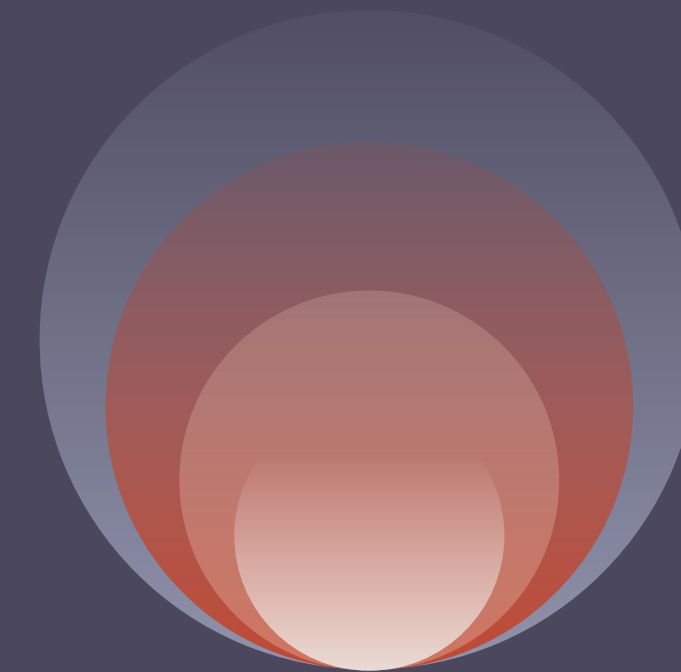
# Objectives



**Help funders and donors** include gender considerations in their giving strategy in every area.



Offer knowledge and practical tools to funders interested in entering the field of gender equality, based on examples of philanthropic activities in the Israeli social field.



Provide knowledge and tools regarding the potential impact of donations in the field of gender equality – both directly on women and girls and indirectly on Israeli society in general.

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## Methodology

**The information presented in this guide is based on a variety of theoretical and empirical sources that provide a broad basis for its recommendations and guidelines:**

- + Dozens of academic studies conducted in Israel and worldwide which focus on philanthropy and gender. These studies include both quantitative and qualitative analyses of the impact of a gender identity in charitable activities.
- + Data from updated reports by leading international organizations, such as the OECD, UN Women, McKinsey & Co. and the World Bank. These reports provide extensive data and analysis on trends and influences in gender-lens philanthropy.
- + Data from diverse sources on inequality in Israel in different areas such as health, welfare, employment, and education. This data was collected based on sources such as the Israel Central Bureau of Statistics, the Israel Bank, and the National Insurance Institute. In each area, key gender issues were reviewed based on recent studies, as were illustrative cases that inspire philanthropic intervention.

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+ Comprehensive data on the activity of foundations and programs focused on gender, including the identification and analysis of best practices – cases that demonstrate how applying a gender approach can contribute to the success and expanded impact of charitable activities.

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+ A survey was administered to philanthropic foundations active in Israel; 35 funders and foundation managers responded. The survey included questions on strategies and perceptions about the mainstreaming of gender in the foundations' activities. The data collected enabled a better understanding of the challenges and opportunities involved in gender-oriented giving.

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+ In-depth interviews were held with 18 key leaders of Israeli civil society, experts and representatives of philanthropic foundations. Their analysis shed light on dilemmas, barriers, opportunities and best practices when referring to whether and how to include gender in giving.

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+ Finally, a focus group was held with representatives from the field, enabling open discourse and the sharing of personal and professional insights added qualitative dimensions to the study.

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# Review of international models



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# Socioeconomic advantages of gender lens philanthropy

Gender equality means equitable treatment of members of all genders, without discrimination, and while ensuring equity and justice in allocating benefits and responsibilities between women and men.

Gender equality will be attained once women have become capable of realizing their goals and ambitions without being negatively impacted by discrimination, bias or prejudice, and enjoy the same rights and full and equal access to economic resources and social services and participation in policymaking in all arenas.



**European Institute for Gender Equality**<sup>7</sup> - improving gender equality would lead to an increase of 6.1% to 9.6% in the GDP of EU countries by 2050, translating into 1.95 to 3.15 trillion euros in value.

## **The relationship between a robust economy and gender equality.**

Economic growth is a key element in improving the general quality of life, but it does not ensure gender equality. An increased GDP does not necessarily mean decreased poverty and income inequality, nor does it necessarily and significantly improve living standards or access to social services such as education and health. Therefore, economic policy should also be examined in terms of social justice, equity, providing for everyone's needs and investing in the development of human skills.<sup>4</sup> A recent relevant concept is inclusive growth, designed to ensure that all populations benefit from economic prosperity. This holistic approach combines socioeconomic and environmental goals which focuses on ensuring equal opportunities for all sectors, particularly in the margins of society. Its objectives include reducing income gaps, promoting social inclusion and cohesion, and eliminating discrimination based on gender, race, religion, status or any other attribute. Inclusive growth is consistent with equality since it is designed to ensure, among other things, that women benefit equally from the advantages of economic growth, which in turn requires structural changes in gendered relations of power.<sup>5</sup>

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Gender equality is one out of the UN's 17 sustainable development goals (SDGs), and also appears in the definitions of ten others; including health, employment, economic growth, peace and justice.<sup>6</sup>

According to data by global organizations such as the **International Monetary Fund (IMF)** and the OECD, gender inequality bears heavy socioeconomic costs, whereas investing in its minimization can potentially increase the well-being of the entire society. Thus, gender equality is more than a social justice and human rights issue – it is also a key to stable and sustainable economic growth, affecting the economic wealth of nations and societies. Specifically, gender equality has been found to affect GDP.



**Narrowing gender gaps will contribute to overall socioeconomic strength in the following areas:**

**👛 Labor force participation** – A global study by McKinsey found that closing the gender gaps in the labor force can increase GDP by an average of \$12 trillion within a decade.<sup>8</sup> The IMF estimates that countries with low gender equality that increase women's work force participation will increase their GDP by an average of 35%. This growth is attributed not only to the added workforce, but also to the unique skills and perspectives women will bring with them, improving both productivity and innovation within organizations.<sup>9</sup> Increasing the rate of gainfully employed women will affect GDP in developed countries as well. For example, increasing the rate to a level equal to that of men will improve the GDP in the US and Japan by 5% and 9%, respectively. Moreover, in countries where the labor force is shrinking due to an aging population, increasing the participation rates of women, and educated women in particular, is expected to improve productivity.<sup>10</sup> Finally, employing women for fair wages contributes to the household income and improves its economic stability. Economic independence also reduces women's vulnerability to domestic violence by making them less dependent on abusive spouses, and better equipped to leave unsafe situations or report them.<sup>11</sup>

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 **Women managers and leaders** – Women in management and leadership positions improve the organization’s productivity by enriching the diversity of opinions, improving the general work environment, contributing to higher employee engagement and retention, and reducing the costs of hiring and training new employees. Women managers contribute to developing products and services that meet the needs of a wider variety of consumers, thereby helping the organization enter new markets, increase sales and improve competitiveness.<sup>12</sup>


**A review of studies conducted over fifteen years points to a consistent positive correlation between high representation of women in leadership roles and a range of positive outcomes such as higher return on equity, improved profitability, fewer frauds, and improved risk management.**<sup>13</sup>

Women’s participation in leadership roles also contributes greatly to public entities. Integrating women into leadership diversifies perspectives and solutions, leads to more innovative and effective public services, and improves the ability to address social problems more fairly and inclusively.<sup>14</sup> Finally, governments with women leaders tend to be more responsive and accountable, address neglected issues, reduce corruption and increase cross-partisan cooperation.<sup>15</sup>



**Companies with high gender parity in the top ranks are also innovation leaders,** and their profit is higher than that of comparable companies by least 21%.

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 **Education** – According to the World Bank, the likelihood of a girl who has completed twelve years of quality education to marry before the age of 18 is three times lower than that of her uneducated counterparts. Investing in a 12-year education can improve income by 25%, freeing millions of hunger and poverty, and increasing the annual global income by \$15-30 trillion.<sup>16</sup>

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The importance of reducing the gender gap is particularly evident in the science, technology, engineering and math (STEM) areas.<sup>17</sup> Investing in STEM studies for girls and women will improve their occupational status and income, and contribute to an increase of 2.2%-3.0% in the GDP of the EU by 2050. In monetary terms, closing the STEM gap will increase the GDP by €610-820 billion.

## Health



**World Economic Forum and the McKinsey Health Institute:** Closing the health gaps between women and men would add another trillion dollars per annum to the world economy by 2040.<sup>18</sup>

This economic impact is attributed to the improvement in women's health, which in turn would strengthen families, communities, organizations and national economies overall. While women outlive men, they spend more years living in poor health, particularly during their employment years. Treating diseases that affect mainly women and improving health services for mothers reduces their own and their children's mortality, hence improving overall productivity and contributing to economic growth.<sup>19</sup>

**Given the wide recognition of the socioeconomic impact of gender equality, multiple initiatives led by international agencies, governments, and social organizations seek to promote it. A prime example is Australia's recently launched National Strategy to Achieve Gender Equality.<sup>20</sup>**

This program seeks to attain several targets by 2025, including addressing unconscious biases that perpetuate inequality, removing barriers and promoting gender equality in the workforce, improving mental and physical health, enhancing economic security, improving housing, and encouraging political participation. Among other things, the government plans to provide grants to expert organizations for programs in areas such as increased access to education, raising the number of women in the technological sector, meeting the needs of women in poverty and other at-risk situations, improving welfare and health, and reducing gender violence.<sup>21</sup>

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The understanding that applying a gender lens contributes directly to economic prosperity has been gradually dawning on private companies as well. Financial firms worldwide adopt this lens in their investment portfolios and encourage their clients to invest in businesses that promote gender diversity, as they prove to be particularly profitable.<sup>22</sup> Other companies invest resources in developing unique programs to increase the number of women in senior management positions.



**The Walter and Eliza Hall Institute of Medical Research in Australia identified a gender imbalance in senior positions, caused mainly due to the lack of a daycare facility for children.** One of the institute's business partners invested one million AU\$ in building one. According to the Institute's data, this investment led to a significant increase in the number of women managers and to an improvement in its management and business capabilities.<sup>23</sup>

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# Potential impact of gender lens philanthropy on socioeconomic change

Gender lens philanthropy has grown in recent years, among other things thanks to the entry of women into the field. Women give more gifts than men, and contribute a greater proportion of dollars than men. They are more intensely engaged, and assume leadership roles in charities.<sup>24</sup> According to estimates, in 2017, 45% of all American millionaires were women, and by 2030, nearly 70% of private capital will be controlled by women.<sup>25</sup>

Women's involvement as independent philanthropists, in family philanthropy, or in leadership positions in philanthropic organizations affects social activism in a unique way. Women tend to engage in a more cooperative philanthropic approach, with other charities, and/or through joining shared work tables.<sup>26</sup> They tend to be more strategic,<sup>27</sup> to monitor programs closely,<sup>28</sup> and they are willing to invest time and skill in volunteering, professional involvement, and membership on the boards of the organizations they support.<sup>29</sup>

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**The largest foundation active in the gender equality area is the Bill and Melinda Gates Foundation. Its annual donations total some 750 million dollars, designated mostly for promoting women in the health, family planning and economic empowerment areas.<sup>30</sup>**

In May 2024, Melinda French Gates committed to invest a billion dollars until 2026 in American organizations devoted to empowering women, in developing collaborations among global women leaders, and in supporting organizations active in improving women's physical and mental health.<sup>31</sup>

The Jewish Federations of North America are also experiencing an upsurge in women's philanthropy. Last year, their donations totaled 205 million dollars, dedicated mostly to gender equality, particularly in the Jewish communities and in Israel.<sup>32</sup>



Melinda Gates

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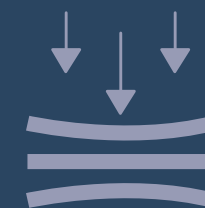
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In addition to the considerable economic benefits of gender equality, gender-oriented philanthropy has a social impact in the following specific areas:



Gender lens philanthropy plays a key role in **strengthening democracy**, contributing to greater transparency and to a more responsible society, improving communities' socioeconomic resilience. It creates an environment where people of different backgrounds and life stages, including gender, class and ethnicity, benefit from equal opportunity, and can be represented and included in decision-making processes.<sup>33</sup> Changing gender norms by promoting women's rights contributes to reducing corruption and improving public accountability,<sup>34</sup> and enables women to participate actively in democratic processes, contributing to designing public policies. Overall, higher representation of women in politics leads to more egalitarian policies in all of society.<sup>35</sup>



**Social resilience** is defined as the ability of communities to cope with changes, crises, and challenges effectively over time. The linkage between gender lens philanthropy and social resilience derives from the direct impact of gender equality on socioeconomic stability, improving women's economic situation, improving education and health, promoting women's leadership and changing social norms. This linkage is not just a means to an end, but also a major tool in designing a stable, strong and sustainable society.<sup>36</sup>

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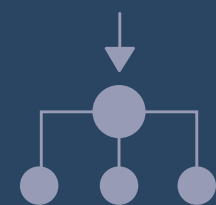
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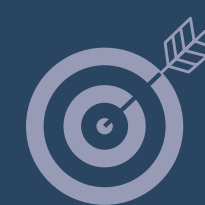
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**The gender multiplier effect** demonstrates how investing in women and girls produces a broad impact on an organizational, social and national level.<sup>37</sup> This impact is due to the fact that improving the socioeconomic and health condition of girls and women leads to a ripple effect, resulting in better education for their children, better family health, and higher involvement in improving community welfare and reducing poverty.<sup>38</sup>



**Leveraging untapped potential** - Women are half of the population. Focusing on gender equality maximizes the potential of this group, which is often underrepresented, thereby promoting innovative solutions and broader social impact. For example, STEM areas are essential for addressing global challenges. In 2017, only 30% of STEM undergraduate students in OECD countries were women, and the proportion of women among engineering, manufacturing and construction or technology students was lower than one-fourth in over two-third of the countries. Integrating women into these disciplines by narrowing gender gaps in STEM areas contributes significantly to the GDP.<sup>39</sup>



**Effectiveness** - Many funders fear that resources invested in social programs often do not achieve the hoped-for results because these programs do not provide solutions tailored to the participants' needs. A gender perspective helps funders and beneficiary organizations to identify and analyze gender differences and make sure their donations would meet the relevant needs.<sup>40</sup>



**Barrow Cadbury Trust supports programs designed to ensure justice for young offenders.** Evaluation studies conducted by the Trust, based on evidence from the field, suggested that the programs were less successful because they did not fully identify the specific needs of women offenders. Consequently, the Trust invested in mapping unique gender needs and helped develop pilots focused specifically on young women. Today, the Trust is fully gender-aware in both planning and evaluation, and believes this helps it increase the socioeconomic return on its grants.<sup>41</sup>

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## Gender lens philanthropy operates through two main action strategies:

1 Gender-aware giving

2 Gender mainstreaming

## Gender-aware giving

Acknowledges that women and girls face unique challenges and obstacles that have to be addressed, and therefore focuses on dedicated grants to organizations, initiatives and programs designed to minimize gender gaps and meet the unique needs and challenges facing communities suffering from gender discrimination.<sup>42</sup>

Gender-aware giving can maximize the return on the investment, as women tend to reinvest a greater portion of their income in their families and communities, thereby generating high long-term impact.<sup>43</sup>



**In 2020, the scope of donations dedicated to women and girls in the US totaled 8.8 billion dollars, an increase of 9.2% compared to the previous year, but still only 1.8% of all charitable donations.** Segmenting the donations for women and girls indicated that most grants were designated to women's health and family planning, whereas issues such as employment, wage gaps, representation in leading positions, rights and advocacy remained underfunded.<sup>44</sup> Analysis revealed, however, that investment in more specific and focused topics may yield significant impact even when made by private funders with relatively limited budgets. This finding suggests that the efficacy of philanthropic efforts is not determined solely by the magnitude of financial resources, but also by the strategic allocation of funds to well-defined, specialized initiatives.<sup>45</sup> Despite the increase in the scope of gender-aware donations, it is clear that the amounts dedicated exclusively to girls and women are still low. Accordingly, recent years have seen two new trends. An impact investment track, which offers financial returns combined with social impact in the gender equality area.<sup>46</sup> The second is gender mainstreaming.

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## Gender mainstreaming

is a systemic approach seeking to address the broad range of gender inequalities by adopting gender-oriented thinking and sensitivities in all activity areas, to ensure that the unique needs of women, men and LGBTQ+ communities are addressed.<sup>47</sup> This strategy does not involve changing the current funding areas, but rather improving the effectiveness of the investment by understanding how, in these areas, girls and women may be differentially affected compared to boys and men.<sup>48</sup> To conduct a gender-aware analysis in order to identify and understand differences in the roles, needs, opportunities and constraints of different genders, some funders and investors hire the services of gender specialists, whose analysis helps identify specific challenges faced by each gender and informs recommendations for allocating resources appropriately.<sup>49</sup>

**Gender mainstreaming is increasingly significant in the processes of impact investments** (GLI – gender lens investing). Although these also attract private investors, the role of philanthropy here is essential: its investment may be channeled to hiring gender specialists and supporting resources that improve tools and strategies for gender mainstreaming in impact investments. In addition, investment by philanthropic foundations may be channeled to the social sector through learning and the development of policies and knowledge that promote gender inclusion, thereby making sure that together with their financial success, these ventures contribute significantly to social change.<sup>50</sup>

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# Challenges of gender lens philanthropy

While many funders are more than willing to place gender equality at the center of their philanthropy, they face multiple challenges in improving women's status and rights. **The global investment dedicated to women and girls specifically is low.** Most of the grants are channeled to developing countries in Africa and the Indian subcontinent, to support economic development and health. Only a small part of the donation reaches developed countries, with even less dedicated to women's rights organizations.<sup>51</sup>

Most of the donations by large foundations dedicated to promoting gender equality are given to large and well-established NGOs, as well as to international organizations. Finally, the foundations' engagement tends to be short-term, and they tend to prefer public sector over social organization partners.<sup>52</sup> Smaller private funds, some of which are women's funds, have a major role to play in changing this state of affairs. Nevertheless, their effectiveness has been criticized. Most of them have little impact because they focus on small-scale change rather than radical, systemic change. An analysis of their global activities indicates that they mostly operate on the margins of social change, unable to deal with the root causes of social inequality. Most still follow traditional patterns that include annual grants designated for programs, and unlike foundations active in different fields, they make little use of innovative financial tools such as loans, impact investments, support for lucrative ventures, etc.<sup>53</sup>

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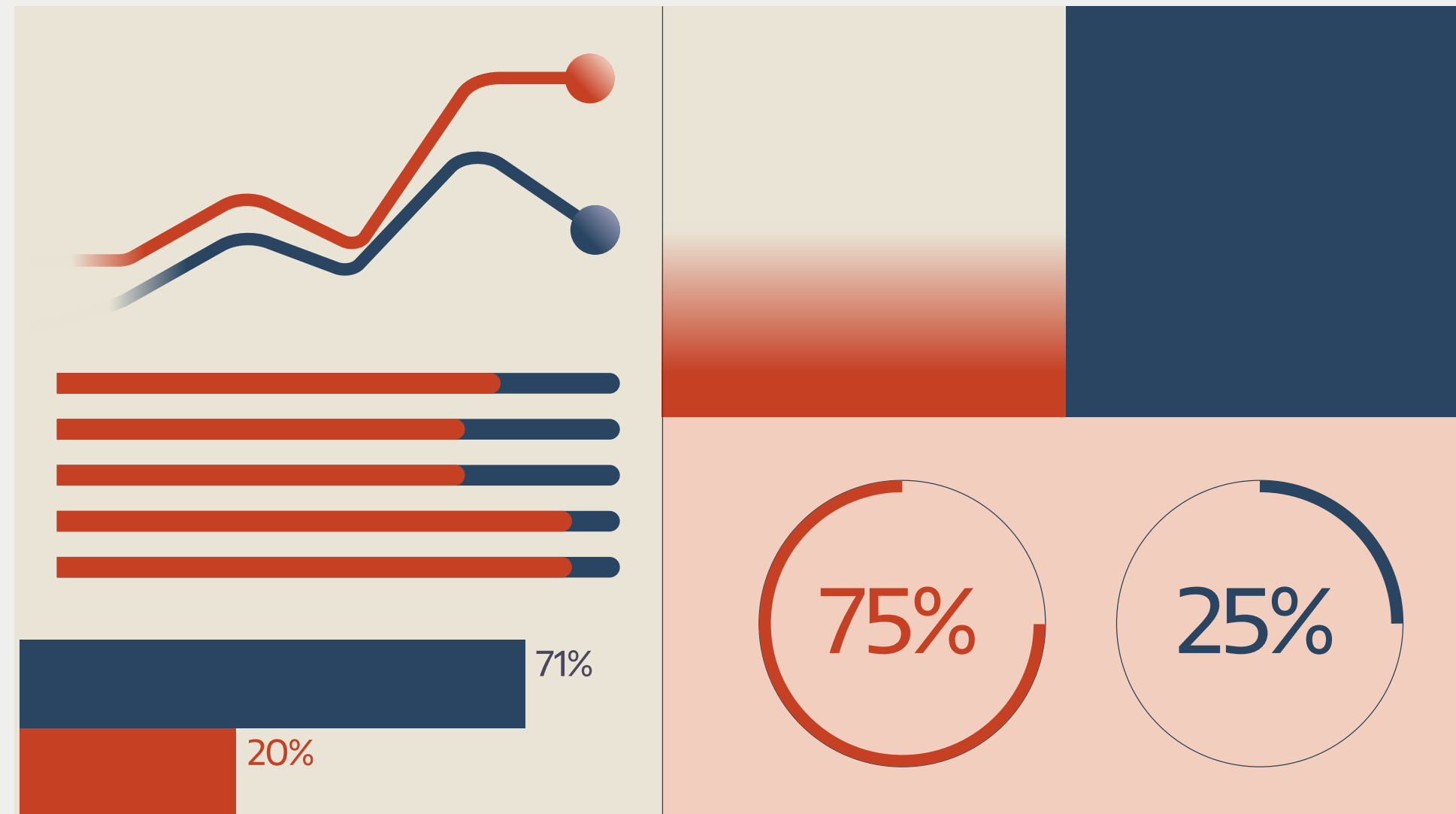
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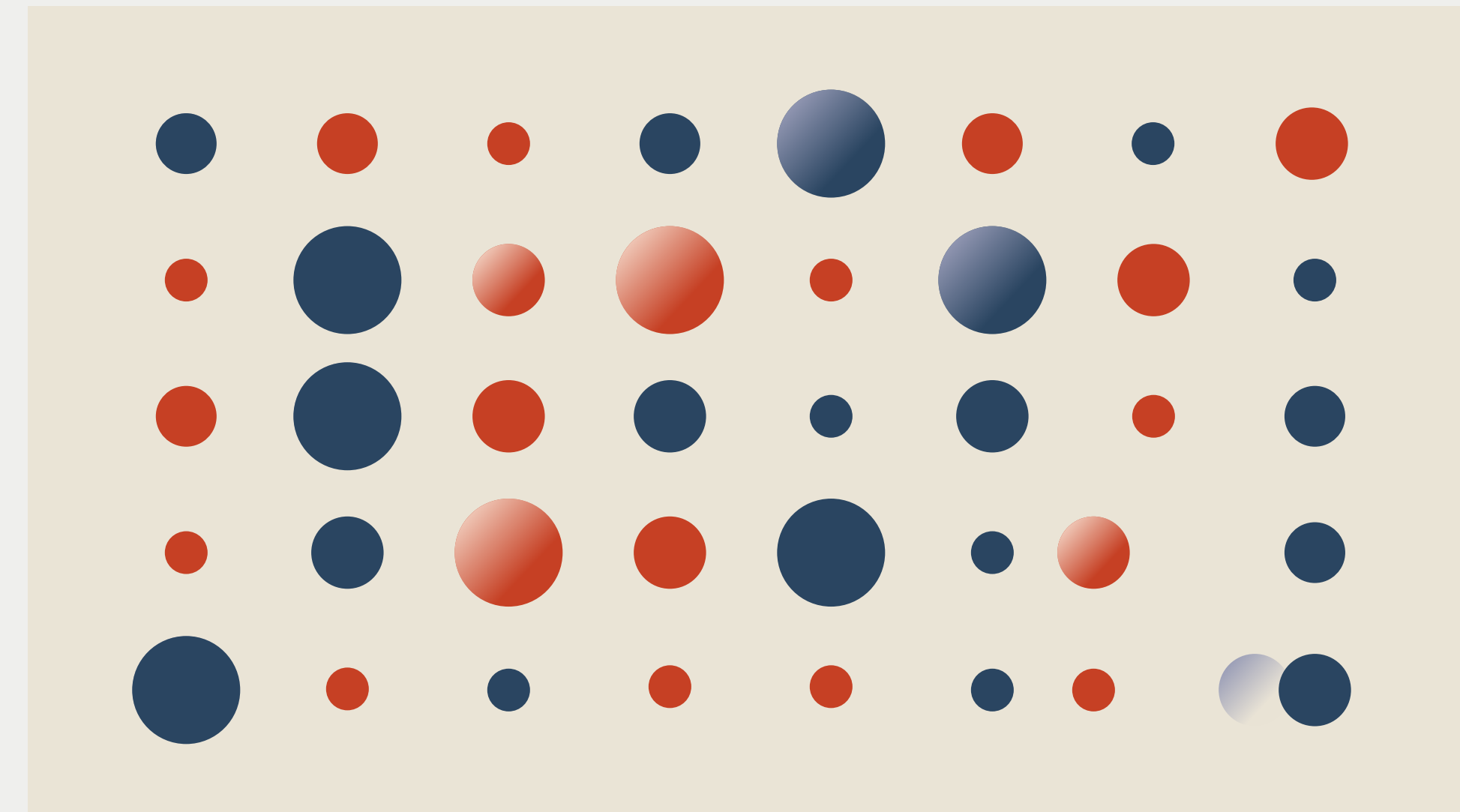
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**Performance evaluation and lesson learning:** while the large foundations carefully appraise the programs they support, most small foundations do little to measure their own impact using hard evidence.<sup>52</sup>



**Involving Men:** Foundations promoting gender equality view women and girls as their main target audience. However, other programs consider also the unique challenges and social prices paid by boys and men, and encourage them to rethink issues related to masculinity and relationship. **Gender equality requires partnership between women and men, aiming to produce relationships based on trust and communication.**<sup>54</sup>

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# Gender lens philanthropy promoting effective grantmaking

Philanthropic organizations have structural advantages such as flexibility and autonomy, familiarity with the field, the ability to support grassroots community organizations, and the ability to use innovative funding solutions. Leveraging these strengths can increase their effectiveness and impact. Below are some suggestions for effective strategies and specific examples.

**Holistic investment policy** – A study of 25 foundations in Australia dedicated to improving women’s economic stability and independence showed how a comprehensive and multidisciplinary investment policy ensured broad impact. Although most grants were directed to organizations providing training for gainful employment, the funds realized the need to invest in resources that provided security, including personal and business counselling, financial education, improved access to physical and mental health services and investment in daycare for children. The findings showed that improvements in leadership skills, mental health and welfare, as well as community support networks all contributed significantly to women’s economic independence and well-being.<sup>55</sup>

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**CARE International** is a humanitarian organization founded and supported by UN Women, the World Bank, the EU, and the International Labour Organization. CARE applies the gender lens in its programs to rehabilitate communities following ongoing crises, natural disasters and wars. It acknowledges the fact that disasters affect women, men, and LGBTQ people differently. Accordingly, CARE develops and implements aid programs in a variety of areas tailored to each group. At the same time, it makes sure women assume leadership roles and take part in decision making. This strategy has led CARE to significant success, primarily with regard to improving women and men's access to health services; reducing the risk of health complications among women (particularly in the contexts of pregnancy, delivery, and sexual violence); and providing financial resources and employment opportunities to enable women to support themselves and their families.

**Dealing with root causes** – Promoting gender equality, much like any other major social issue, is a "wicked" problem. It cannot be solved without dealing with its root causes: changing the beliefs and norms of individuals and communities.

This requires a variety of creative approaches, risk taking, and patient support for longterm process. Together with support for programs aiming at immediate improvement (dealing with the symptoms), such processes require working with additional stakeholders who affect women, such as local change agents and leaders, in order to change norms and beliefs.<sup>56</sup>



**Dasra** is an Indian philanthropic foundation that operates and finances programs to promote equity in general, and gender equality in particular. Dasra financed the renovation of high schools in India in order to attract more students. After the renovation, it found that the number of girls attending the lessons was much lower than the number of boys. A gender analysis suggested the following reasons: girls staying at home in the morning hours to help their mothers; the lack of safe transportation; and the lack of separate bathrooms. Dasra pursued two strategies. In the short term, it enabled afternoon lessons and arranged for special transportation. At the same time, it acted to change the gender norm whereby women were exclusively responsible for household chores, by working with local leaders and families and building a local girl leadership.

**Involving men** – Studies indicate that the progress towards gender equality is extremely slow. Gender-based violence is but one indicator of unequal relations of power and control that have not changed over the years. To change norms that marginalize women, men must be included as partners in generating solutions, and their needs must be considered together with those of women.

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**The World Health Organization** estimates that one in every three women worldwide suffers from violence; despite massive private and public investments, this trend has not changed over the past 20 years.<sup>57</sup>



**Beyond Borders<sup>58</sup> is active in both Haiti and the US to reduce poverty, prevent violence, and develop local community leadership for just a and sustainable change.** Among other things, it offers a program called [Rethinking Power](#), designed to promote community dialogue about gender roles and norms in conservative and traditional societies, in which women and men participate equally. This has led to reduced violence against women in public spaces. Moreover, members of the local community report interventions when witnessing violence in their neighbors' homes.

### **Partnerships with women's foundations and organizations –**

Funders interested in adopting a gender lens and promoting women may discover that their knowledge in this area is limited, and that they are unable to develop expertise. Therefore, forming strategic partnerships with funders or organizations specializing in this area may help them operate relevant programs, particularly in uncharted territories with unfamiliar populations.

**Non-financial support** is essential for the growth and capacity building of women's organizations, who often lack not only financial but also managerial resources. This support helps organizations professionalize, and thus increase their impact. Most of the large foundations in the gender lens philanthropy area provide non-financial support: 75% help organizations in networking with other NGOs and philanthropists; 69% provide strategic and management consulting services; and 31% help with resource development.<sup>59</sup>

**Innovative financing solutions** – In recent years, foundations have adopted new financing solutions that go beyond traditional grants. This practice is also increasingly adopted in gender lens philanthropy. The increased use of innovative financial mechanisms can be significant in attracting additional philanthropists and grants to the area. The three leading mechanisms are loans, impact investments, and help in developing lucrative ventures.<sup>60</sup>

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**The Kering Foundation** is active worldwide to reduce gender-based violence levels. It has financed programs for marginalized women in China in order to combat domestic violence through a long-term partnership with the HER Fund of Hong Kong. The fund makes grants to grassroots organizations and women's groups working mainly with women from marginal communities: migrants and LGBTQ+ individuals. As an expert in the field, Kering also offers workshops and trainings to organizations, to ensure effective program implementation.



**Calvert Impact Capital**<sup>61</sup> is an NGO helping private and institutional investors invest in solutions that promote social goals while promising a financial return. In all of its investments, Calvert considers gender aspects, which it believes contributes significantly to the bottom line. Over its thirty-year lifespan, its financial and social successes have helped it recruit nearly 20,000 investors and raise \$4.5 billion.

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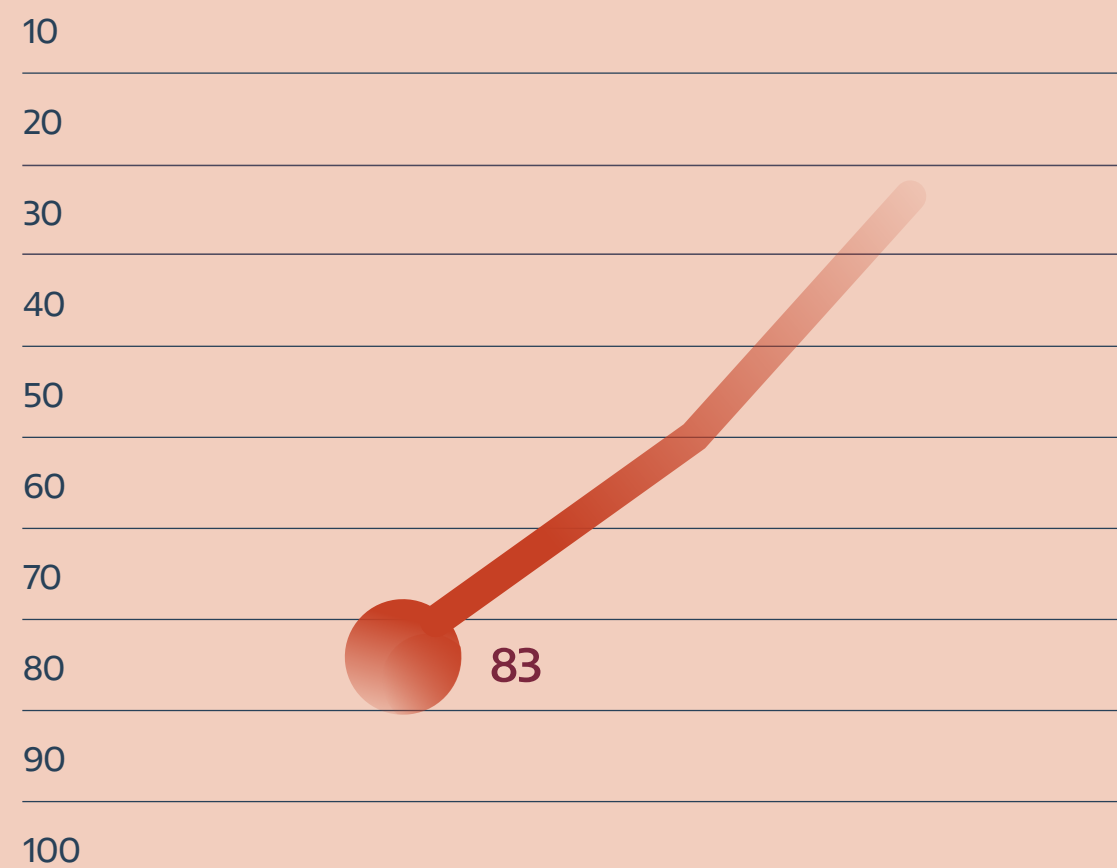
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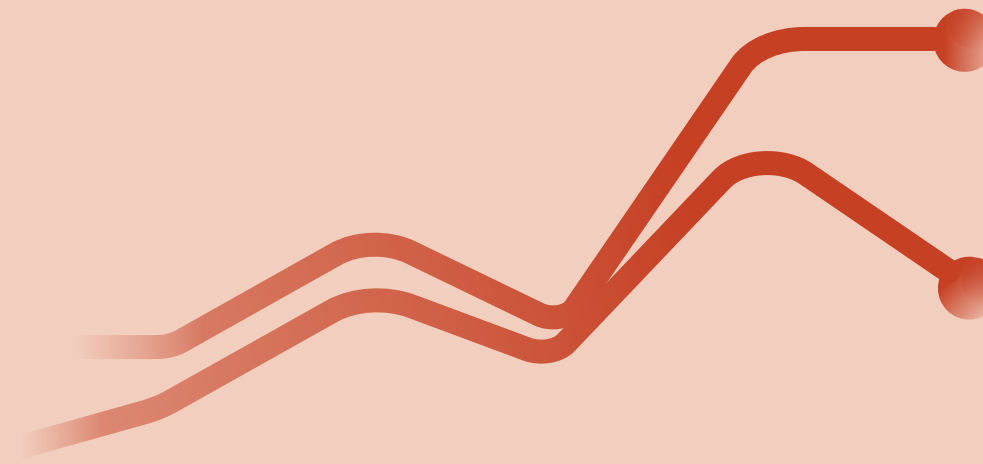
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# Gender Inequity in Israel



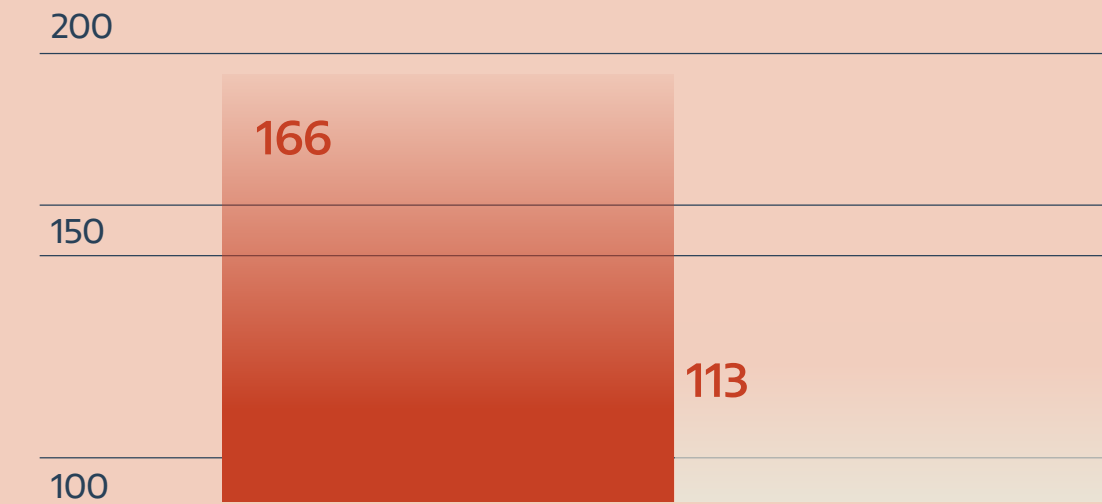
**2023** | Israel ranked 83rd in the World Economic Forum Gender Equality Index, dropping 23 spots compared to 2022 .



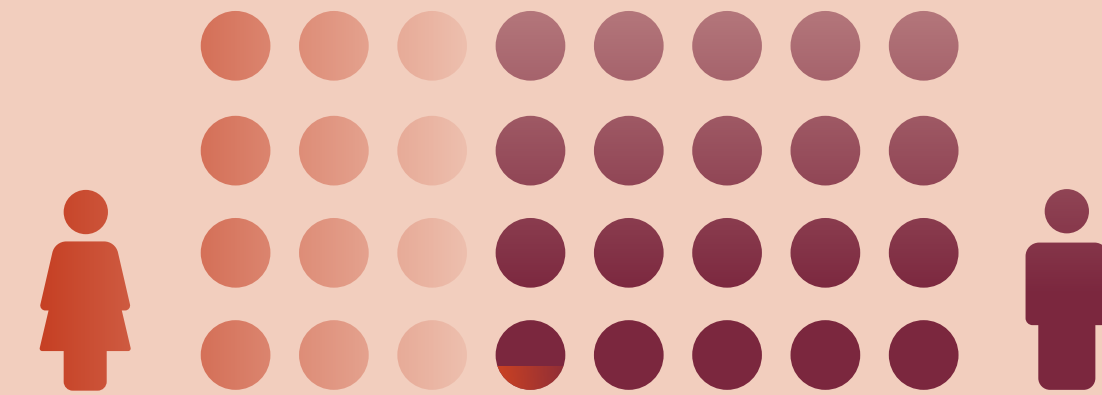
**2023** | **Gender Index** indicated a 4% increase in the level of gender inequality, due to growing gaps between men and women in violence, political and economic power, poverty and time utilization.<sup>62</sup>



**Median wage gap between men and women** employed full-time is 25.4%, compared to an average of 12% among OECD countries, placing **Israel 2<sup>nd</sup> lowest out of 44 countries in gender wage inequality.**<sup>63</sup>



An apartment in Israel costs the equivalent of 166 average women's salaries, compared to 113 men's salaries – **a gap of 53 salaries, or nearly 4.5 work years.**<sup>64</sup>



**The gap between Israeli men and women in pension revenues, among beneficiaries aged 65+, is 38%, compared to 26% in the OECD in general.**<sup>65</sup>

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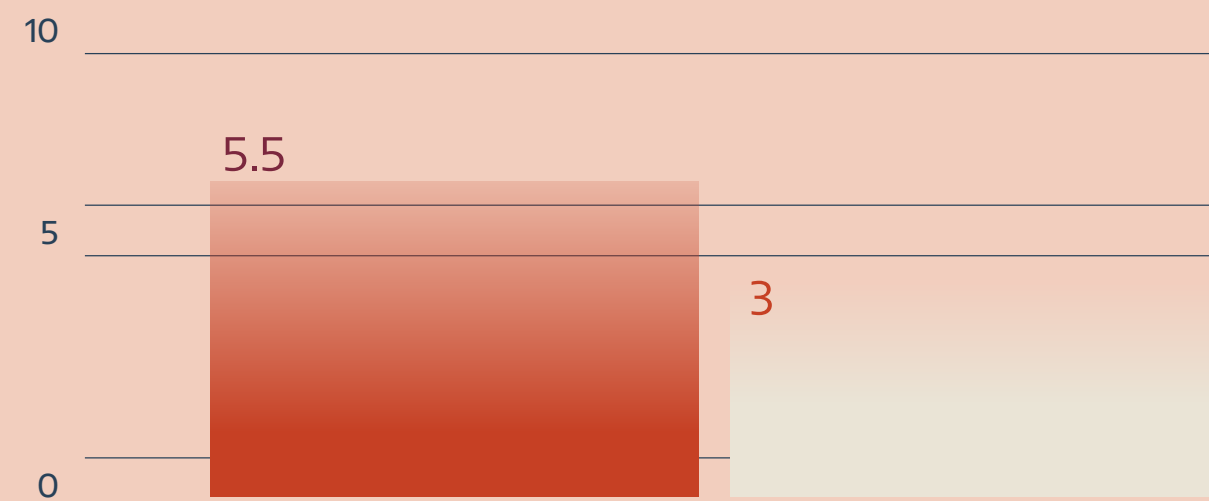
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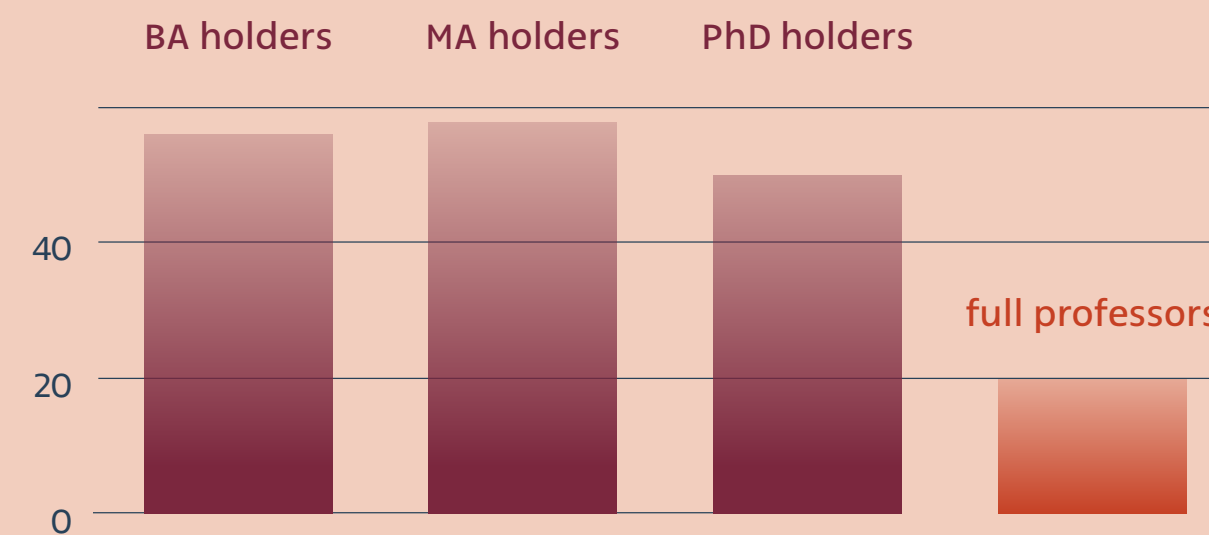
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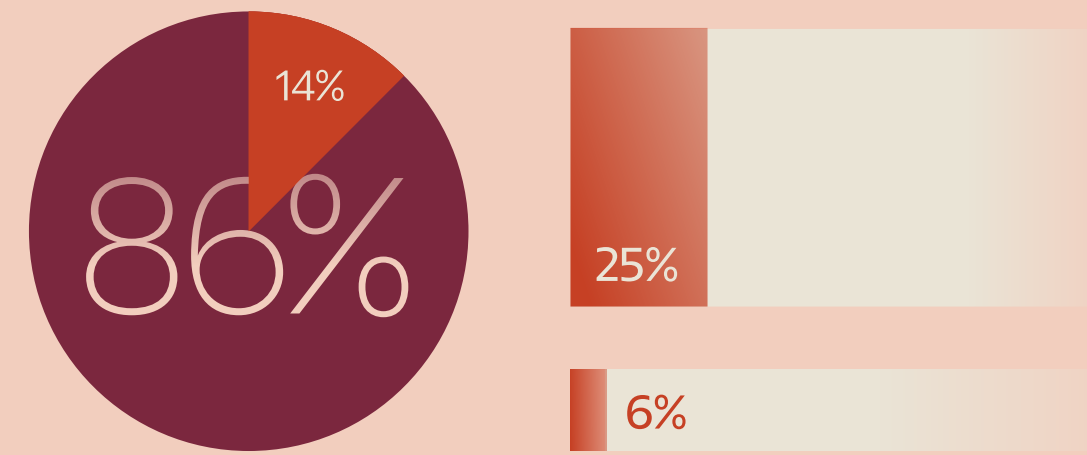
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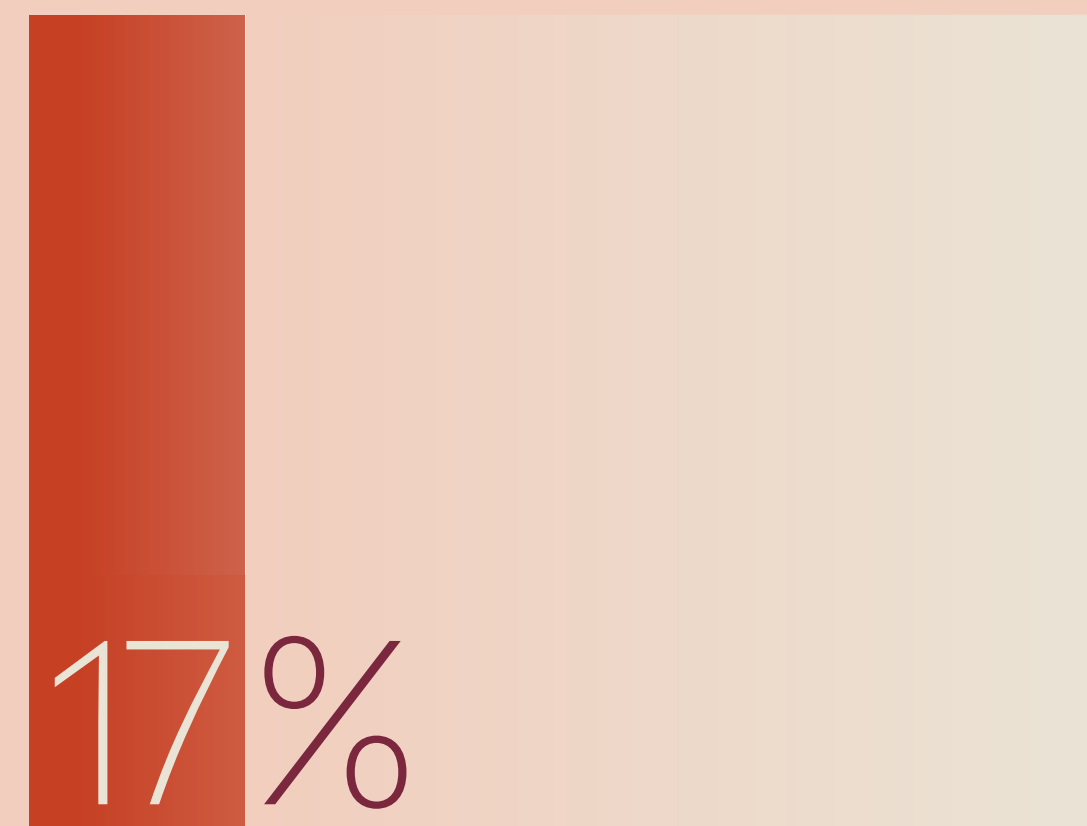
On average, **Israeli women are engaged daily in invisible work for 2.5 hours more than are men** (5.5 compared to 3).<sup>66</sup>



**Women in Israel** represent some 56% of **BA holders**, 58% of **MA holders**, and 50% of **PhD holders**, but less than 20% of **full time professors**.<sup>67</sup>



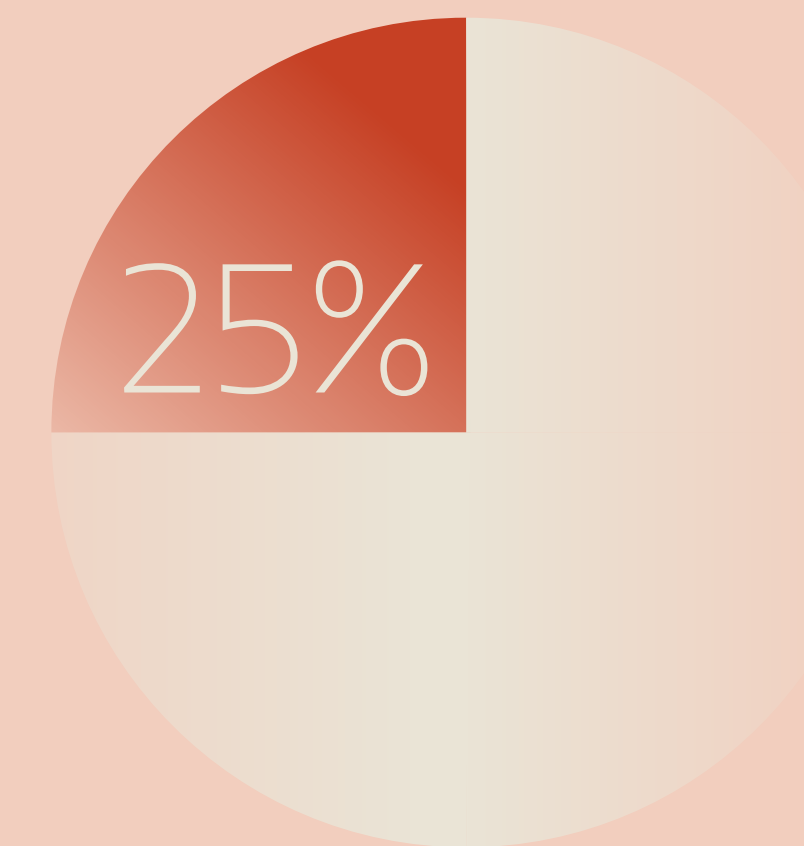
**Women constitute 14% of Israeli government ministers**, 25% of parliament members, and 6% of mayors.<sup>68</sup>



Women represent **17% of all Israeli CEOs**.

**YOU ARE NOT ALONE.**

In 2023, **30 Israeli women were victims of gender-based killings**, mostly by their spouse or other relative.



**About a quarter of the single mothers in Israel and their children live in poverty.**

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# Israeli philanthropy from a Gender Lens

This section is based, among other things, on data collected for this guide using the following methods:

- ✓ A survey among philanthropic foundations active in Israel. This survey, disseminated broadly on several occasions, was answered by 35 respondents, nearly 80% of them women; 40% of the respondents were CEOs or foundation directors. The respondents' main areas of giving were education (26%), employment (13%), welfare (11%), government/representation/law and rights (8%), culture, art, leisure and sports (6%), health (6%), violence prevention (5%), and environment and sustainability (4%). The annual donation was usually up to \$10 million (71%), provided mainly in the form of grants (62%).
- ✓ Semi-structured in-depth interviews with 18 key members of Israeli civil society, experts and foundation representatives.
- ✓ A focus group with 20 fund representatives, gender and philanthropy experts, and representatives of civil society organizations, including feminist organizations.

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# Trends in Israeli Philanthropy from a Gender Lens

## 📍 Current status

According to **Krauz-Lahav** (2023),<sup>69</sup> who examined a major trend in Israeli philanthropy - the “gender shift” – growing representation of women in key philanthropy positions, accompanied by changes in gender perceptions and awareness, are generating a new discourse in the field and gradually shaping donation patterns. In quantitative terms, 66% of the foundations listed in the Forum of Foundations in Israel (FFI) are led by women CEOs, and women also lead the four largest and most influential infrastructural organizations: the FFI, Jewish Funders Network (JFN) Israel, Keshet: Donor-Advised Fund, and Committed to Give. Nevertheless, women are still underrepresented on foundation boards.

In substantive terms, women philanthropists have been founding and acting in various forums and umbrella organizations that promote collaboration with other funders as well as beneficiary organizations. Their growing involvement in key positions contributes to the development of a gender lens being applied in the philanthropic field.

Indeed, Krauz-Lahav identifies a “**gender awakening**” – women philanthropists who choose to promote gender equity and women’s rights in various life areas. Some even identify themselves and their activism as feminist. The findings point to a transition by women philanthropists in Israel from the concept of “feminine empowerment” to that of “power to women”, based on a structural understanding of gender inequity and a demand for systemic change. This transition is consistent with the emergence of gender transformative philanthropy – an approach that goes beyond awareness of gender issues or questions of representation and seeks to change the structures, beliefs, norms and practices that reproduce gender power relations and inequalities.<sup>70</sup>

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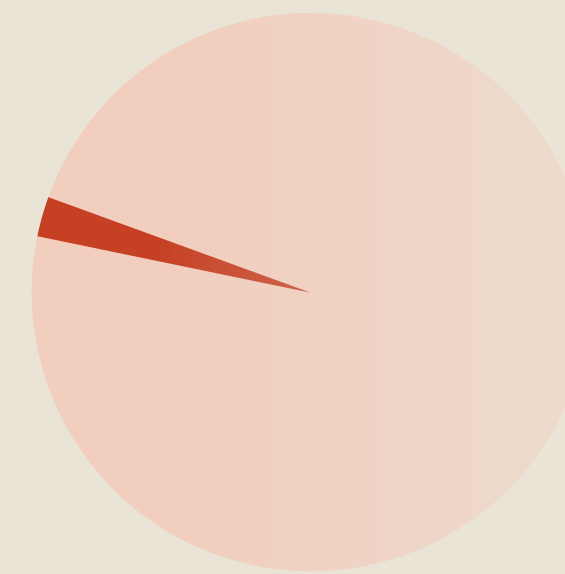
📌 **Examining the current status, as illustrated by the research findings of this guide, raises several highlights**

📌 **Gap between the growing awareness of gender inequality and the low investment in related issues.** This gap characterizes both women and men representatives of foundations, and is also reported in Krauz-Lahav's study. The survey findings indicate that more than half (53%) of the respondents believe "strongly" or "very strongly" that promoting women is an important issue that deserves donor support, and that gender equity must be a consideration in all philanthropic areas. Nevertheless, more than half (52%) of the respondents have not donated or have donated very little to gender issues. Out of those who have reported donating to women's or gender issues, 63% have indicated that they donate less than a quarter of their budget.

**It is commonly assumed that half of every general donation will benefit women, since they are half of the population; however, this assumption is not put to the test.**

📌 **Regarding the low investment in gender issues, a 2018 study found that only 0.9% of all donations in Israel are invested in projects that promote women's rights and interests.**

**In 2019-20, only 2.2% of all philanthropic donations to NGOs were received by organizations promoting women and girls.** The three largest – Na'amat, Women's International Zionist Organization (WIZO), and Emunah – received 86.4% of all women-related philanthropic donations.<sup>71</sup> These organizations are engaged mainly in running daycare centers as well as helping domestic violence victims, including in shelters.



**2.2%**

**2019-2020 |** only 2.2% of all philanthropic donations to NGOs were received by organizations promoting women and girls.

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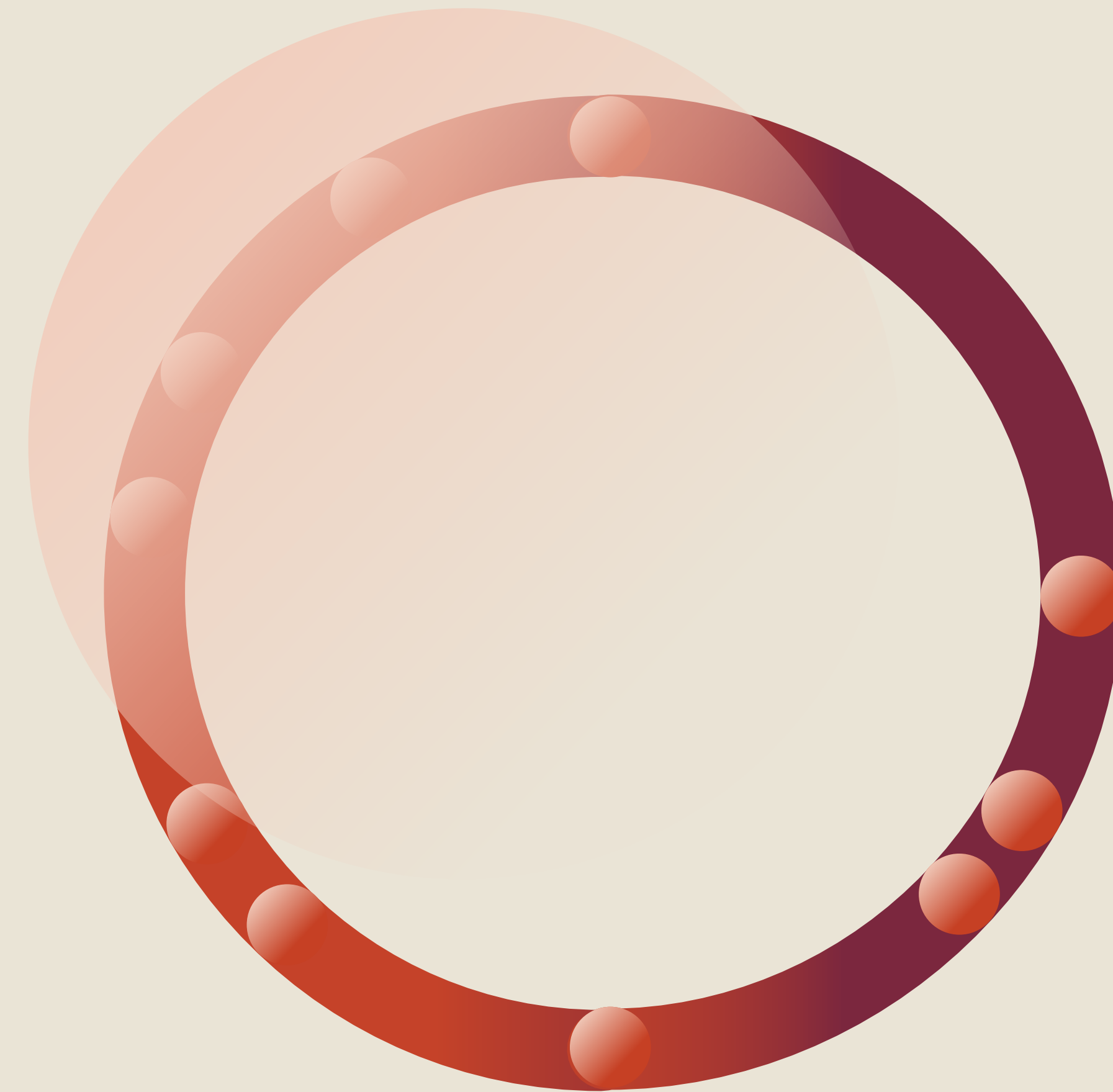
**Gender equality is not one of the foundations' official goals.** The interviews conducted indicate that most foundation representatives acknowledge the importance of promoting gender equity and recognize the need to reduce gender gaps. However, in practice, many of the foundations do little in that area, it is not part of their formal goals or giving strategies, and they do not define women as a target population.

**Promoting diversity and inclusion does not necessarily promote gender equality.** Despite the increase in the number of foundations where diversity and inclusion are included in formal goals, promoted, and sometimes even measured, there is no similar concept with regard to gender – despite the fact that the concept of diversity and inclusion originated largely with feminist approaches and practices.

*"Gender? That's not really our thing, but it's undoubtedly part of our values, and diversity is part of our DNA, most definitely."*

*(director of a large foundation)*

**Gender equity is usually not seen as integral to the main issues philanthropists are interested in, such as diversity, democracy, social justice, human rights and shared society.**



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## Barriers to Gender Giving

### Gender Niche

**Lack of awareness of gender as a wide-ranging issue.** Gender is still perceived largely as a niche issue, marginal and lacking urgency compared to others. Among other things, this is due to the still prevalent idea that gender equality is a “women’s issue”, rather than a societal one that affects everyone. Gender equality is not seen as a key prerequisite for social justice and the strengthening of Israeli democracy, and **there is not enough awareness of the linkage between anti-liberal and anti-feminist political forces.**

Moreover, even when gender equality is perceived as an important value, there is little awareness of the profound structural effects of inequality and the socioeconomic importance of reducing gender gaps. In other words, no attention is devoted to reducing gender gaps in the various philanthropic areas in terms of broad socioeconomic effects.

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*“That’s exactly it - access to the same knowledge, developing higher awareness of the broader impact. [Gender equality] is not a narrow issue, the beneficiaries here are not just the women... but society in general. The effect here is much broader.” (CEO of humanitarian organization)*

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### Gender Representation

In foundations that are conscious of gender, this emphasis is usually manifested in representation issues. Accordingly, they sometimes survey the supported organizations to determine how many women managers they employ, or how many women serve on their boards. Conversely, no systematic examination of their activities, programs and projects is conducted from a gender perspective. For example, programs that seek to reduce poverty or promote higher education do not necessarily address the needs and barriers of the target audience from a gender perspective.

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*“American foundations ask about the proportion of women on the board, but do not examine the degree to which the work itself is examined from a gender lens.” (civil society NGO director)*

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*“They count how many women are on the board, and that’s about it. It’s easier - and that’s problematic. They don’t examine whether the organization operates with a feminist and egalitarian approach” (director of a large civil society organization)*

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 **Lack of awareness of the value of a gender lens in improving the effectiveness** in grant-making. Gender-related change is often normative change, involving long-term sociocultural transformations. It is difficult to quantify.

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 **Lack of knowledge and data** affects the ability of funders and foundations to conduct dialogue on the promotion of gender equity based on available information, trainings, conferences, symposiums, etc.

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 **Lack of organizational tools for gender mainstreaming of the foundation's activities.** Even when there is awareness of the importance of gender equity, there are usually no organizational tools or mechanisms that are supportive of gender-aware decision-making processes and could promote the issue vis-à-vis the supported organizations. Usually, this expertise is not available within the foundation, and there are no mechanisms for learning and gathering information about the gender field, or for monitoring developments in that regard.

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*"We would very much like it to be part of the modus operandi... and to also be aware of this issue when approaching any area. For example, military post-trauma - you immediately think about the male combatants, but that's not really true. Female lookout*


*soldiers and others also experience traumas.*

*So what are the right tools that would actually help us?*


*It's something that I think can be very-very useful."*

*(philanthropic foundation director)*

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 **Negative perceptions of organizations that promote feminism and gender equity.** One of the stereotypes is that these are hard-line, aggressive organizations that are unable to cooperate with each other. A common condition for funding is the demand for collaborations, even when this is not dictated by reality. This is closely related to the general lack of familiarity with women's organizations and the range and scope of their activism.

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 **Female philanthropy for women** exists within the philanthropic field. Despite being a growing area, however, it is still seen as marginal, and remains underfunded.

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## Opportunities for Gender Giving

**Alongside the barriers, we have also identified a series of opportunities for promoting gender-lens philanthropy:**

**The gender shift in philanthropy:** an increase in women’s representation in power positions – executives, professionals in the foundations and opinion leaders – as well as a “gender awakening” of women philanthropists with a strategic feminist approach to promoting gender equity. Gender-aware women professionals are often seen as being also able to mediate the importance of investing in gender issues to the foundations.

**Promoting a participatory philanthropic approach** expressed in direct and informal relations with the beneficiaries, in-depth acquaintance and work on joint programming.

**Foundations that have already demonstrated success** and can therefore be learned from. There is an emerging understanding in foundations that gender lens philanthropy is not just an abstract value but helps increase effective grantmaking.

**Increased awareness of the importance of gender thinking.** The interviewees have pointed to issues on the public agenda

where a gender lens is urgently necessary, such as the shortage in the technological workforce that can be addressed, among other things, by narrowing gender gaps in STEM areas, in both high school and higher education.

**Awareness of the importance of women’s representation in all centers of power and decision making.**

“There are changes in the financial world. No self-respecting bank or fund would produce a presentation full of men’s heads. They would produce presentations with women in major positions.”

(Director of an investment firm)

**Increased awareness of gender equality as a prerequisite for democracy.** COVID-19, followed by the struggle over the attempted judicial overhaul and the war, exposed the different positioning of women in Israeli society and economy, and the repercussions of these events on their lives. Consequently, some foundations are aware that gender equity is a condition for a liberal democracy, and that gender considerations should play into all healing, recovery and rebuilding efforts in Israeli society.

**“It’s good that we talked”:** Recognizing the need to rethink gender. Work on this guide, particularly the interviews and focus group, has in itself facilitated a rethinking of gender issues among the interviewees.

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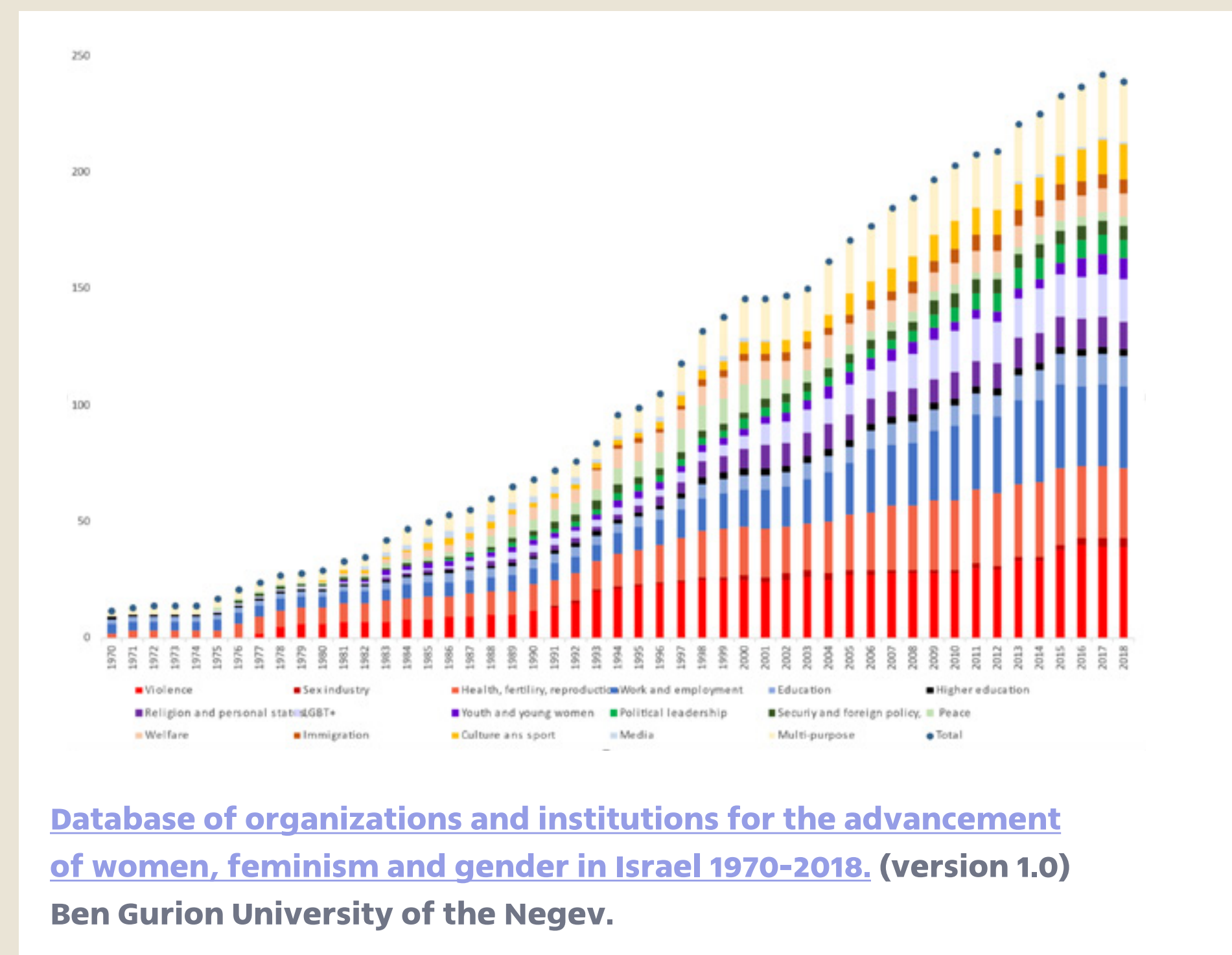
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# Gender lens philanthropic strategy: Investment in organizations promoting gender equality

## Current status - Organizations Promoting Gender Equality and Feminism in Israel

Since the 1970s, Israel has witnessed a huge expansion in feminist and pro-gender equality activism. **By 2018, more than 400 organizations have been active in promoting women, feminism and gender equality, more than half of them NGOs.** The most important areas of this activism have been violence against women (30 organizations); employment and work (35); and health (30). Areas that have seen a significant surge in activism include LGBTQ+ rights (18 organizations) and gender rights related to religion and personal status (12).<sup>72</sup>



According to Strichman,<sup>73</sup> these organizations became increasingly professional in a variety of areas. Overall, these organizations have managed to make a significant impact on the public discourse and policy in areas such as gender-based violence, political representation, labor laws, and gender analysis of budgets.

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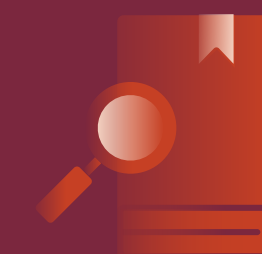
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The main difficulty faced by women's organizations, which affects the advancement of gender equity in all areas, is funding. A study on philanthropic donations to Israeli organizations promoting gender equity indicates that most (82.23%) have an annual budget of less than NIS two million (roughly half a million US dollars).<sup>74</sup> This shortage restricts the potential impact of these organizations, as well as their ability to adopt essential strategies and mechanisms, including professional skill development; inter-sectoral collaborations; and analysis of the funding policies and its impact on the organization, as well as the girls and women it serves. Strichman explains how this difficulty is exacerbated due to the growing number of social initiatives for women: **"The growing number and diffusion of initiatives dealing with women's concerns have led to a sharp increase in the competition for funds, together with a reduction of potential funding sources in both Israel and worldwide"**.<sup>75</sup>

**This gap between the organizations' professionalism and rich diversity, on the one hand, and the lack of resources in the field, on the other, may be narrowed through gender-aware support, which acknowledges organizations promoting gender equality as an essential resource for meeting the objectives of reducing social gaps and promoting women and girls.**

## CASE-STUDY

### The Dafna Fund – Women Collaborating for Change



The Dafna Fund was founded in 2003 by the late Prof. Dafna Izraeli in order to promote feminine leadership and a feminist agenda in Israel. Active until 2018, it was a feminist philanthropic fund based on an inclusive approach to Israeli society. The fund's resources were dedicated to supporting programs, promoting women's leadership and representation and for gender mainstreaming in four main arenas: politics and public affairs, academia, business and employment and philanthropy. During its active years, the Dafna Fund awarded grants totaling more than 1.5 million dollars to more than thirty initiatives, serving the needs of diverse women communities representing a broad range of feminist voices.

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## Barriers to investing in organizations promoting gender equity

 **Lack of resources** is a major issue faced by organizations active in advancing gender equity, as arising from Strichman's study. These tend to be small organizations stretched thin as they are active in multiple areas and methods (campaigns, grassroots, policy change, training, new media, assistance and counselling). Funding patterns are a barrier in their own right. Grants are usually small and given to short-term projects and programs, rather than infrastructures. This makes it difficult for the organizations to initiate and complete structural changes and large-scale, long-term initiatives.

*"Grants which are too small and short-term make for small-time activism with small budgets - it's a cycle that's hard to break... It's difficult to organize and kickstart large political initiatives - we work smallscale, we do one-time campaigns with no continuity."*

(NGO director)

In addition, there is often a gap between the size of the grant and the technical measurement and reporting requirements – a difficulty mainly experienced by small organizations, as funders increasingly require proof of impact.

As a result of their limited resources, organizations rely on a small staff of paid employees, sometimes employed part-time (but working overtime), often engaged in several roles at the same time. Some organizations also rely on volunteers, which requires ongoing training and capacity building on the one hand, and involves high turnover on the other.

Overall, this means that organizations, even the bigger ones, operate in constant survival mode, unable to invest in strategic fundraising and donor retention.

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 **A field comprising a wide range of worldviews, objectives, and diverse modes of operation.** Most donations are invested in the larger and more experienced organizations, to advance familiar if not traditional issues and target populations (the military, political representation, and workplace rights), rather than to small, usually grassroots organizations. The smaller players, often more radically feminist, find it difficult to integrate, to place new issues on the agenda, or to promote marginal populations (such as low-income women in public housing, refugees and asylum seekers, or ex-convicts).

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 **Small organizations struggle to attract the support of large foundations,** since organization size is often a criterion for support. As small organizations also find it difficult to raise government funds, they lose twice.

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 **Gender is seen as a marginal issue.** Therefore, organizations wonder whether they should camouflage women's issues using general language – for example, frame issues in the language of "human rights" – to increase their chances of support, or stick to feminist jargon. In practice, paradoxically, the choice of avoiding a gender language and categories referring specifically to women and girls can deepen the organizations' poverty.

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*"Feminist organizations realized that it was becoming increasingly difficult for them to raise funds, so they lowered the feminist tone a bit, and framed their work within other categories, such as religion and state with reference to [gender] segregation in the public space... So they toned their feminism down a tad, even flattened it a bit.*

*And once they started entering into different categories, the money followed them into those categories."*

*(NGO director)*

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## Opportunities for investing in organizations promoting gender equity

**Increased collaborations in emergencies.** COVID-19 and the recent war have raised the foundations' awareness of the activism of gender-equality organizations, and the collaborations between them have expanded. Major coalitions and partnerships have been formed in response to these crises with the support of philanthropic organizations – both women's funds and funds that had previously not been active in promoting gender equity.

**The rise of new leaders.** In the social crises and emergencies of the past years, new leaders have emerged from the field. Some of them advance broad policy change, whereas others are active in local communities.

"They are their communities' mayors."  
(director of a grassroots NGO)

**Collaborations between women's funds and organizations promoting gender equity** enable networking and mutual learning and are a source of strength. These collaborations give rise to women's leadership, form local and international support

networks, and help in working with the foundations. Key examples include the NCJW's "Connecting for Impact" program which works to increase the field's fundability and impact by building infrastructure, fostering collaboration to ensure scaled and coordinated efforts in the fields of resilience, equity in policy and leadership, and gender mainstreaming. The Feminist Lab of the Dafna Fund; and the Tzameret ("Treetop") Project by Shatil, initiated the following data on the relative absence of women from leadership and management positions in civil society organizations.

"I really felt feminist support by the foundation - assistance, support, connection - this space, which allows to sit down and think together and get to know other women."  
(former director of an NGO for promoting women)

**Positive change in donation patterns.** It seems that in recent years, women professionals in some foundations have become better acquainted with the organizations' work, as well as with the barriers and difficulties they face. Consequently, funding patterns have changed, with the funds shifting from small grants for new, specific and short-term projects to larger grants and longer-term partnerships in order to strengthen the organization's infrastructure.

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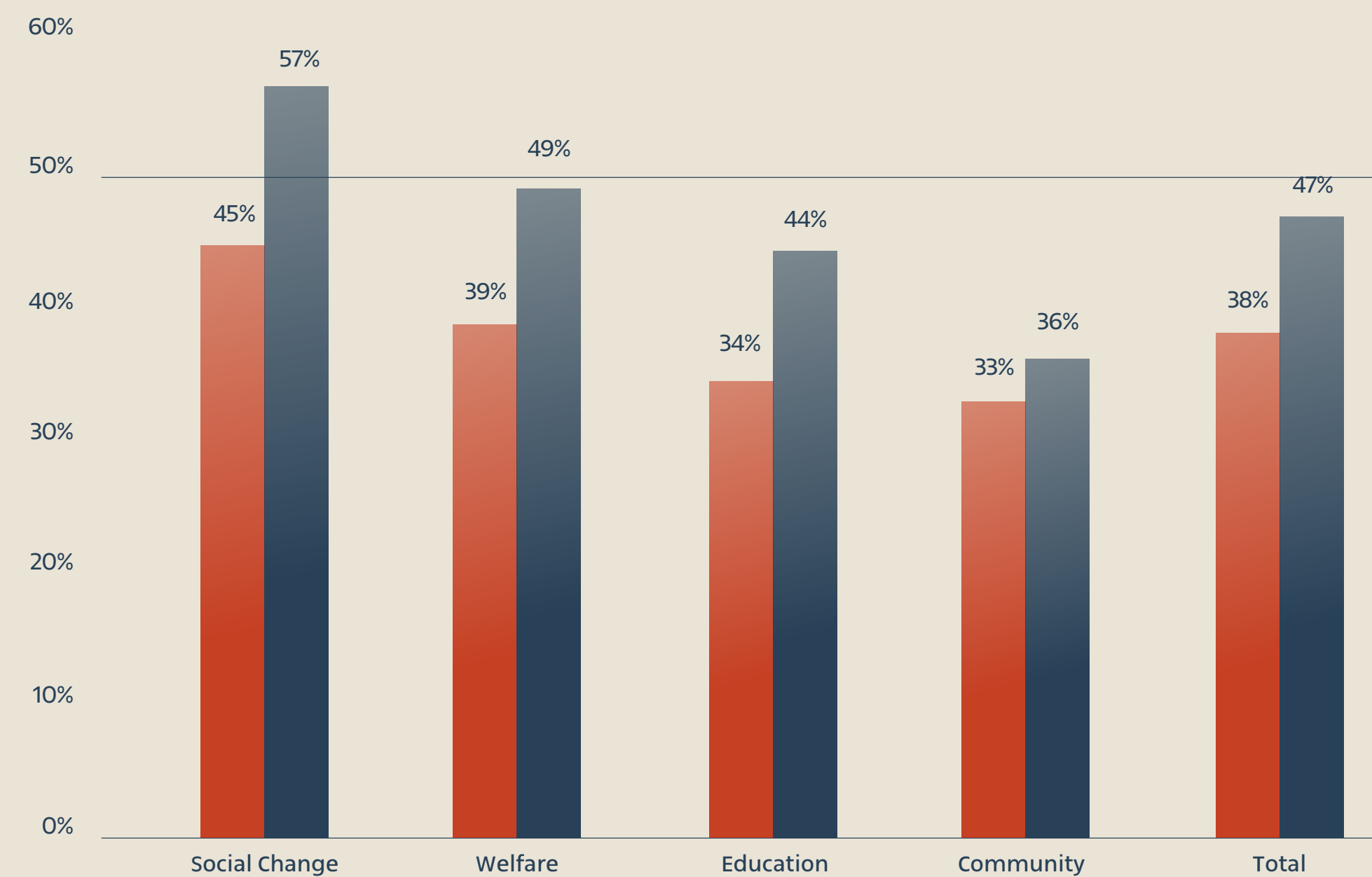
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# General civil society organizations

A 2019 study by Shatil and Politically Corret was conducted with 240 social-change organizations employing five or more employees indicated that women are underrepresented at the CEO level. Whereas women constituted 68% of all employees in the organizations surveyed, only 47% of CEOs were women. At the board level, women's representation was even lower, at 38%. It also found that the larger the organization, the smaller the rate of women in its leadership: women constituted 63% of the CEOs and half of the board members in organizations whose annual budgets ranged from NIS 0.2-1.9 million. Conversely, women constituted only 30% of the CEOs and board members in organizations with a budget of more than NIS 11 million a year.<sup>76</sup> Regarding requests for support, our interviews indicate that organizations would rather raise funds for general support without "ear-marking" their request with "gender", so as not to be seen as marginal or "niche". Therefore, they do not emphasize the gender lens to the philanthropic foundations.

"Organizations would always prefer to raise funds for general support rather than funds earmarked for a project. It's also a lot easier to report. So if it does not see that funds have been allocated for the gender thing, if they were to know that gender is something that attracts donors, they would tell the story. The organization needs to know how to tell that story."  
(philanthropic fund consultant)



**Representation of women in the leadership of civil society organizations, by field**

● Women on Board  
● Women CEOs

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## Barriers to applying a gender lens in civil society organizations

**🔒 Lack of awareness.** The organizations themselves are not aware enough of the importance of mainstreaming gender in their programs and projects. The organizations don't apply a gender lens when reviewing their programs and projects because they themselves have not applied it in all areas of their work. The area of gender equality, to the extent it is relevant at all, is reduced to questions of women's representation.

*"Organizations tick the gender box without delving into the depth of things."*

*(resource development manager in a feminist organization)*

**🔒 No push, no pressure.** Hardly anyone encourages the organizations to apply a gender lens in their work. They are not asked about their methods or the nature of their projects from a gender perspective: who are the beneficiaries? Have the needs of both women and men been examined, and have they been examined in intersection with other criteria? Do the solutions offered meet the needs identified? Is there any monitoring or follow up with the beneficiaries?

*"The complementary aspect is to create a language for the organizations and awareness when applying for funds. To create bottom-up influence - the more organizations speak the same language, the more foundations will equip us with the right language."*

*(manager in a large NGO)*

**🦋 Internal resistance.** In some cases, we found that staff members were perfectly aware of the importance of gender equity and interested in promoting it, but being a minority within their organizations, they found this difficult to do, and ran into various types of resistance.

*"If you're talking about gender, you're the "oddball in the room". It raises eyebrows, people don't understand why it's important."*

*(NGO chair)*

**🦋 Lack of tools.** Even when there is awareness, expertise is lacking – guidelines for applying a gender lens in the organization's overall activity, with organizational mechanisms to support such a process.

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## Opportunities for applying a gender lens in civil society organizations

- ✦ **Women are the majority** in social organizations, particularly in the lower and medium ranks. Some are highly aware of the need for gender mainstreaming and promoting gender equity. These women can serve as agents of change within the organizations.
- ✦ **Collaborations with experts and organizations** that already have the knowledge, experience and tools to analyze gender equity and mainstream it in programs and projects.
- ✦ **Integrating gender in existing indicators**, such as those used to measure social impact as well as diversity and inclusion.

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# Giving Areas through a Gender Lens

Achieving sustainable socioeconomic equality requires careful attention and understanding of the ways in which reality is profoundly shaped by gender, leading to differences in lived experience, barriers and opportunities in nearly every issue within society, and likewise every issue of philanthropic concern. Gender inequality is exacerbated when it intersects with racism, LGBTQ-phobia, ageism and other manifestations of oppression and discrimination. This chapter is devoted to highlighting the importance of applying a gender lens in major philanthropic areas of giving.



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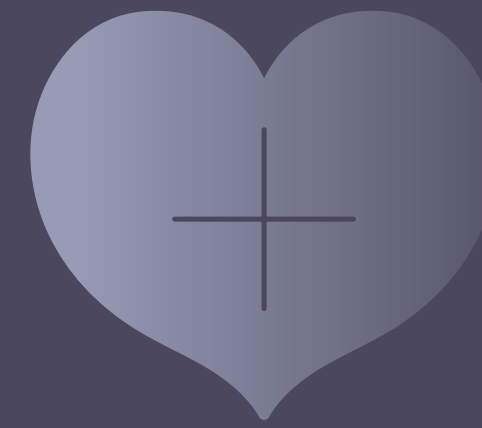
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# Health from a Gender Lens



**Reducing health gaps is essential, in order to ensure that every person, regardless of socioeconomic status, gender, geographic location or ethnicity will be able to enjoy good health and access to quality medical services.** Gender is an important factor in understanding existing gaps in medical care and access to health services. In recent years, the literature points to the reciprocal influences of gender and health. Many diseases and symptoms affect women differently than men, and the degrees of morbidity differ as well.

The best-known example is heart attacks – having been considered for years to be rare among women, they are now known to be the leading cause of death among women. Moreover, women have a higher chance of suffering from certain diseases, and the efficacy of certain medications also varies by gender.<sup>77</sup>

Many medical studies focus on men to the neglect of women. This has significant implications for women’s morbidity and the ability to diagnose and treat them effectively. Men and women may also experience gaps in access to health services, in terms of both service availability and service quality. These gaps are particularly large in Israel’s socio-geographical periphery.

**In order to ensure quality medical care for all populations, a gender perspective must be integrated in all research, diagnostic and treatment processes, with particular attention to gendered medical issues such as reproductive health, and “transparent” diseases.**

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## Major health challenges from a gender perspective:

♥ Women are often not included in **clinical experiments**, including those focused on cardiovascular diseases, cancer, and mental disorders. The effectiveness of drugs and treatment recommendations are based on experiments largely conducted on men, and consequently, certain diseases are not diagnosed, misdiagnosed, or mistreated among women.<sup>78</sup>

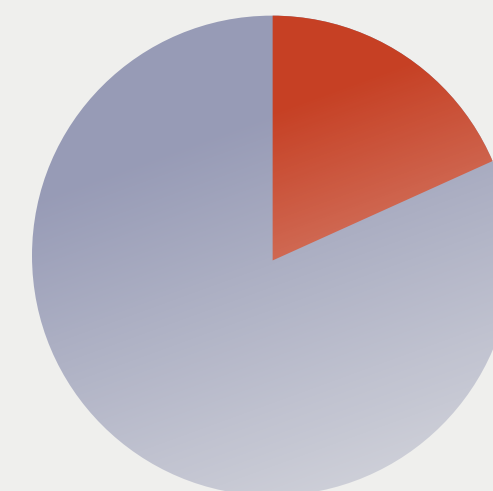
♥ **Women tend to suffer from diseases accompanied by chronic pain, more than men.** Diseases – such as fibromyalgia, migraines, endometriosis, irritable bowel syndrome– are called **“transparent diseases”**, both due to the difficulty diagnosing them in specific examinations and due to the medical system’s lack of awareness and distrust in women’s complaints.<sup>79</sup> Moreover, more women suffer from autoimmune diseases, Alzheimer’s, kidney diseases, diabetes, and other conditions. Women also cope with higher rates of depression and anxiety compared to men.<sup>80</sup>

♥ Economic status, access to healthy food, access to health services and their expenses, the cost of medications, and lack of cultural competence and sensitivity in the health system are all factors which lead to detrimental differences within the female population.<sup>81</sup>



The prevalence of diabetes among Arab women in Israel, ages 55-64 are about three times higher than among Jewish women (32% vs. 11.6%), and twice as high in the 65+ age group (40% vs. 18.9%).<sup>82</sup>

♥ **Women’s symptoms are different.**



20%

**20% of women who suffered a heart attack experienced symptoms that differ from those known to affect men.<sup>83</sup>**

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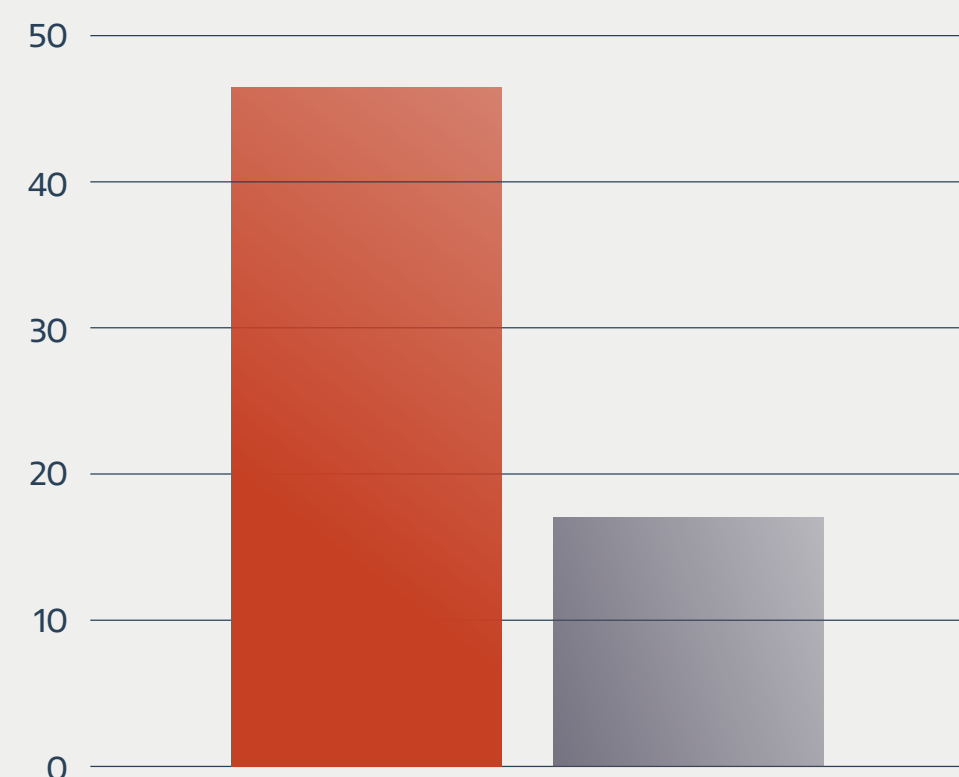
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♥ **Gender lens can save lives.** In 2021, out of 6,845 cases of death of women up to age 74, 63% were considered preventable by either preventive care or treatment; with cancer the most frequent cause of death.



46%

of the deaths of women could have been prevented by treatment, compared to 16.5% of the deaths of men.<sup>84</sup>

**Breast cancer is the most common malignant disease in Israel and the Western world.** In Israel, 5,000 women are diagnosed with breast cancer every year. The sooner the disease is diagnosed, the higher the likelihood of healing, up to 90%.<sup>85</sup>

♥ **Reproductive health** is another major issue, including access to contraception and family planning services, fertility treatments, and health in pregnancy and delivery.

♥ **Violence against women and trauma** following sexual assault also affect women's health disproportionately.



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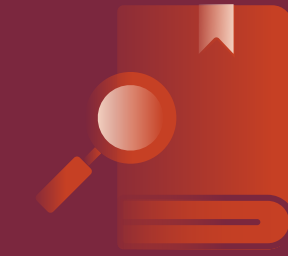
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## What can we do to promote health through a gender lens?

- ✓ **Support programs and organizations** that promote the health of girls and women and gender equity in health.
- ✓ **Support greater access to health services and medical technologies** for women of all communities, especially in Israel's geosocial periphery.
- ✓ **Support gender-oriented education and training for health professionals**, including training in working with survivors of physical and sexual violence.
- ✓ **Fund research** on gender differences in diseases, responses to treatment, and the development of gender-adapted treatments.
- ✓ **Support public policies** to promote gender equity in the health sector and resource allocation for various needs, including promoting **systematic gender analysis of the Ministry of Health's annually updated "health services basket"** (services, medications, supplies and medical equipment citizens are entitled to receive under the National Health Insurance Law).
- ✓ **Support policies to improve the status of women health professionals.**

## CASE-STUDY

### The Bria Foundation – Promoting feminist health



The Bria Foundation is active in adapting the health system to the needs of women from diverse backgrounds. The Foundation promotes studies on women's health and related training for medical staff. In addition, the Foundation operates an incubator to support initiatives promoting women's health. Initiatives supported in recent years have included centers supporting women and couples after pregnancy loss, a virtual diabetes clinic for women from northern Israel, and providing easily accessible information to ultra-Orthodox women.

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## In-depth: Educating for healthy sexuality

Healthy sexuality includes the ability to form healthy intimate relationships, to understand and act according to social norms, and identify when certain norms require change. It is about understanding the body, love and intimacy, protection against diseases and exploitation, and the ability to make informed choices about sexuality. The objective of educating for healthy sexuality is to create a healthy discourse around sexuality and provide knowledge and tools for working with sexual issues positively. This concept is based on freedom from coercion, fear, discrimination, stigma, shame and violence, and includes the ability to understand risks and avoid diseases, but also be able to enjoy sex. Sexual health is affected by cultural, social and economic aspects also related to policies, practices and services that support the health of individuals, families, and communities. Promoting sexual health also involves the prevention of sexual violence.



A study conducted by the Israeli National Authority for Measurement and Evaluation in Education (2016) found that 10% of fourth- to sixth-grade students and 16% of seventh- to eleventh-grade students reported falling victim to sexual violence by other students in their school; the rates of sexual assault were higher among girls and young adults at risk.<sup>86</sup>

## What can we do to promote healthy sexuality?

- ✓ **Educating for healthy sexuality** includes trainings for educational and therapeutic staff, as well as for teenagers and parents. Apart from training, healthy sexuality organizations **operate consulting and aid centers, and provide reliable and culturally-adapted information about sexuality, with regard to lifelong sexual development and the physiological aspects of sexuality**, as well as sexually-transmitted diseases, contraceptives, and unplanned pregnancies. Programs promoting healthy sexuality seek to **reduce sexual violence** and create a safe space for children and adolescents through education for safety and age-appropriate sexual behavior.
- ✓ Investing in education for healthy sexuality, **access to contraception** and organizations that promote a pro-choice discourse and a policy of destigmatizing abortions, as well as call for dismantling the abortion committees, contribute to women's control over their own bodies, preventing unwanted pregnancies, and helping women find their way out of abusive relationships.

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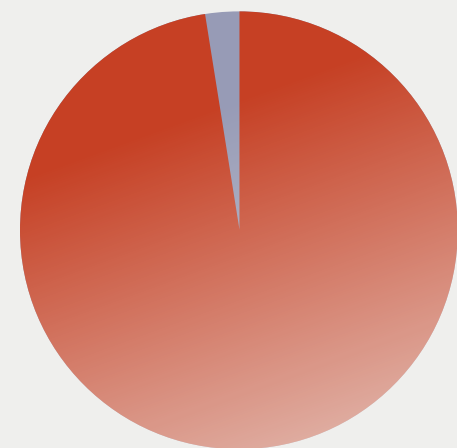
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## In-depth: Pregnancy and postpartum depression



The Israeli Ministry of Health estimates that every year, 10%-15% of pregnant and postpartum women experience depression.<sup>87</sup> Nevertheless, the rate of women identified as being at risk of depression in infant wellness centers, based on the current assessment measures, is significantly lower; in addition, there is no follow-up on the number of identified women who have also received treatment.<sup>88</sup>



565

2004-2014 | 565 women attempted suicide during the first post-partum year; 7 died by suicide.<sup>89</sup>

**Among women with depression**, minority and other marginalized groups are over-represented, including women in poverty or at risk of poverty and gender-based violence victims. Arab women tend to experience postpartum depression at a rate three times higher than Jewish women (21% vs. 7%), and the rate among Jewish **ultra-Orthodox women** is even slightly higher (22%).<sup>91</sup>

**Postpartum depression has implications for the mother, infant, and the entire family.<sup>92</sup> Depression is related to economic instability.** Studies found that compared to other new mothers, women who had experienced depression during the first year after birth remained outside the labor market and experienced economic difficulty for longer periods.<sup>93</sup>



A study conducted in the UK in 2014 estimated the costs of lack of appropriate treatments and solutions for women with postpartum depression at £8.1 billion.<sup>94</sup> A more recent study estimated that providing suitable care to pregnant and postpartum women could contribute £490 million to the UK's NHS over a decade.<sup>95</sup>

**In Israel, there is no official data about women diagnosed with and treated for postpartum depression, the risk levels of women from various groups, or the services available to them.<sup>96</sup>**

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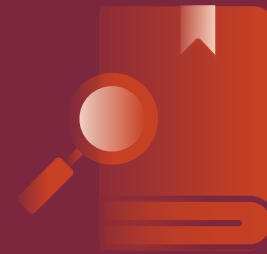
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## CASE-STUDY

### Yated Foundation: Promoting treatment of postpartum depression



The Foundation has identified the lack of awareness of pregnancy and postpartum depression, and the budgets invested in treatment are lacking. The Foundation has invested in collecting data from Israel and worldwide about the scope and severity of the phenomenon, gaps between women from different groups, diagnosis and treatment, and estimating the economic costs and social repercussions of the lack of treatment models that have been implemented successfully elsewhere. An expert advisory committee of professionals, psychiatrists and former HMO officials, was established a strategy for policy change.

Yated Foundation collaborates with the Chava Center at Sheba Hospital, which diagnoses and treats women in pregnancy and postpartum depression, in opening a branch in Ashkelon, in Israel's southern periphery. The center operates a clinic that offers psychiatric follow-up, individual care, social support for a variety of groups – for pregnant women, post-partum women, and women who have experienced pregnancy loss, as well as marital interventions for women and their spouses after pregnancy loss. The center also operates a mother-infant outpatient unit for women with depression, virtual psychiatric hospitalization, and dyadic (mother-child) psychiatric hospitalization.

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## What can we ask when applying a gender lens to grantmaking in the health sector?

-  When developing programs and allocating funds – **what professional knowledge sources are available** about gender differences in diagnosis, prevention, and medical care?
-  How can we **develop additional knowledge** on gender differences in symptomatology and treatment?
-  How can our support **promote the integration of women** in healthcare decision making?
-  **What knowledge of gender differences** is included in training for professionals in supported programs?

### NOTES:

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# Employment, Work & Wages through a Gender Lens

Narrowing gaps in the labor market and promoting equitable employment and livelihood contribute to the economy and society and improve everyone's quality of life. A country's socioeconomic prosperity depends on its ability to maximize the potential of all members of society, across all population groups. At the same time, reducing gender gaps in employment and pay is key for socioeconomic development, as it contributes to growth, increased tax revenues, reduction of poverty and discrimination, and improved welfare among all households.



**In recent decades, the participation of women in paid work of all kinds has grown, and they now represent about half the global workforce. Nevertheless, their labor market status remains lower than that of men.**

Analyzing the labor market with a gender lens addresses the ways gender affects employment opportunities, working conditions, pay, and promotion. This approach seeks to identify and understand the sociocultural and structural factors contributing to labor market gaps and to promote gender equity and fair employment.

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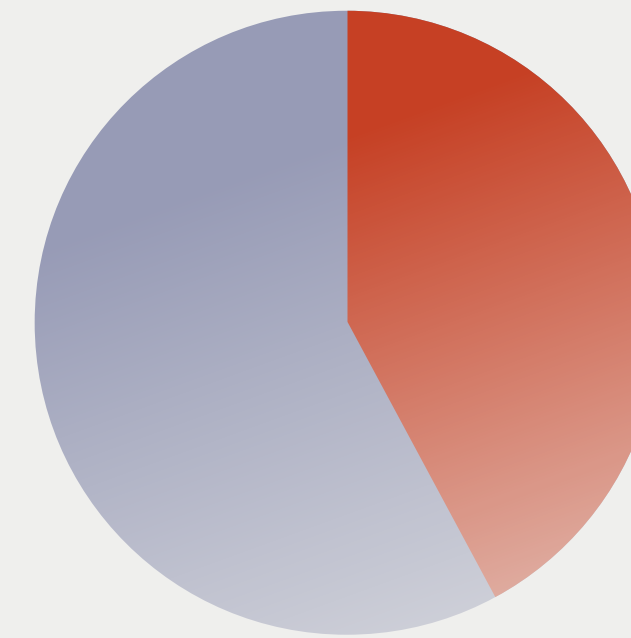
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## Key gender challenges in the labor market:

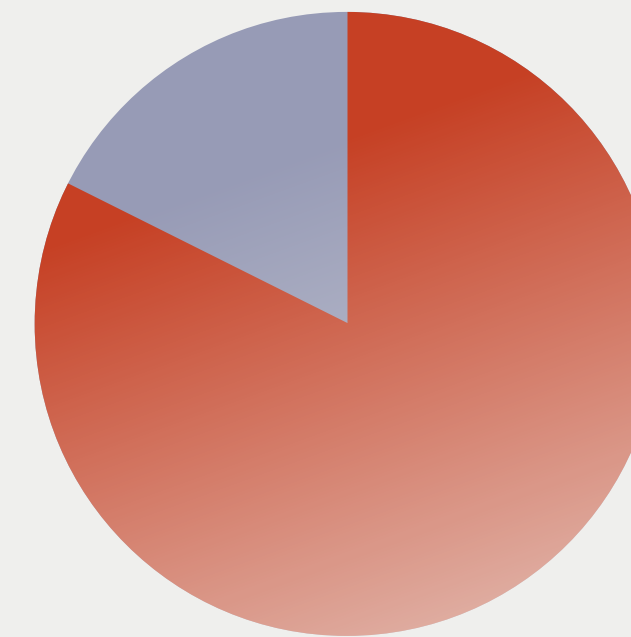
**Employment gaps** – The rate of women employed in Israel is relatively high compared to other OECD countries.



The rate of **Arab women employed** has been rising steadily in recent years, as a result of the increase of Arab women with academic degrees and the state's policy and targets for promoting their employment. **Nevertheless, the rate remains low – 44.6%.** This is due to limited employment opportunities, due in turn to structural barriers: lack of public transportation, lack of industrial parks and employment centers in Arab localities, and lack of daycare centers for children aged birth-3. Moreover, Arab women are discriminated in the labor market.<sup>97</sup>



Employment Rate of Arab Women in Israel:



Employment Rate of Jewish ultra-Orthodox women in Israel.<sup>98</sup>

**Jewish migrants from the former Soviet Union** are characterized by high employment rate, yet some of them occupy the lowest rungs of the labor market. In some cases, women with higher education cannot find work in their disciplines, they are discriminated based on their ethnic origin, and lack assets such as housing and pension.<sup>99</sup>

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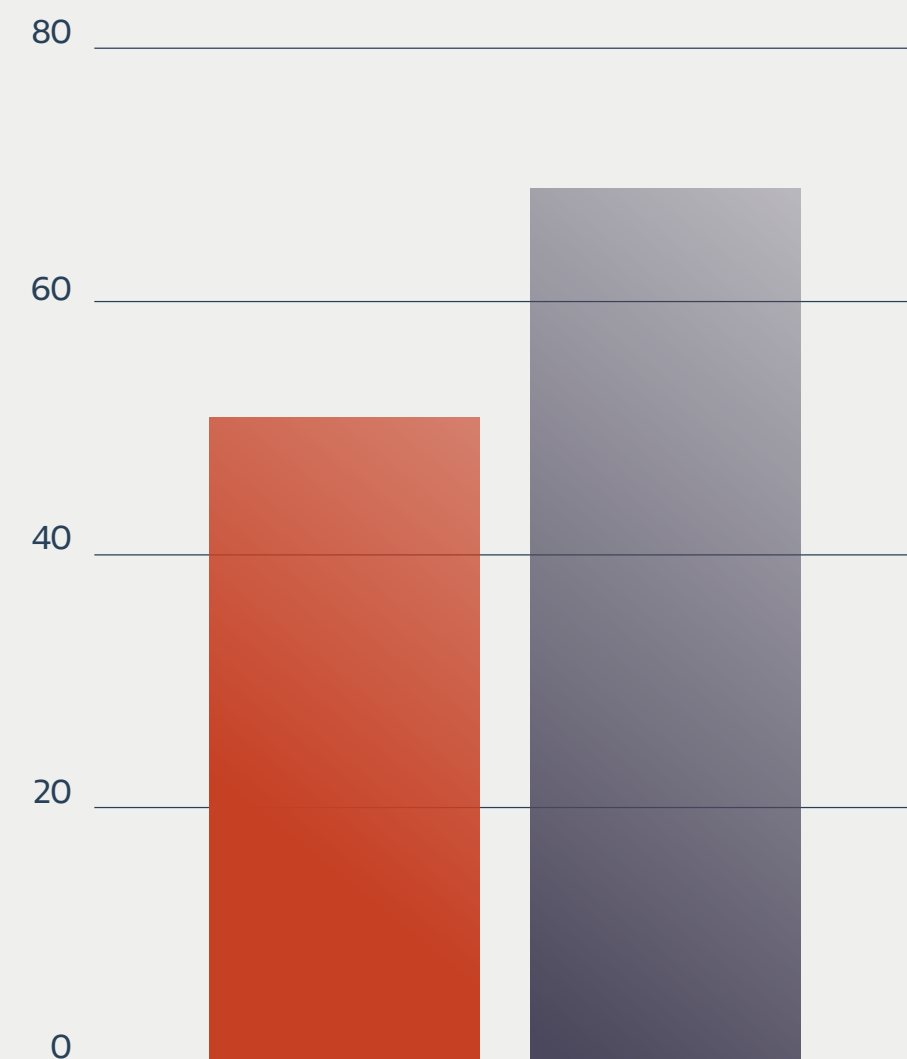
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**📁 Jewish women of Ethiopian** origin are discriminated in the Israeli labor market due to their ethnicity and skin color. They pay what the literature refers to as an “ethnic fine” – employment niches of ethnic minorities characterized by low pay and limited promotion opportunities. They are also exposed to abusive employment practices and find it difficult to exercise their rights.<sup>100</sup>

**📁 Women with disability** – Over one-third (35%) of **women with a severe disability** are employed, compared to 40% of **men**; 51% of **women with a moderate disability** are employed, compared to 69% of **men**.<sup>101</sup>

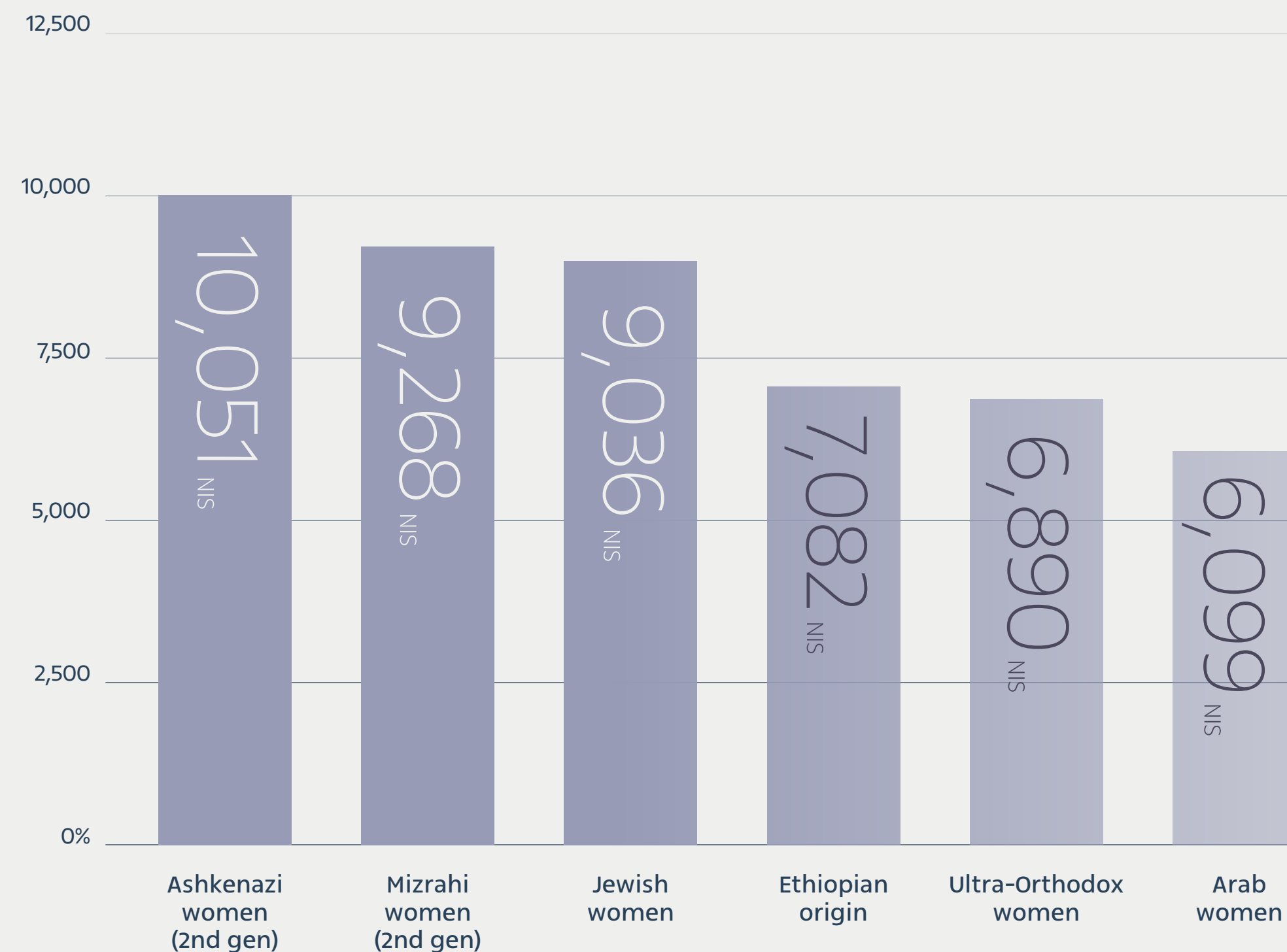


**51%**  
Rate of women employed with moderate disability

**69%**  
Rate of men employed with moderate disability

**📁 Gender gaps in pay** – In 2021, the gender gaps in average monthly salary and hourly wage was 34% and 19%, respectively.<sup>102</sup> The gap in the median pay between women and men employed full time was 25.4%, compared to an average of 12.1% in the OECD countries. **This places Israel second in gender pay inequality out of 44 countries.**<sup>103</sup>

**📁 Wage gaps between different groups of women in Israel (2021)**



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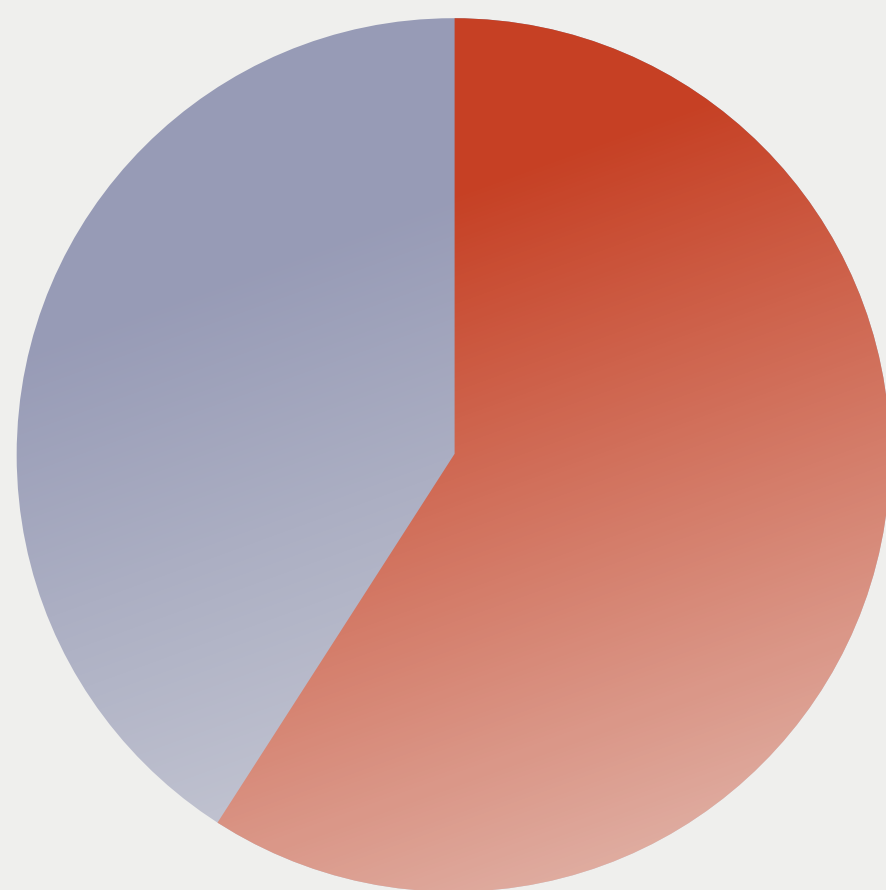
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A 2021 study indicates that a gradual reduction of 40% of the gender pay gaps by 2040 will lead to a GDP increase of some NIS 34 billion by 2030, and 91 billion by 2040.<sup>105</sup> This will reduce inequality in household incomes in Israel, increase tax revenues and increase the economic power of women and families.



60%

About 60% of employed women do not reach the lowest tax threshold.

**There are many different reasons for gender pay gaps. One of the main reasons is the different positions of women and men in the labor market.** Women are the majority in low-paying occupations; women are employed more often in part time jobs in order to balance household and childcare tasks with paid work. Moreover, women are still discriminated against, with employers' prejudices contributing to wage gaps as well, such as the idea that women are necessarily secondary breadwinners or the assumption that they are unable or unwilling to undertake certain tasks.

**Women are exposed to sexual harassment in the workplace –** a coercive and exclusionary practice that offends human dignity and affects women's equality in the organization, as well as their safety and self-worth.<sup>106</sup>

**Exploitative labor market –** Outsourcing processes in the public sector have turned contractor employment into an occupational norm in Israel, particularly in the service area. Consequently, poor women are subjected to exploitative employment without protection – whether by human resource companies, contractors, or private employers.

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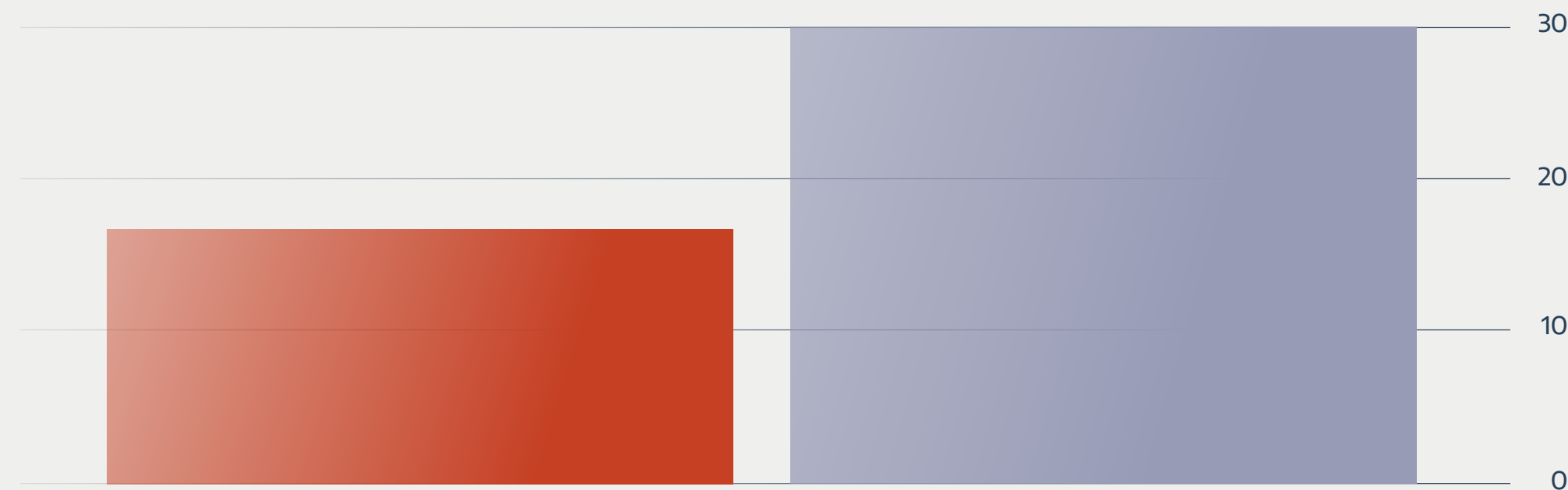
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**Gender segregation and women’s concentration in low-paying jobs** – The Israeli labor market, like many others, is characterized by both horizontal and vertical gender segregation: women and men are concentrated in certain sectors and occupation, and are also positioned on different levels in the organizational hierarchies. Regarding the horizontal segregation, the most common occupations among women are care occupations (child caregivers and teacher assistants, nurses, and social workers), teaching occupations, as well as cashiers and administrative workers. In these occupations, also referred to as **“pink collar”**, wages are low, even when the employees have higher education. Improving the employment conditions and pay in these occupations, while reducing the gender segregation, may improve the level of health, education and welfare services. Among men, the most common occupations include well-paying ones such as management, engineering and software development, as well as low-paying ones such as drivers and security guards. Nevertheless, on the whole, **“feminine”** occupations are usually rewarded by lower pay, status and conditions compared to **“masculine”** ones.<sup>107</sup>

**Few women managers and board members<sup>108</sup>** – Women represent 30% of all managers and 16.7% of all CEOs in Israel.<sup>109</sup>



**In 2021, women's representation on the boards of the largest businesses was 26.7%,<sup>110</sup> similar to their representation among the directors of publicly traded corporations in 2022 (27%),<sup>111</sup> similar to their representation among the directors of publicly traded corporations in 2022 (27%).<sup>112</sup>**

**Studies found that corporations with more women leaders also have higher returns on capital<sup>113</sup> with lower volatility.<sup>114</sup>**

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**Transparent jobs** – Women and girls are employed in three-quarters of all transparent jobs worldwide, and the time they spend in unpaid household service work totals some 12.5 billion hours daily. It is estimated that the financial value of transparent jobs performed by women is equivalent to a contribution of \$10.8 trillion a year to the world GDP, or **13% of the total**.<sup>115</sup>

In Israel, women spend twice as much on unpaid household work than men (5.45 vs. 2.95 daily hours). Gender gaps in that regard exist in all population groups, but are particularly high among poor households, Arab households, and households with little children.

**The financial value of unpaid household work ranges between NIS 4,000 and 6,800 a month. The value of the total transparent work hours in Israeli household is estimated at one-fifth to one-third of the GDP (NIS 281-468 billion in 2018 values).**<sup>116</sup>

**Low proportion of women entrepreneurs** – Women are a small minority among Israeli entrepreneurs in general, and among those who benefit from government fundings as well as among partners in startup companies that benefit from various kinds of funding, in particular. In 2020, women were 17% of all entrepreneurs who received government funding as part of the business accelerator program MaofTech,<sup>117</sup> and only 9.4% of CEOs who have founded startups.<sup>118</sup> Of all new startups established from 2018-2021, only one-fifth **(20.5%) included at least one woman among its cofounders**.<sup>119</sup> The fact that women are a minority in key positions in Israel's prosperous hi-tech industry, and the small scope of investments in companies led by women, serve as a barrier not only to expanded employment opportunities for women, but also to the development of an innovation field essential for our sustainable future. Examining the startups led by women shows that they focus on developing technologies essential for social resilience and sustainability in areas such as health, energy, waste and pollution (clean tech), as well as AI.<sup>120</sup>

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## What can we do in applying a gender lens in employment?

- ✓ **Invest in programs and organizations that promote the employment status of women from diverse populations.**
- ✓ **Invest in training programs** for women. Recent years have seen a reduction in state subsidies for these programs.
- ✓ **Support training for employers** designed, for example, to identify offensive gender practices that prevent women from being promoted, as well as to systematically identify and reduce intraorganizational wage gaps. Support for training in preventing sexual harassment.
- ✓ **Invest in education to raise awareness of gender equity and end the channeling** of boys and girls to distinct occupations.
- ✓ **Invest in systematic research** on the labor market and pay gaps, and on barriers and challenges in various sectors, branches, and occupations.
- ✓ **Invest in promoting gender diversity on Israeli boards of directors.**

- ✓ **Invest in studies, awareness raising and policymaking regarding the transparent jobs** aiming at recognizing their value, compensating for some of them, and ensuring a more equitable division of roles between the state and household, and between women and men.
- ✓ **Invest in promoting women's technological entrepreneurships** to promote the development of essential technologies and increase employment opportunities for women in the STEM disciplines and hi-tech industry.
- ✓ **Invest in promoting policy and legislation for protecting employee rights, fair employment and equal pay.** This includes investment in promoting family-friendly economic policy that will reduce employment and wage gaps and improve the wellbeing of women and families. An essential tool for promoting quality employment for women is public daycare centers. However, Israel's investment in care for children younger than three is low compared to other OECD countries.<sup>121</sup>
- ✓ Invest in **reducing barriers to and changing the criteria for** government support in startup development and growth.

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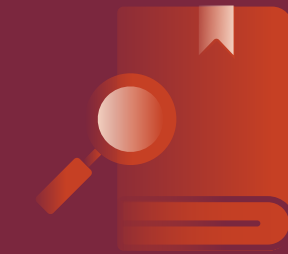
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## In-depth: Ultra-Orthodox women's employment status

The main challenges in employment of Jewish ultra-Orthodox women is improving working conditions and pay and diversifying occupations. In the background, there is tension between women's work within the community and in certain occupational niches in ultra-Orthodox society characterized by low pay and part time jobs, and their integration in the general Israeli job market. The women's roles in the community and family, **the characteristics of the ultra-Orthodox education system, as well as geographic segregation all mean that employment in the ultra-Orthodox job market is still considered the usual default.** In women's main occupation in this market, particularly in the education area, exploitation and low pay are rife.<sup>122</sup>

### CASE-STUDY

#### Movilot - Promoting quality employment for ultra-Orthodox women



The Movilot employment leadership program established by Racheli Ibenboim is operated by JDC-Israel-Tevet and the Kemach Foundation, and supported also, among others, by the United Jewish Appeal (UJA) and the Gandy Foundation. This program is designed to promote ultra-Orthodox women to quality jobs and create a network of employment leaders to serve as role models and mentors for others. The program is designed for women with higher education and occupational experience of at least three years. Each cohort includes 30 women who participate in the 10-month program, which includes preparation for occupational excellence workshops— meetings with employers and HR managers, job interview simulations, acquaintance with relevant terminology, preparation for occupational leadership and mentoring. The program is also active in creating a network of employers committed to changing the occupational reality of ultra-Orthodox women. In a 2018 evaluation study, about half of the participants reported a significant improvement in their employment status. The participants were also more motivated to achieve occupational advancement, and 60% were motivated to promote a ripple effect among other ultra-Orthodox women. Over two-thirds were employed by a non-ultra-Orthodox employer. Their average income improved by 25%-50%.

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## In-depth: Women freelancers

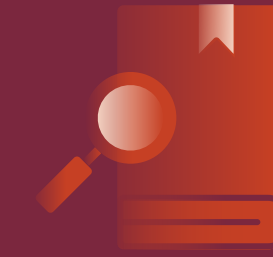
In Israel, the gender income gaps are particularly high among freelancers – 45% on average. Businesswomen usually operate small businesses, and cope with multiple obstacles in the process of building their business, including reduced access to economic knowledge, professional and business networks, and limited access to credit.<sup>123</sup> A 2015 OECD report suggests that the challenge in the women’s businesses area is not necessarily to increase their number, but to ensure stability and survivability and promote growth.<sup>124</sup>

Moreover, only a negligible portion of businesswomen benefit from national and local government contracts.

Integrating small businesses in local procurement is aligned with the value of sustainability – economic development that relies on local and regional resources and works for the local inhabitants.

Studies indicate that together with opportunities for the businesses themselves, this contributes to creating local supply chains, expanding employment opportunities and strengthening the community.<sup>125</sup>

## CASE-STUDY



### Sawa-Together

Sawa (Arabic for “together”), a joint venture of the Israel Small and Medium Enterprises Authority (ISMEA), the Koret Economic Development Fund (KIEDF) and the Authority for the Economic Development of the Minority Sector provides micro-financing for Arab women. From 2011-19, 5,221 women participated in the program, receiving loans totaling NIS 77.6 million.

An evaluation report published from 2020 indicated that upon the repayment of their loan, most women reported that their business was active, most improved their income, and 57% stated that the business was their family’s main income source. The added income to the state in those years was NIS 610 million: for every shekel the government invested in the programs, the businesses established thanks to that investment provided an added income of 37 shekels.

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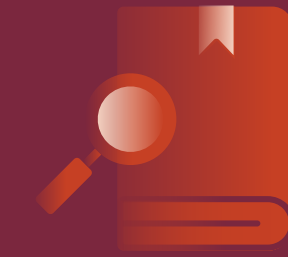
## In-depth: Women in High-Tech

Despite the growing awareness of the issue, the rate of women employed in advanced industry and hi-tech continue to be relatively low. In 2023, women were one-third of hi-tech employees, a rate that has remained unchanged in recent years. Their share in R&D jobs is growing, but the trend is slow, and it is estimated that at this rate, it will take nearly 50 years to achieve gender equality. In tech roles (which also include technological jobs in non-hi-tech organizations), women are 32.4% – mostly non-ultra-Orthodox Jews. The rate of ultra-Orthodox women employed in these jobs is 1.9%, and the rate of Arab women is particularly low, 0.75%. The wage gap between women and men in the hi-tech industry is 20%.<sup>126</sup>

A review by the Chief Economist at the Israeli Ministry of Finance notes: "Beyond the impact on wage gaps between men and women, the small number of women in the industry entails the loss of innovation and creativity that could have been contributed by talented women who fail to integrate into the industry. The significance of this loss is heightened in view of the limited supply of skilled employees required by the Israeli hi-tech industry... Hence, expanding women's participation in the industry is a must."<sup>127</sup>

### CASE-STUDY

#### Portland Trust Israel - Integrating Druze women in hi-tech



The Lotus Program, active in the Druze village of Isfiya, helps women with a science major high-school diploma navigate between the restrictions of culture and tradition and their desire to maximize their potential and support their families by working in hi-tech. The women work remotely from the NGO offices in Isfiya for hi-tech companies such as OranTech and Amdocs. Their first training was provided with the help of the Kav Mashve NGO. The program is supported by the Portland Trust Israel, which provides counselling and mentoring. The Trust has also developed a sustainable business model for employers and helps recruit them for the project. This model has considerable potential given the labor shortage in hi-tech and the low rate of Arab employees. Following the program's success in training women and integrating them in the labor market, Portland Trust Israel is now promoting additional programs for Bedouin women, Druze men, and ultra-Orthodox Jewish men – all ventures partnered by the Authority of Investments in the Ministry of Economy and Industry and the Innovation Authority. By September 2023, the trust has integrated 180 junior positions from Arab society in software jobs in 24 companies, 70% of them women; 94% of them retained their jobs and some were promoted to management positions.

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## What can we ask about grantmaking in the area of employment with a gender lens?

- 🔔 How many men and how many women participate in the programs supported by the foundation?
- 🔔 How do the programs supported by the foundation address the barriers facing women in the labor market?
- 🔔 Which gender distributed data is collected about the programs supported by the foundations?
- 🔔 How do the programs supported by the foundation work to achieve long-term improvement in women's employment status and pay?
- 🔔 How can women be promoted to professions with a male majority? How can men be promoted to professions with a female majority?

- 🔔 How do the programs address the barriers in the labor market faced by women from a variety of populations, and mainly women in the margins of the labor market?



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# Welfare through a Gender Lens

Welfare and social security policies play a major role in narrowing socioeconomic gaps. Mechanisms such as allowances, essential, subsidized and accessible services (such as education, health and housing) and employment programs help reduce poverty and inequality between different population groups, promote social mobility and contribute to the socioeconomic resilience of the entire population. A gender lens in the welfare area focuses on understanding how gender affects access to welfare services, socioeconomic support, and coping with situations of risk and poverty.



**Women and men utilize welfare services in different ways and face unique challenges due to the gendered division of labor, discrimination, and structural inequity.**

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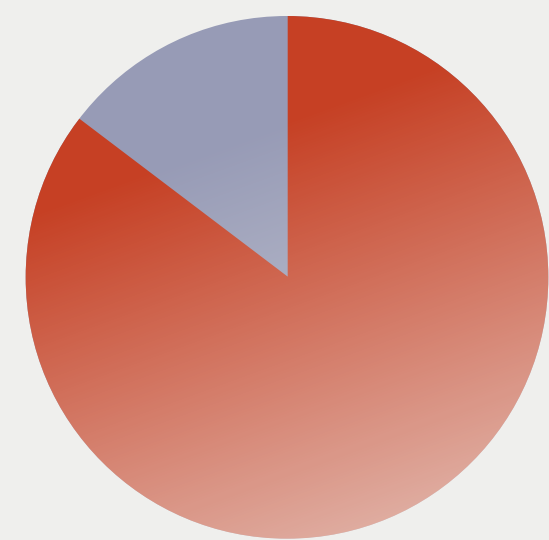
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## Key gender challenges in welfare:

**Women are more dependent on social services and the social security system:** This is due to several reasons: economic gaps, responsibility for family care, vulnerability to domestic violence, and a longer life expectancy. Therefore, policies that reduce service budgets affect women disproportionately and widen the gender gaps.

**Poor single mothers:** In Israel, 12% of all families with children under 17 are single-parent families, 86% of which are headed by women. The poverty rate among single-parent families is particularly high – almost one quarter.<sup>128</sup> A higher rate of those families experience food insecurity and many suffer from severe housing deprivation, and are at greater risk of facing homelessness.<sup>129</sup>



**2023 | 86% of which are headed by women.**  
(families with children under 17)

86%

**Food insecurity** is related to low income. In Israel, the Arab population is exposed to food insecurity at much higher rates than the non-ultra-Orthodox Jewish population. The situation is particularly severe in the unrecognized Bedouin villages in the Negev. Living conditions in these villages are mainly temporary housing due to the constant danger of eviction and demolition, as well as by a lack of infrastructure such as electricity, running water, sewage, internet, paved roads and public transportation. All these affect Bedouin communities' ability to obtain, preserve and cool food. The villages' distance from food sources combined with their limited means of transportation make women dependent on men for food supply and thus reinforce the gendered division of labor.<sup>130</sup>

**Poverty and food insecurity among Arab and Jewish ultra-Orthodox women:** The poverty rates in Arab and Jewish ultra-Orthodox communities are high: 39% and 34%, respectively. Among the Bedouin, poverty rates are particularly high.<sup>131</sup> Over 50,000 women and girls live in unrecognized villages, where the rates of poverty and food insecurity are even higher.<sup>132</sup>

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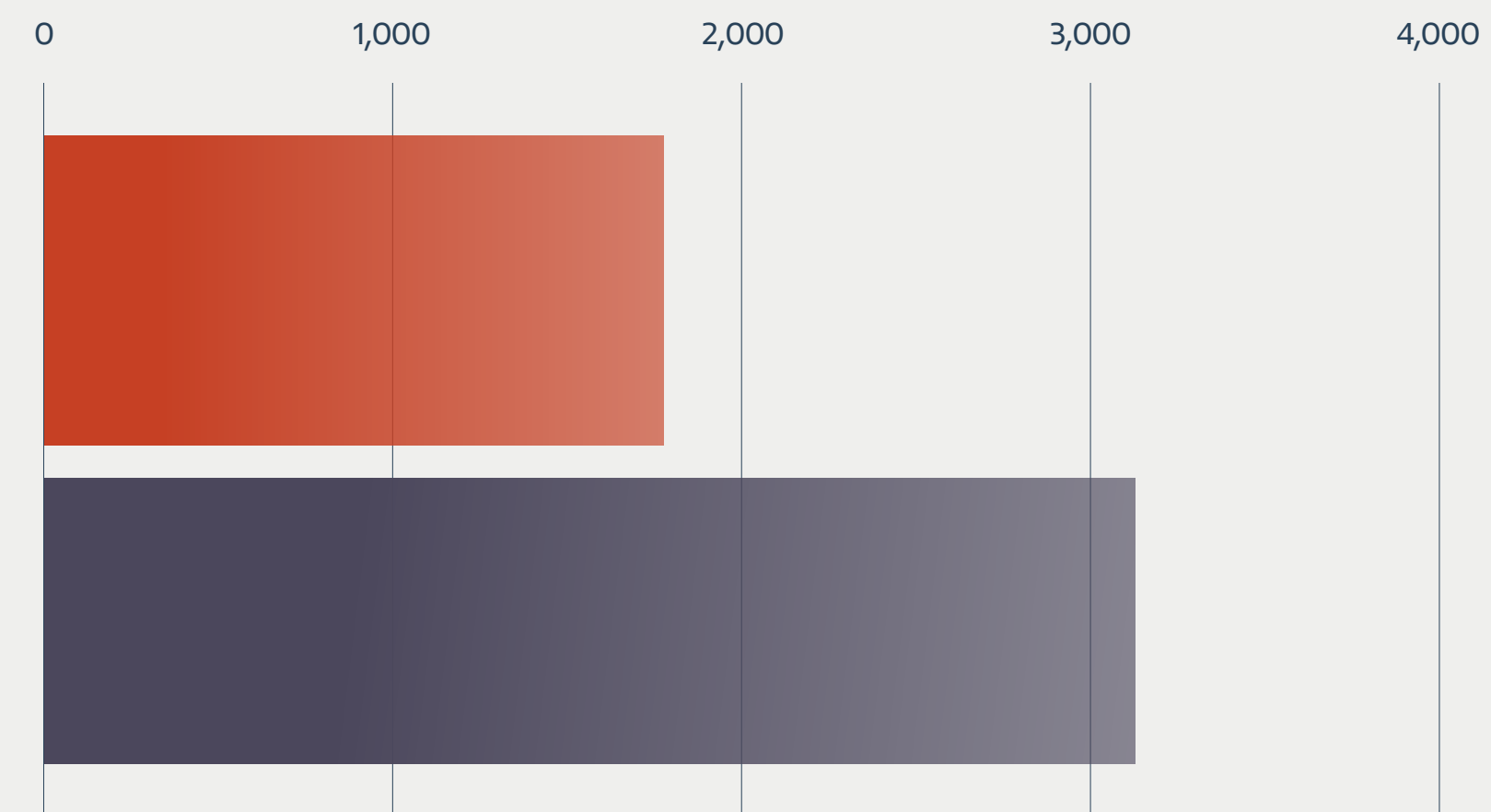
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**🏠 Elderly in poverty:** The poverty rate among the elderly in Israel is high by international comparison,<sup>133</sup> and even higher among women, and Arab women in particular. In 2019, one-fifth (20.3%) of Israeli women aged 66+ and a quarter (23.6%) of women over 75 lived in poverty – 1.3 and 1.1 times more than men, respectively.<sup>134</sup>

**🏠 Cuts in child and income security allowances** have worsened the condition of many families, with emphasis on single-parent families and children in poverty.

**🏠 Intersectionality:** Arab, ultra-Orthodox, Ethiopian, refugee and migrant women are all at greater risk of poverty and exclusion.

**🏠 Lack of pension plan** Recent studies indicate that women and men from various population groups do not have a pension plan, or one sufficient to their needs, a situation likely to result in economic insecurity at old age. Therefore, many men and women in Israel continue working after reaching retirement age, for low wages.<sup>135</sup> **In 2021, women's average monthly pension revenue income was NIS 1,783, compared to NIS 3,135 among men.** This huge gap reflects wage gaps and plays a significant role in reproducing the economic gaps at old age.<sup>136</sup>



**2021 |** women's average monthly pension revenue income was NIS 1,783, compared to NIS 3,135 among men.

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## In-depth: Housing affordability from a gender perspective

An Adva Center study pointed at a large gender gap in housing affordability. Compared to men, women had to earn an additional 53 average salaries – work nearly 4.5 more years – in order to buy an average-priced apartment. With regards to renting, the study showed that women’s average wages did not enable them to rent an affordable apartment (defined as a rent of no more than 30% of one’s salary) anywhere in Israel. Consequently, tens of thousands of women do not have a permanent housing solution but live in temporary housing or with relatives.

This comes at a high price: many cope with a range of difficulties due to “hidden homelessness”, including frequent moves, living on the streets or squatting under threat of eviction, debts, domestic violence, etc. These women, who have trouble finding a safe housing solution, are not counted among street dwellers and receive no support as part of a dedicated housing policy.<sup>137</sup> Moreover, women are also the majority among those entitled to and waiting for public housing, as well as among those entitled to rent support. In addition, for many years, women, mainly Mizrahi single mothers, have led the protest against Israel’s public housing policy and the low aid budgets, rigid entitlement criteria, ongoing neglect of apartments, and evictions from public housing apartments.<sup>138</sup>

## Opportunity: Promoting housing solutions

**Countries are beginning to adopt the “housing first” approach, which prioritizes the provision of permanent housing, before focusing on solutions for the other problems facing populations coping with homelessness, including women and children.**

Countries like Canada, Finland and Australia have adopted this approach as the basis for their national strategies to address homelessness. These countries place an emphasis on prevention, providing a variety of services tailored to the needs of the different groups (including women, children, older adults, migrants and refugees, and in Australia and Canada, indigenous groups as well) and offering permanent or long-term housing solutions.<sup>139</sup>

Often, philanthropy is critical for promoting and expanding the “housing first” approach and building housing complexes for marginalized populations. This is particularly true in Israel, which has yet to formulate a comprehensive national strategy for dealing with the housing crisis and the street dweller phenomenon.



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## What can we do to promote welfare through a gender lens?

- ✓ **Support organizations and programs that identify the unique needs of women and girls and tailor solutions for them.**
- ✓ **Support organizations that provide mental and legal counselling** for women welfare recipients.
- ✓ **Support initiatives to reduce food insecurity** among various communities.
- ✓ **Support campaigns for housing affordability.**
- ✓ **Support scholarship about women's unique welfare needs.**
- ✓ **Support organizations that promote gender lens legislation and policies** in the welfare area.

- ✓ **Support organizations promoting local community leadership by women.**
- ✓ **Support programs that provide a long-term framework enabling women to exit poverty** by improving their education, providing professional training to upgrade their employment status, and helping them meet housing and childcare expenses.

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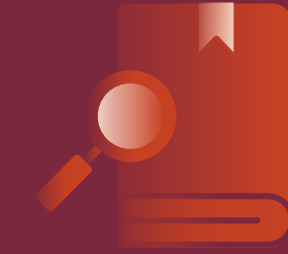
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## In-depth: At-risk youth

Young women and girls at risk have unique characteristics that require a gender perspective in developing and budgeting services for them. They are exposed to verbal and sexual violence more often in both the public and private arenas; their survival strategies make them vulnerable to abusive relationships involving violence, sexual exploitation and prostitution, substance abuse and criminality; they express their distress differently from young men and boys and tend to suffer more from mental disorders and internalization issues; they often only attract public attention when they are already in an acute situation; they earn less than men and find it hard to cover basic expenses such as housing or studies. Finally, young women in out-of-home care cope with parenting at a younger age than do young men, and their economic situation is more difficult.<sup>140</sup>

### CASE-STUDY

#### Niroot - Forum of Organizations for Young Adults at Risk – supported by Gandyr



The Niroot (Visibility) forum, established in 2011, supported by the Gandyr Foundation in order to address the needs of young adults aged 18-25 in distress. The forum of leading organizations providing welfare services for young adults in Israel included joint learning and convenings (at times with other young adults). Steering and working teams engaged in writing, conceptualization and analyzing existing procedures in the field of social work and welfare service providers, as well as in the intersection between social work, law and public policy. Niroot promoted projects such as a gender-sensitive employment model for young women at risk, as well as a project for raising awareness regarding debts, their prevention and reduction among young women at risk. Subsequently, the forum merged with the Forum of Organizations for Young Adults at Risk, which had been active separately.

The expanded forum includes thirty organizations looking to achieve: social change for young adults at risk by promoting relevant policies, expanding available interventions and improving services; knowledge development; and promoting greater gender and cultural sensitivity in service provision for young adults at risk and in the organizations' activities in general.

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## What can we ask when applying a gender lens to grantmaking in the field of welfare?

- 🔔 How do the funded programs address the different barriers facing women and men in obtaining welfare services?
- 🔔 How do the programs address the needs of young women and girls from the most vulnerable groups? For example, single mothers, elderly women, Arab women, LGBTQ+ individuals, and women with disabilities.
- 🔔 What gender distributed data is collected systematically about welfare service clients in the supported programs?
- 🔔 How can we promote long-term improvement in the condition of women in need of welfare services through the supported programs?
- 🔔 Do trainings for professionals in this area provide information about gender differences?



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# Gender violence & personal safety

Gender-based violence is a broad phenomenon, deeply rooted in gender inequity and the power gaps between men and women, and considered one of the severest violations of human rights. While both women and men may experience gender violence, a great majority of victims are women and girls.



**Gender violence takes different forms - not only physical and sexual, but also verbal, emotional and economic.**

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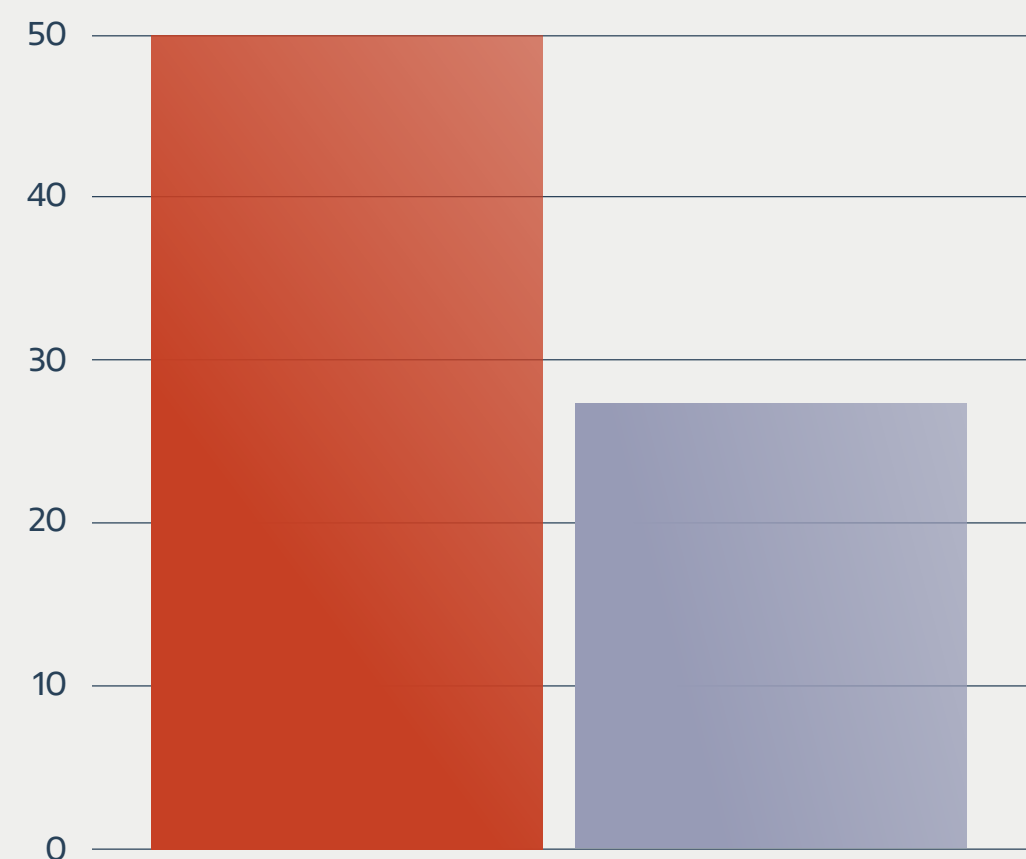
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## Key challenges in gender-based violence

- 🛡️ **In 2022, the Israel police opened over 16,500 cases where the severest offense was domestic violence or threats.** In most cases, the victims were women and the suspects were men.
- 🛡️ **Femicide** – Every year, about 25 women are murdered in Israel, mostly by their partner or another relative.<sup>141</sup>
- 🛡️ From the beginning of 2022 to November 13, 2023, **50 women were murdered, 28 of them Arab.** Among the Arab victims, the murderers were their partners in a quarter of the cases; among the Jewish victims – more than half the cases.



50

women were murdered,  
28 of them Arab.  
(From the beginning of 2022  
to November 2023)

- 🛡️ The Interministerial Committee to Address Domestic Violence identified risk factors for femicide. Some were related to the partners' characteristics, such as divorce or another crisis such as unemployment or disease, and others were related to **ineffective coordination between state and local government authorities** – issues related to transfer of information between health and welfare services, faulty coordination between the authorities that have the information and those that treat the family, and lack of awareness and specific knowledge about the risk among legal authorities.<sup>142</sup>



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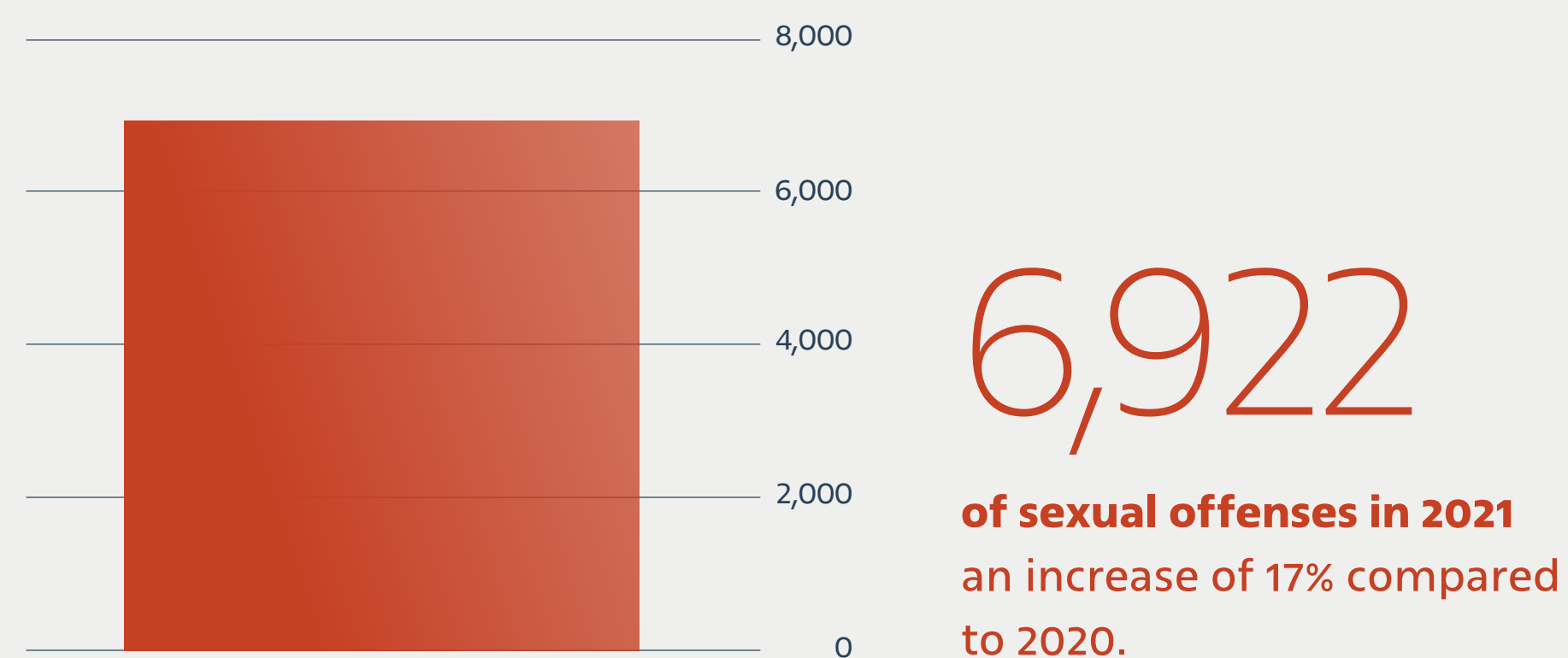
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**Sexual violence** – In 2021, the hotlines of the Association of Rape Crisis Center in Israel received more than 50,000 calls. In 87% of cases, the victims were women and children. About 40% of the calls were about rape or attempted rape, 28% dealt with incest, and 18% with sexual harassment. In 97% of the cases, the perpetrator was a man. In 2021, the police opened 6,922 cases of sex offenses, including harassment – an increase of 17% compared to 2020. In 2021, the State Attorney’s office opened 4,218 cases of sexual offenses, including harassment.<sup>143</sup>



**Violence against women with disabilities** – The rate of (physical, sexual, and verbal) violence against women with disabilities, by caregivers, family members or strangers, is higher compared to men. Its implications are exacerbated given the inaccessibility of shelters and the law enforcement system’s lack of adaptation for people with disabilities.<sup>144</sup>

**Personal safety** – According to a survey by the Israel Central Bureau of Statistics, the sense of personal safety in one’s residential area is higher among men than among women in all age groups. The widest gender gap was in the 20-34 age group (87.9% compared to 80.5%). Men also felt safer to walk alone in the dark in one’s residential area, and again the widest gap was in the 20-34 age group (87.8% compared to 68.8%).<sup>145</sup>



According to a study by the European Institute for Gender Equality (EIGE), out of the total expenditure on dealing with intimate partner violence against women in the EU (€109 billion), only 3% were spent on special services for minimizing damages and preventing recurrence.<sup>146</sup> In Israel, only 1% of all resources invested in the area of domestic violence were designated for prevention or prior risk assessment; the remaining 99% were invested in treatment, enforcement, punishment, and the rehabilitation of women, children and men after years of harsh violence.<sup>147</sup>

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**Public investment in violence prevention** is very low, in Israel and worldwide. In 2019, the state's investments in primary prevention of violence against women represented only 1.4% (NIS 2.9 million) of the total cost of jailing domestic violence offenders (NIS 172.5 million).



Studies showed that the expenditure on jailing prisoners convicted of domestic violence and sex offenses reached NIS 367 million in 2009<sup>148</sup> and 389 million in 2016.<sup>149</sup> At the same time, many government and community services are severely underfunded, forcing NGOs supporting victims of violence to devote much of their time to fundraising.<sup>150</sup>

**Gender violence does not only cause pain and suffering, it is also costly for the economy and society.** Related costs include loss of productivity and expenses on health, legal and welfare services.



**EIGE** estimated the annual cost of gender-based violence in EU countries at € 366 billion – of which 79% were related to violence against women.<sup>151</sup>

**Human trafficking and prostitution** – Every year, dozens of women in Israel are identified as human trafficking victims, with many additional cases left unreported.<sup>152</sup> Together with trafficking victims, an estimated **14,000 women, men, and transgender people including minors, are exploited in the local prostitution industry.** This industry makes about NIS 1.3 billion a year, and has cost the lives of at least 111 women since 2010. According to civil society organizations, most (71%) of the women in prostitution remain in prostitution due to economic difficulties, and most (80%) have less than 12 years of education.<sup>153</sup>

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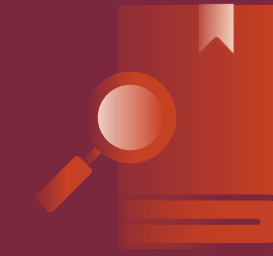
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## What can we do to prevent gender-based violence?

- ✓ **Support organizations active against gender-based violence and for women victims** will reduce the scope of violence against women, and its heavy cost to those women and the entire Israeli society, and expand the help provided to victims.
- ✓ **Investing in organizations for women trafficking victims and women in prostitution** will reduce the scope of these phenomena and support the socioeconomic rehabilitation of thousands of Israelis. Investment in education and occupational training for these women can remove the main barrier preventing them from leaving prostitution and enable their integration in the economy.
- ✓ **Support expanded legislation and policies** to allocate more resources and services for the prevention of violence against women.
- ✓ **Support systematic data collection** on the various forms of gender-based violence.

## CASE-STUDY

### Drawing Change - Broad partnership to reduce intimate partner violence



Drawing Change was founded in 2021 by Sheatufim: Home for Collective Impact is a network of over 100 partners from the public, business, social, academic and community sectors who have joined to reduce the scope of intimate partner violence (IPV), with emphasis on prevention and early detection. The initiative follows the collective impact model, whereby the complex social problems require a broad, coordinated effort for studying the problem in depth and providing the required intervention, while measuring the change to ensure its sustainability. The basic principles include a shared platform, joint measurement, coordinated activities, open and continuous communication and backbone organization.

The objectives of Drawing Change include raising public awareness of IPV, its consequences and related services; creating a community and social envelope for preventing IPV and supporting women in exiting violent relationships – including increasing the number of change agents in the community, providing coping mechanisms, expanding existing services and adapting them in terms of cultural and gender diversity; and identifying the violence early on and stopping it.

The initiative is supported by the Ted Arison Family Foundation, The Harry and Jeanette Weinberg Foundation, Yad Hanadiv, Schusterman Foundation, and Samis Foundation. In 2022, the foundations started the Drawing Change Fund investing NIS 200-400 million in five initiatives for IPV prevention and early detection.

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## What can we ask when applying a gender lens to grantmaking in violence prevention?

- 🔔 Do we know how additional factors affect the risk and impact of gender-based violence (socioeconomic status, migration, disabilities, etc.)?
- 🔔 Do the services available meet the needs of the diverse groups subjected to violence?
- 🔔 Does the program include mechanisms supportive of including the women victims in developing services for themselves?
- 🔔 Is the support expected to promote a long-term policy that will reduce violence?



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# Education through a Gender Lens

Education is a major factor in ensuring the country's future and quality education is essential in reducing social gaps. Great resources are invested in education, and in reducing social gaps through education in particular, but often, this investment does not address the ways in which gender stereotypes affect the learning, development, self-efficacy and future vision of students of both genders.

**A gender lens in education** focuses on identifying gender inequalities and promoting gender equity in the education system by designing an egalitarian educational environment.



**A gender lens in education identifies gender biases in all aspects of education in order to mainstream content and tools that promote equity** - in curricula, teaching methods and learning patterns, as well as participation patterns in different areas and in school resource allocation.

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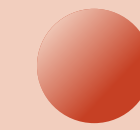
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## Key Gender Challenges in Education

 **Gender biases begin in kindergarten** – In very early ages, both boys and girls are exposed to sociocultural messages that shape their ideas about gender roles. Already in preschool, gender norms may be identified, which affect interest areas, role choices, clothing, play patterns and toy selection. All these are influenced by social constructs and reflect roles expected of boys and girls. Children learn these roles from their social environment, their family, their teachers and caregivers, and also friends, stories and songs.<sup>154</sup> **In turn, gender biases acquired in early age affect future choices, self-image, and even educational and professional achievements later on in life.**

 **Teaching content and classroom discourse** – Teachers' views tend to be affected by the same social constructs, which influence the content of lessons, the way discourse is managed in the classroom, and the feedback and evaluation given to students of both genders. **Teachers of both genders tend to devote more time and attention to boys, who participate in the classroom discourse twice as much as do girls.**<sup>155</sup> This is particularly evident in STEM areas.<sup>156</sup>



In recent years, **programs have been developed for promoting a fairer gender discourse in class.** For example, “The Fair Voice” program – an initiative by the Israeli Institute for Gender Equality in Education together with the Ministry of Education and the Center for the Study of Pedagogy Research-Practice Partnerships at Ben-Gurion University of the Negev. The program developed tools integrated in professional development programs for teachers that allow them to analyze the classroom discourse with a gender lens and expand and deepen participation by girls.

 **Learning styles and self-efficacy** – Female students tend to evaluate their ability to succeed in school as lower than male students, even when in fact they are equivalent.<sup>157</sup> In addition, the way students cope with failure tends to be gendered: girls tend to take responsibility for low achievements and attribute successes to external factors, which leads to reduced performance, fear of failure, avoidance of challenges and competition, and avoidance of disciplines considered difficult or “manly”.

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 **Gender biases in the curriculum** – The curricula convey many messages about the gender characteristics and roles expected of boys and girls by presenting women stereotypically as playing roles in the household and presenting men in a wider variety of roles and arenas, as well as highlighting certain traits as “feminine” (weakness, gentleness, dependance, passivity) or “masculine” (power, initiative, leadership, assertiveness, intellect).<sup>158</sup>


The curricula often convey the message that certain disciplines are more suitable for men (STEM) as opposed to women (literature, social sciences).<sup>159</sup>

**The curricula tend to focus on leading male figures and their point of view, include relatively few texts written by women, and often ignore their contribution to academic disciplines and to society in general.**<sup>160</sup>

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 **The physical learning environment** – Due to the different social expectations, boys and girls often make different use of school spaces such as courtyards and sports facilities, technological work environments and libraries. For examples, boys tend to spend more time outdoors, while girls spend more time indoors, where they can talk quietly. Gender differences in this regard affect the learning experience and personal development of boys and girls and deepen gender gaps well into the future.

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 **Language** – The common use of the masculine voice in Hebrew when referring to gender-mixed populations affects students' achievements.



A study conducted in Israel found that the use of the masculine form in a math task affected the efforts and success of women, so that they achieved less compared to when the feminine form was used. The results were similar but not as significant in the case of men. It was also found that in tasks when women are stereotypically expected to be inferior to men, the use of the masculine form was particularly damaging for women.<sup>161</sup>

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## Gender inequality in achievements:

 **Underachievement** – Gender biases at school also affect the development of boys. Boys experience academic underachievement more often than girls, they attribute less importance to their studies and invest less effort, they arrive late in class and submit assignments sloppily. They tend to be less involved in school and drop out sooner.<sup>162</sup>

In elementary and junior high school, girls' achievements in nationwide tests are higher than boys' in almost all disciplines, particularly in language skills. The gap is even greater in Arab schools across all disciplines.<sup>163</sup> In the 2018-19 school year, 71% of girls were entitled to a matriculation diploma, compared to 67% of boys. The rate of high achievers was also higher among boys (10% compared to 6.7%).<sup>164</sup>

 **Reduced excellence rates among girls** – In the last Programme for International Student Achievement (PISA) test conducted in 2022, the rate of outstanding performers in mathematics among Israeli girl students dropped by 32%, from 7.2% in 2018 to 4.9% in 2022, and the opposite trend was recorded among boys.<sup>165</sup> This trend was similar to most Western countries. It was attributed to the closure of schools during COVID-19. However, among the participating countries, Israel had the widest gender gap among the outstanding students.

 **STEM** – Girls are usually underrepresented in STEM disciplines, particularly physics and computer sciences and overrepresented in the social sciences and the humanities.

In 2019, girls represented nearly half (48%) of all students taking a matriculation exam in math at the highest level (five units), but only 36% in physics and 32% in computer science. In chemistry and biology, their rates (again, at the five-unit level) were higher: 61% and 65%, respectively.<sup>166</sup>



**A study by the Trump Family Foundation and the Aaron Institute for Economic Policy** found that out of all high school graduates in 2020, 14% of girls took the five-unit matriculation exam in math, compared to 15% of the boys; 7.8% took the physics test, compared to 13.2%, respectively; and 5.3% took the computer science test, compared to 10.4%, respectively.<sup>167</sup> The study found that gender gaps began in junior high school, when the rate of girls in high-achiever classes is 40%. The study addresses the shortage in such classes, combined with bias privileged towards boys among math teachers and factors contributing to the gender imbalance. A 2023 survey of junior high students found that 17% of the girls stated that their math teachers had recommended their integration in high-achiever classes, compared to 45% of the boys.<sup>168</sup>

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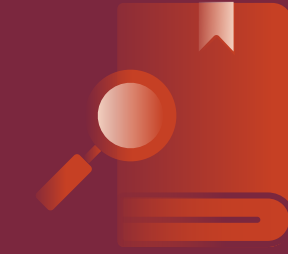
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## CASE-STUDY



### Sodkot: Cracking the Glass Ceiling

Sodkot: Cracking the Glass Ceiling was founded by Alliance: Kol Israel Haverim in 2011 to help girls from Israel's socio-geographical periphery achieve high-level matriculation diplomas, particularly in the STEM areas. The program is implemented in collaboration with the Ministry of Education and local authorities, and supported by various foundations and private donors (including Prof. Colette Lewiner, Marvin and Barbara Eisenstadt Charitable Foundation, Matanel Foundation, Goodman Foundation, and St. Louis Jewish Federation), as well as the business sector (for example, Intel, IBA, Bank Hapoalim, Dell Technologies, PayPal, and Elbit). The program accompanies 2,900 female students annually in a comprehensive five-year process (junior high to high school) to empower the girls' self-efficacy and efforts to promote excellence – improving the girls' achievements in junior high in order to enable them to study 4-5 point level in STEM areas. This is done by tutoring and improving the school staff's skills through workshops and further education. An evaluation study of the program found that 90% of its participants chose to study math at the 4-5-point level, and upon their transition to high school, 92% chose to study at least one scientific discipline. The future expansion of the program, with the support of the Trump Foundation, will focus on working with the teachers to support the junior high students and monitor their personal progress.

**The low rates of girls who take final tests in STEM areas affect their participation rates in higher education.** According to the Israel Council for Higher Education,<sup>169</sup> the number of women studying for a BA in computer science, math and statistics more than doubled from 2009-10 to 2019-20 (from 2,622 to 6,144). **A 30% increase was also noted in engineering (8,185 to 10,984).** The number of Arab students in STEM areas tripled since 2012, to 1,760 in 2020.<sup>170</sup> **Nevertheless, women's participation rates are still low, and their share among all students in STEM was only 28% in 2019-20.**<sup>171</sup>

**Division of labor in the education system** – Women are the majority among teachers, but they are underrepresented in senior administrative positions.

**The scissor-shaped curve in higher education** – Women are the majority among BA and MA recipients, and about half of doctors (56%, 58%, and 50.5%, respectively). Nevertheless, the higher we climb up the academic ladder, their rates fall. They are more than half (54.5%) of all lecturers, 39% of senior lecturers, 30% of associate professors, and only 20% of full professors.<sup>172</sup>

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## What can we do to promote education through a gender lens?

- ✓ **Support programs and organizations promoting gender equality in education and equal opportunities for quality education for all boys and girls in Israel.**
- ✓ **Support research on gender biases in education.**
- ✓ **Support the training of educational staff** in promoting gender fairness and identifying gender bias, and cultivating an equitable learning environment for all students.
- ✓ **Invest in preventing gender violence** in schools, including social media violence.
- ✓ **Support the development and implementation of best practices for promoting gender equality in education.**
- ✓ **Support the promotion of girls in STEM areas**, including grants, staff development, and mentoring and enrichment programs.
- ✓ **Support educational programs for promoting healthy and equitable sexuality, for both boys and girls.**

- ✓ **Help increase the accessibility of women of low socioeconomic status to higher education and support learning mothers**, including daycare assistance, tuition subsidies, etc.
- ✓ **Support programs for preventing school dropout**, particularly in peripheral areas or among vulnerable populations.
- ✓ **Promote women leadership in education**, including in school administration and senior positions in the national and local education system.
- ✓ **Support programs promoting gender equality, diversity and inclusion, including programs for the prevention of LGBTQ-phobia.**
- ✓ **Support professional training and adult education programs for women**, especially in areas where they are underrepresented, to expand their employment and career opportunities.

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## CASE-STUDY



### Supporting postdoctoral sciences research

The Charles H. Revson Foundation supports scientific research, and biomedical research in particular. The Foundation has identified the stage of postdoctoral studies abroad as a major barrier to the career of women scientists. Postdoctoral studies abroad are an essential prerequisite for a tenure-track position in Israeli universities. Often, however, when reaching that point, many women choose to abandon their academic career. This is due of the challenges involved in relocating – suspending the partner’s career and moving little children away from the home country – for low pay. The Revson Foundation supports the Weizmann Institute Foundation to provide two-year financial support for women scientists admitted to postdoctoral studies in the US (on top of the scholarship). Since 2009, the Revson Foundation has supported 39 scientists.

More than 80% graduated and returned to Israel to integrate into research institutes and academic institutions.

## What can we ask when applying a gender lens to grantmaking in the field of education?

- 🔔 How many school and higher education students of each gender participate in the programs supported by the foundation?
- 🔔 What data is systematically collected about the participation of these students in the foundation’s programs?
- 🔔 How do the programs account for gender bias in teaching and learning?
- 🔔 How can the programs promote gender fairness in education and reduce the impact of gender norms and stereotypes?
- 🔔 How do the programs account for gender gaps in scholastic achievement in the various disciplines? What interventions do they offer?
- 🔔 How do the programs help reduce dropout?
- 🔔 How does the foundation’s investment help develop knowledge for educational staff on gender fairness and equity in the classroom, in the curriculum, and in school spaces?

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# Environment & Climate through a Gender Lens

Humanity's effects on the environment and the climate crisis do not affect the entire population equally, and deepen social inequalities. Marginalized communities suffer more from pollution, climate changes and natural disaster. Limited access to basic requirements such as clean running water, public transportation, food security and safe housing conditions all affect the quality of life of these populations. In addition, economic gaps increase vulnerability to environmental threats, since poor populations find it harder to cope with them or prevent them. Thus, climate change exacerbates socioeconomic gaps.



**In terms of the unique effects on women, their higher poverty rates increase their vulnerability to climate change, further exacerbated by gender inequities in the employment and welfare areas.**

Moreover, climate emergencies increase the rates of violence against women. Heat waves and high temperature affect women more due to physiological differences, including increased risk of preeclampsia and premature delivery. At the same time, studies have shown that women are more concerned with the climate crisis, more willing to take responsibility and act to reduce pollution, and that companies with more women on the board tend to invest more in renewable energy, and to measure and reduce carbon emissions. Therefore, it is important to integrate the gender perspective in planning, implementing and monitoring programs for dealing with the climate crisis.

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## Key gender challenges in the environment and climate fields

☁ Next to people in poverty, the elderly population, people with disabilities, the chronically ill, refugees and climate migrants, women – and particularly victims of intimate partner violence (IPV) – have been identified as one of the groups with the highest vulnerability to climate change.<sup>173</sup>

☁ **Women's higher poverty rates** make them more vulnerable to climate change. In fact, the greater the gender inequality in any area of life in a given society, the higher women's vulnerability to climate change.<sup>174</sup>

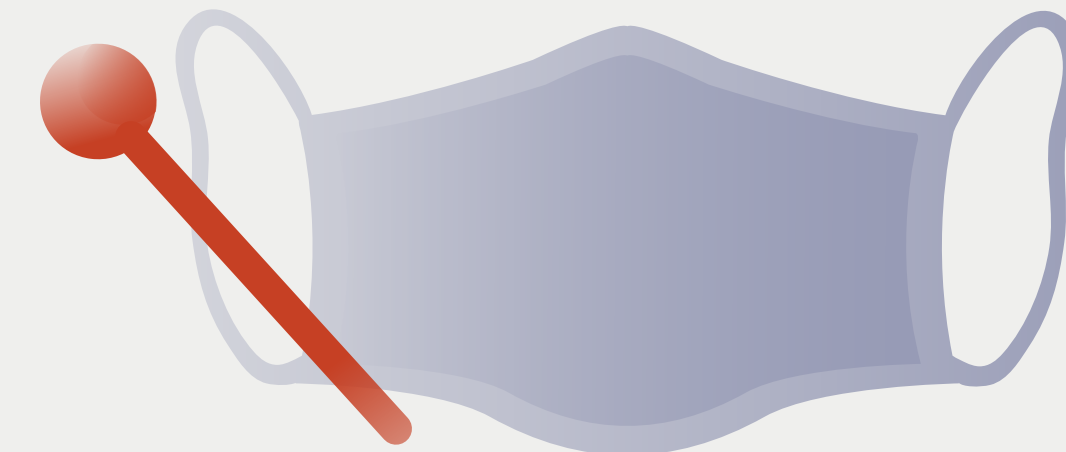
☁ **Gender-based violence** exacerbates women and girls' vulnerability to climate change. **Studies worldwide report a correlation between climate emergencies and increase violence against women.**

After the 2004 tsunami hit the Indian subcontinent, there was a 50% increase in reports of gender-based violence. In New Orleans, in 2005, there was an increase in reports about physical and sexual violence experienced by women in the evacuation shelters following Hurricane Katerina.<sup>175</sup>

**2004 | tsunami hit the Indian subcontinent** 50% increase in reports of gender-based violence.



**2005 | increase in reports on physical and sexual violence experienced by women in the shelters following Hurricane Katerina.**<sup>175</sup>



In Israel, there was an **increase in reports on IPV** during and after COVID-19.<sup>176</sup>

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 In 2021, **the State Comptroller's report** on Israel's preparedness for the climate crisis concluded that **extreme weather also leads indirectly to an increase in gender-based violence.**<sup>177</sup>


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 **Women's health** is affected by heatwaves more than men's, due to physiological differences. It was found that the morality rate of women during heatwaves is higher,<sup>178</sup> and that higher temperatures increase the risk of preeclampsia and premature delivery.<sup>179</sup>

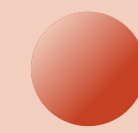
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 **Indirect health effects** include loss of food security and the contraction of various diseases due to the consumption of polluted water. These effects are expected to deepen health, social and gender inequalities due to economic trends such as the rising prices of food and water.<sup>180</sup>

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 **Women have a key role to play in moderating climate changes:** A 2012 study shows that companies with more women on their boards tend to invest more in renewable energy, to measure and reduce carbon emissions by their products, and recycle more.<sup>181</sup>

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Women are more concerned with the climate crisis, particularly with regard to the predicted increase in diseases and epidemics, the economic damage to poorer populations, and the increase in pollution. Accordingly, **more women take personal responsibility for and act to reduce pollution.**<sup>182</sup> In Israel and worldwide women are on the forefront of the environmental movement.

The chapter on the environment and climate in the program for promoting gender equality in Tel Aviv-Jaffa states that the city's women lead community activism in that area.

It also states that **women prefer a sustainable lifestyle, and that in many households, they influence decisions related to nutrition, consumption and recycling.**<sup>183</sup>

**These findings point to the importance of gender mainstreaming and promoting women to decision-making positions in planning, implementing and monitoring programs for dealing with the climate crisis.**

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**Green employment (sustainable local economy)** is an emerging area in Israel, especially for women producing products such as honey and olive oil are important economic and environmental levers for both Arab and Jewish rural communities. Many women entrepreneurs in Israel integrate in these industries as part of the transition to local sustainable economy, based on using natural resources and sustainable agriculture. Women involved in green employment raise awareness of the need to protect natural resources and also helped create new environment-friendly jobs.

**Recent feminist writings call to deal jointly with the climate and care crises.** Caregiving jobs are considered green – they contribute to basic social needs, are foundational to the green economy, and are not polluting. Nevertheless, there is an extreme shortage in care workers. Investing in quality care work in the community should be a significant aspect of the transition to green employment and ensuring access to caregiving services for all. These services are also essential for dealing with emergencies. To do so, it is necessary to promote recognition of the importance of these jobs and ensure that they provide an honest living.

**Without a knowledge base response to the climate crisis,** the resulting damage to the economy could affect the scope and quality of social services and harm a broad range of populations. In 2019, the economic damages of extreme climate events was valued at about 1% of the GDP of the entire Euro block.<sup>184</sup> Such a GDP loss could affect states' ability to provide social services and expand the social security network for people of vulnerable groups.



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## In-depth: Improving urbanity

**Improving urbanity may contribute to gender equity through several aspects related to urban planning, effective and accessible public transportation, and social infrastructures.**

When planned and managed out of awareness of gender differences in needs and experience, the urban space may enable the entire population to integrate into the city's socioeconomic activities on an equal footing.

**Public transportation** is a key element in increasing women's mobility and promoting gender equity. Women are the majority of public transportation users, and their mobility patterns differ from men's, among other things due to the gendered division of labor at home and at the workplace. Compared to men, women travel more on off-hours; they make more trips a day, albeit for shorter distances; they are accompanied by children or elderly parents; and their trips are characterized by more stops, such as in health, education and shopping centers. The sense of security and safety also affects mobility patterns. Studies worldwide indicate that women tend to use public transportation less at nighttime. The remoteness of stops and/or their location in neglected, isolated and unlit areas affect their decision whether, when and how to utilize public transportation.<sup>185</sup>

**Public space** is used and experienced differently by women and men. Gender-sensitive urban planning identifies the needs unique to girls and women and meets them by designing a high-quality, active, safe and inviting space for all citizens, including women and men with disabilities, elderly, LGBTQ+, etc. A gender lens in planning will allow women to integrate in public activities and use the urban space more equitably. This will be ensured by planning public institutes, streets, squares, parks and urban facilities (such as fitness facilities, street furniture, and stroller access) based on standards ensuring accessibility, mobility and connectivity, security and safety, and mixed uses enabling to combine work and family responsibilities with leisure and entertainment activities.<sup>186</sup>

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## In-depth: Energy security

Compared to men, more women live in poverty, and particularly energy poverty, defined as the household's inability to provide the energy required for cooking, heating, cooling or lighting.<sup>187</sup> In other words, inability to pay the electric bills that keep rising with the climate crisis.<sup>188</sup>

International studies show that gendered energy poverty is usually characteristic of three types of households:

(1) Households where all energy-related tasks (such as cooking and laundering) are performed by women; (2) Single-parent families, headed by women, which fail to attain economic stability; and (3) Families living in physically inappropriate conditions that do not provide sufficient insulation and therefore require higher spending on heating or cooling.<sup>189</sup>

**The limited studies conducted in Israel indicate that the difficulty of Arab households to meet energy and water expenses is one of the reasons that drive girls to start working before graduating high school.**<sup>190</sup> This points to the possible implications of energy poverty on the lives of girls and young women in Israel.

## What can we do about promoting environment and climate through a gender lens?

- ✓ **Support green employment initiatives to maximize social mobility while protecting the environment.**
- ✓ **Invest in environmental education programs,** especially those focused on young adult communities.
- ✓ **Invest in promoting women to leadership and management positions in branches central for the transition to green growth and in climate and environment-related decision-making settings.**
- ✓ **Help develop plans for preparing for climate change** that account for the existence of gendered energy poverty, provide for the adjustment needs of the electricity network, and promote gender equity and social justice. This includes, for example, providing subsidized solar systems for public housing tenants, single mothers in poverty, and IPV survivors.<sup>191</sup>

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✓ **Invest in research on gendered energy poverty**, and select civil society organizations and research institutes that promote a policy of transparency and development of energy poverty indicators; this can help Israel reduce the gap with other developed economies to ensure energy security for all populations.

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✓ **Invest in research on gender-oriented urban planning.**

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✓ **Promote research on the gendered implications of the climate crisis** to enable informed and fair decision making in relevant areas such as public transportation, water supply, shading, sustainable energy, and specific solutions for people in poverty such as solar system subsidies. Finally, preparations must include protecting women against gender-based violence.<sup>192</sup>

## What can we ask about applying a gender lens to grantmaking in the environment field?

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🔔 How does the support contribute to green employment of women and improve their status?

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🔔 How does the program strengthen projects that consider women's contribution to a sustainable local economy?

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🔔 What gender aspects are considered in programs for improving life in cities and for enhancing a sustainable urbanity?

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🔔 How does the program account for barriers in the masculine and feminine patterns of using urban spaces?

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🔔 Does the support enhance women's food/energy security and promote economic security and social mobility?

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🔔 Do the program or technology for protecting the environment and against the climate crisis take gender differences into account?

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## NOTES:

- 
- 🔔 Does the program contribute to our knowledge about the socioeconomic implications of the climate crisis for women and girls in households, social positions, and various life situations?
- 
- 🔔 Does the program promote women to decision making positions regarding preparation for climate emergencies and judicious coping with the climate crisis?

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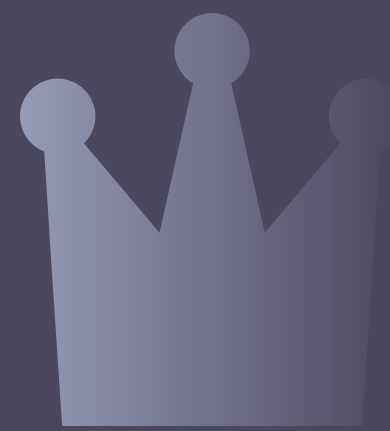
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# Personal Status, Exclusion & Policymaking Representation

A gender lens on the personal status area in Israel reveals various patterns of discrimination due to the exclusive authority held by the religious courts in Israel to regulate all matters relating to marital status.



Key issues include get refusal, agunah or “chained” women, and extortion and foot-dragging in divorce procedures. Moreover, practices explicitly prohibited by law such as child marriage and polygamy continue, with the state failing to enforce the prohibition. Finally, in recent years, some women have assumed senior positions in major religious institutions, but still at negligible rates.

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## Key challenges in the area of personal status

### **The 1951 Women's Equal Rights Law excludes marriage and divorce from the equality principle.**<sup>193</sup>

With regard to personal status, the State of Israel has granted the religious courts – Jewish, Islamic, Druze, and Christian – unique authority in marital matters, thereby allowing various forms of discrimination against women.

 Most couples in Israel marry through the established religious institutions, with a minority marrying abroad, in what is called “civil marriage”. Over the past decade, about 10% of marriages were civil, and 5% of couples cohabited without marriage (a rate far lower than in other developed countries). Members of different religions and of the same sex have no legal recourse to marry in Israel, but can marry abroad. Internationally registered marriages are recognized by Israeli law, and couples who married abroad are automatically registered in Israel's Population and Migration Authority, and are subject to Israeli law and the rabbinic courts in case of divorce (see below). Recent years have seen an increase in the number of LGBTQ+ marriages – **in 2019, the number of same-sex couples registered in the Population and Migration Authority was 526, of which 48.5% were women couples.**<sup>194</sup>

 **Divorce proceedings in Israel** are under the exclusive authority of the religious courts, whereas alimony, custody and the division of property are under the parallel authority of the secular family courts and the religious courts. **A key issue here is the “judicial authority race”.** To avoid adjudicating issues subject to parallel judicial authority, women in divorce proceedings have to go to the family courts first if they want the proceedings to be held there rather in the religious courts; if their partners sue first, this will dictate the jurisdiction. This situation provides fertile ground for severe restrictions of women's freedom – primarily get refusal, extortion (the use of the power to refuse get to gain better divorce terms), and divorce contracts that diverge from the law. Moreover, in this situation, every improvement in women's status is achieved through bypassing civil legislation. Finally, issues such as polygamy, forced marriage, and child marriage – particularly common in Arab, and mainly Bedouin society – have also been regulated in civil law, without any change in the religious law.<sup>195</sup>

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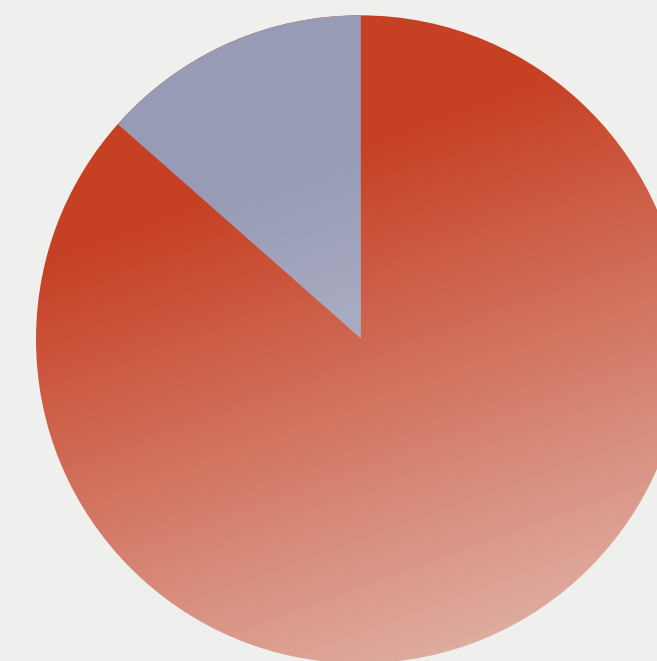
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**👑 Get refusal** – In Orthodox Jewish religious law, divorce can only take place when it is granted by the husband to the wife (a man gives his wife a “get”). This requirement leads to situations in which men refuse to divorce their wives, leaving them with the status of “agunah”, meaning “chained” – unable to remarry and get on with their lives. Whereas the agunah status is the most extreme manifestation of women’s inferiority in Jewish family law, empowering the husband to refuse a get or “haggle” for it results in abuse of that power against many women undergoing divorce. Some are extorted by their husbands and are forced to give up on their rights and make financial concessions in return for their freedom.

**According to organizations active in helping women in this situation, there are thousands of women in Israel forced to remain married against their will.**<sup>196</sup> In a survey conducted in 2017 among divorced Jewish women in Israel, one in three woman reported having been threatened by get extortion, and nearly a third testified that their divorces ended with contracts that diverged from minimum requirements of the law. Among Orthodox and ultra-Orthodox women, one out of two woman reported having been forced to give up her rights in return for a get, and among mothers exposed to violence, the likelihood of experiencing get extortion was three times higher. About half of all women who took part in the survey believed that their divorce proceedings were unfair.<sup>197</sup>

**👑 The 2021 summary report of the Legal Aid Department in the Ministry of Justice indicates 43,860 personal status cases were opened.**<sup>198</sup> Women were the clear majority (66%) among those seeking legal aid in the personal status area. More specifically, women were the majority among those seeking legal aid with regard to consensual reconciliation, alimony claims, divorce cases, and requests for protective orders. Men, on the other hand, were the majority among those seeking aid in order to reduce alimony payments.<sup>199</sup> Next to legal aid, a special court unit is active in “freeing” women in agunah status. In 2023, the unit helped 226 get-refused and agunah women to obtain a get from their husbands, though there is no regulation over this special unit, its procedures, or over the terms it forces on the women in order to gain their get.<sup>200</sup>



66%

**Women were among those seeking legal aid in the personal status area. Women were the majority among those seeking legal aid with regard to consensual reconciliation, alimony claims, divorce cases, and requests for protective orders.**

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**👑 Divorced Arab women** – Whereas divorce rates are fairly stable in Jewish society, they are on the rise in Arab society, particularly among women initiating divorce from men. Arab women undergoing divorce are mainly affected economically. Under the 1973 Financial Relationships Between Spouses Law, when the marriage ends due to divorce or the death of a spouse, each spouse is entitled to half of the assets owned by each prior to marriage, or received as a gift or by inheritance during the marriage period. In Arab society, it is customary for the man to build the house prior to marriage; hence, it is considered his or his father's. Accordingly, a divorced or widowed Arab woman remains defenseless due to both Islamic and Israeli law. Upon divorcing, many women leave their ex-husband's house, and can find themselves homeless. Moreover, although the religious law provides for the inheritance rights of Muslim women, many are denied them, or choose to give them up as part of a "package deal", whereby they substitute their property rights with other types of support.<sup>201</sup>

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**👑 LGBTQ+ families** – Despite some expression of public recognition of the status of LGBTQ+ families in recent years, their rights are still limited, and further legal and political struggles are required for them to achieve full equality. For example, being registered as a married couple in the Israeli population registry does not grant the spouses rights equivalent to those of heterosexual couples, such as automatic recognition of the parenthood of the spouse who is not a birth parent.

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**👑 Child marriage** – Although Israeli law forbids this practice,<sup>202</sup> recent data suggest that some 600 girls (aged under 18) are married each year in Israel, about half under the age of 17. Among boys, there are only few cases (for example, in 2018, eight boys under 17 got married, compared to 307 girls).<sup>203</sup>

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**👑 Polygamy** – is a criminal offense under Israeli secular law. Nevertheless it is permitted by Islamic law applicable to Muslim families in Israel, as well as by Bedouin customary law. **It is estimated that no less than 18.5% of Muslim men have been engaged in polygamous marriages**, but it is difficult to obtain accurate estimates. According to international law, polygamy strengthens patriarchy and inequality in marriages while weakening and demeaning women. It is therefore considered a discriminatory practice related to all forms of violence against women. The women in these marriages tend to experience depression, low self-esteem, anxiety, hostility and dysfunctional families. It is difficult for women to break out of polygamous marriages, and violence is more common in such households.<sup>204</sup> The state does little to enforce the law in this area, believing it is a "cultural custom" that requires no intervention. The result is that women in polygamous households are subject to local institutions and customs, which expose them to socioeconomic exploitation and personal harm.

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**👑 Women religious leaders** – With the rise of religious feminism, many Jewish Orthodox women’s organizations in Israel are addressing family law. Women have integrated into religious courts as rabbinical advocates and mediators and have begun to take a significant part in the discourse on marital issues in Jewish law, however they are excluded from any rabbinic judge appointments on the basis of gender. Women teach, study, and write about these issues. In particular they encourage prenups and raise awareness of their importance in order to prevent get refusal. Women are also active in civil courts, in order to promote tort claims against get refusers.<sup>205</sup>

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**👑 Women are also increasingly active in local religious councils**, responsible for providing religious services for the Israeli public. Still, the rate of women’s membership in these councils remains extremely low, and in 2021, there were no women members at all in 80% of the councils (despite Attorney General guidelines requiring female representation of at least 30%).

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**👑 In Arab society, feminist organizations** are active in increasing access to civil courts and in helping women navigate the laws pertaining to personal status – divorce, inheritance and custody – in religious courts. In certain traditional communities, women now raise issues considered taboo in the past and challenge practices such as polygamy, child marriage, and gender-based violence. **In 2017, for the first time in Israeli history, a woman was appointed as qadi – an Islamic court judge.**<sup>206</sup>

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## What can we do to promote personal status through a gender lens?

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- ✔ **Invest in organizations that promote Jewish and Arab women’s rights in marriage and divorce proceedings.**
- ✔ **Strengthen women leaders in Israel’s various religious communities and promote them to senior positions.**
- ✔ **Support organizations aiding women in divorce proceedings**, as well as women in polygamous marriages and women subjected to IPV. This includes: legal, emotional, and economic support, as well as advocacy and legislative reform for women’s legal rights. Promote research on gender and personal status.
- ✔ **Invest in reducing gaps in K-12 and higher education** primarily among girls but also among boys in Bedouin communities in the Negev. Higher education and employment are related to delaying marriage age and may also reduce phenomena such as child marriage and polygamy.
- ✔ **Invest in women’s and other civil society organizations active in promoting egalitarian and pluralist religious institutes** as well as alternative secular frameworks such as civil marriage in order to strengthen women’s legal status and provide social and legal solutions for the problem of get-refused and agunah women.

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## In-depth: Women's exclusion

Women's exclusion can manifest in forbidding women's appearance in public events, separating women from men in public transportation and other public spaces, and even the erasure or vandalization of images of women and girls in ads and billboards. In Israeli higher education, a struggle is being waged around the planned expansion of academic programs for ultra-Orthodox Jewish men that maintain gender segregation. These violate the principle of equality and the employment opportunities of female lecturers, and could become a slippery slope leading to segregation in other public arenas. The phenomenon of women's exclusion is based on explicit and deliberate sex-based distinction, conveying the message that women are not wanted in public space absolutely, or that their public presence may be tolerated under conditions of segregation or modesty.<sup>207</sup> In Israel, a great many public events that involve the exclusion of women occur under the responsibility and with the funding of local authorities – which are responsible for most large-scale leisure and culture events. Excluding women is considered a violation of human rights, since it limits women's freedom of action and equality and also affects individuals beyond the specific communities in which it is practiced.<sup>208</sup>

Coping with women's exclusion requires broad action to increase public awareness through the media, legal activism, policy change, and mainstreaming gender equality and women's rights in all spheres of influence – as illustrated on the next page.

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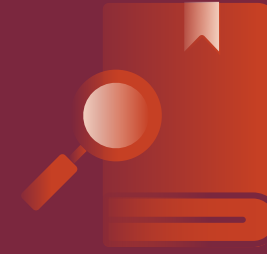
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## CASE-STUDY



### Combatting the exclusion of women

The Israel Women's Network (IWN) has been leading the struggle against women's exclusion since 2016, with the support of the Hadassah Foundation and in collaboration with civil society organizations, legal and media experts. The decision to address the phenomenon as a core issue of the IWN was taken by its board in order to raise awareness and promote social change based on human dignity and gender equality, and in order to create a safe and dignifying environment for all women. The IWN's activity in that regard includes mapping the phenomenon and a dedicated hotline for reporting cases of exclusion. In 2017-19, the IWN dealt with 212 cases of exclusion, including 157 in public space and the remaining in the IDF. Of the incidents in public space, 29% involved the total exclusion of women, 41% involved gender segregation, and 31% involved demands for modesty. The IWN is also active legally through petitions, legal opinions and appeals to a variety of authorities, including the police and courts. It also raises public awareness of the issue through public campaigns.

## What can we do to protect women from exclusion?

- ✓ **Invest in organizations engaged in legal struggles against** various manifestations of women's exclusion.
- ✓ **Support research** about cases of women's exclusion of different types and contexts.
- ✓ **Raise awareness** through media campaigns, trainings and collaborations with local authorities, ministries, the police, academia, the military and the court system.

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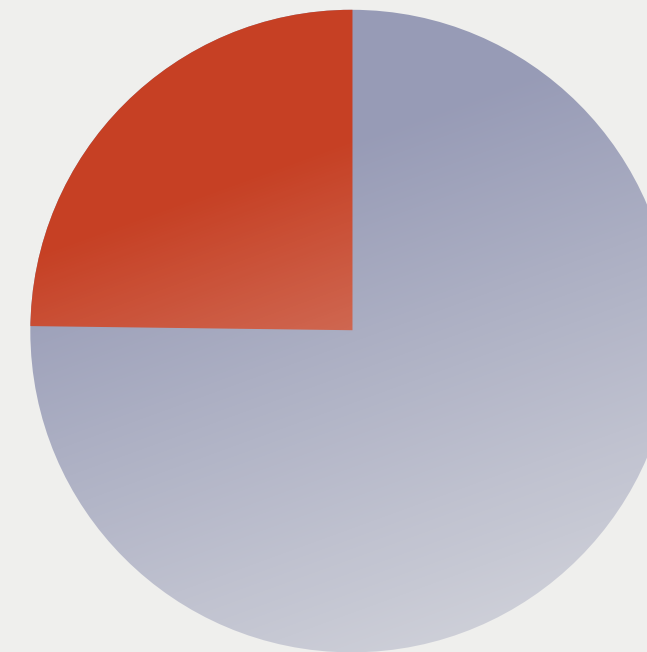
## In Depth: Women's Leadership and Representation in Policymaking

In 2023, Israel dropped from the 60th to the 83rd rank in the World Economic Forum's Global Gender Gap Index; out of the four main subindexes, the sharpest fall was in Political Empowerment (from 61 to 96).<sup>209</sup>

**Government and parliament:** In July 2024, 25% of all parliament members were women, and only five out of 33 ministers were women. Among the 29 general directors of ministries, only one woman was appointed (as opposed to 11 out of 28 in the previous government). Only two women (out of 15) served as members of the all-important State Security Cabinet (one of them in observer status). In the Socioeconomic Cabinet, authorized by the government to deal with all the civil aspects of the implications of the recent war, there only three women members out of 20 (again, one of them in observer status).

**Municipalities:** The municipal elections held in 2024 did not lead to an increase in the number of women mayors – only 15 out of 255. The rate of women serving as council members is a mere quarter (24%), having risen slightly in the last elections in the Jewish municipalities (to 27.5%) but remaining unchanged and particularly low in the Arab ones (2%).<sup>210</sup> The rate of women among senior municipal officials is 26%, although their rate

among municipal employees is 74%. One third of the women in local authorities are nearly or completely unrepresented in senior ranks.<sup>211</sup>



July 2024 | 25% of Israeli parliament members are women.

25%

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September 2024 | One women (out of 15) serves on the Security Cabinet.



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Women's low representation in politics and policymaking affects the quality of Israeli democracy and its ability to represent and act on behalf of the public; in fact, it leads to the neglect of women's interests.<sup>212</sup> **Women's low representation in parliament can prevent the promotion of gender equality policies.** For example, women MPs were a majority among those promoting legislation designed to protect women from violence and promote their economic welfare.<sup>213</sup>



## What can we do to promote women in leadership and policymaking?

- ✓ **Invest in organizations active in increasing women's representation** in policymaking, including organizations of ultra-Orthodox Jewish women who are completely unrepresented in political parties, and are therefore absent from the government and parliament. These organizations will promote legislation, raise awareness and change policies.
- ✓ Invest in training women for local and national leadership.
- ✓ **Support research on women's representation** and its implications for decision making on gender equality issues.

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## What can we ask about grantmaking in the areas of personal status, women's exclusion and political representation?

- 🔔 Can the project include aspects related to protection against the harmful effects of the religious courts in Israel?
- 🔔 Does the project address alternatives to religious services with regard to personal status, in a way that accounts for gender differences and the specific needs of different groups?
- 🔔 Can the support enhance the available knowledge on the socioeconomic consequences of the lack of separation between religion and state in Israel and the exclusive authority given to the religious courts to rule on personal status issues – for women and girls, households, social positionings and various life situations?
- 🔔 Does the support help women in abusive divorce proceedings?
- 🔔 Does the support promote women's integration in policymaking?

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# Sports through a Gender Lens

The 2024 Paris Olympic Games was the first Olympics to have an equal number of male and female athletes participating. Israel was represented by 34 women athletes out of 88 (39%). Without counting the 18-player soccer team, the women were nearly half. Women even won four out of the seven medals brought home by the Israeli team.

In the US, billions watched the games – more women than men (55% vs. 45%). One of the explanations for that was that the broadcasts from Paris brought to the screen competitions in diverse sports that are usually not covered in the media. Moreover, female sporting events which are usually marginalized were now broadcast in primetime.<sup>214</sup>



Sports contributes to both physical and mental health, improves body image, and challenges gender stereotypes about appearance as well as traits considered “not feminine”, such as competitiveness. Moreover, studies show that participating in sports helps build up one’s confidence and self-esteem, as well as acquire socioemotional skills such as teamwork, leadership and communication, which are also relevant elsewhere, such as in management roles.<sup>215</sup>

**A global study by Ernst & Young found in 2020 that 94% of senior female managers have once engaged in sports.**

Recent years have seen increase in the awareness of the importance of women’s sports and the need to encourage and budget them. However, gender gaps in Israeli sports still remain. Many women are excluded from participation, and not enough are represented in policymaking.

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## Key Challenges in the Sports Field

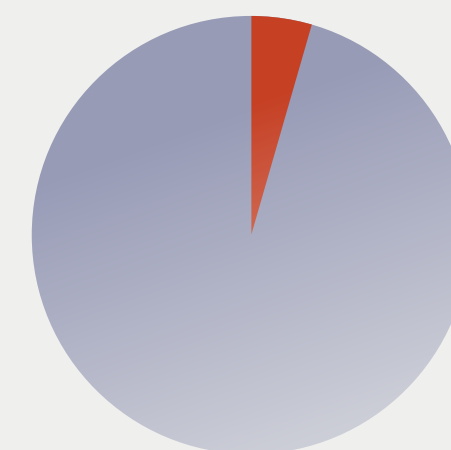
🏆 **Low starting point, narrow pyramid base** – Israeli schoolchildren participate in both popular and professional sports in extremely low rates compared to other Western countries. Israel also has a relatively high rate of children considered “physically inactive” by the World Health Organizations, including in terms of extracurricular sporting activities. The figures are particularly low among girls: their inactivity rate is double that of boys; the number of boys participating in organized sports is three times that of girls.<sup>216</sup>

🏆 **High dropout rates** – Girls tend to drop out of sporting activities more than boys, as early as in elementary school. **Only 4% of girls in Israel are engaged in an organized competitive sport.** Their tendency to drop out is due among other things to the fact that sporting activities are often managed in ways that suit boys and men, without taking gender differences into account. For example, the way members are recruited, managed and trained do not fit girls' needs.<sup>217</sup>



🏆 **Cultural norms and gender biases** belittle women in sports, primarily the assumption that women cannot compete in high levels as men. Prejudices are a barrier, since girls must overcome stereotypes and the masculine image of the athletic body, as well as, sometimes, lack of encouragement by their family and social environment. Prejudices also affect the integration of women in management and training roles in sports.

🏆 **Gender channeling** prevents both girls and boys from self-realization in the various sports. Generally, boys are channeled to organized and group sports, mainly ball games and primarily soccer, whereas girls are channeled to activities such as gymnastics and ballet.



4%

**Only 4% of girls in Israel are engaged in an organized competitive sport.**

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**🏆 Gaps in opportunities and resources** – Women get fewer opportunities to participate in sports, particularly at the higher levels, and also benefit from fewer resources and financial support. In 2021, women were 22% of all athletes in Israel, and represented 36% of athletes in individual sports and 14% of athletes in group sports.<sup>218</sup>

In 2022, the national Sports Administration budget was NIS 103 million, of which 76% went to male athletes and 24% to women athletes. Women were 14% of all athletes, so that they were supported at a relatively higher rate, out of a policy designed to increase women’s participation in group sports. Yet the resources of women’s teams are still meager compared to those of men’s teams, which also benefit from private investments, sponsorships and advertising, broadcast contracts, budgets from and through local authorities, and income from selling tickets and branded merchandize.<sup>119</sup>

Finally, the criteria for allocating public resources are based on on maintaining what already works and rewarding success, and do not represent investment in the growth of women’s sports and its weaker sectors in particular. These criteria also do not meet the needs of female athletes and do not consider targets suitable for women.<sup>220</sup>

**🏆 Gaps in pay and benefits and access to facilities and training** women’s professional leagues are underfunded, resulting in poor employment conditions and low wages that make it difficult for most players to maintain a professional career. The professional package is also sub-par with low paid coaches, low-quality facilities for training and competitions, and low access to the facilities in terms of training hours.<sup>221</sup>



A 2021 IWN survey of the allocation and condition of facilities in the women’s premier soccer league indicated that 95% of the teams trained on half a court, 88% reported inconsistency between the amount of training required and the availability of courts, and only one team reported sufficient training. Moreover, 60% reported lack of dressing rooms for women, a quarter of the teams reported having nowhere to host home games, and a quarter reporting having to train at night.<sup>222</sup>

All these act as barriers preventing professional achievements and keeping the professional level low, and thus unattractive to advertisers and sponsors, which invest according to ratings and public interest.

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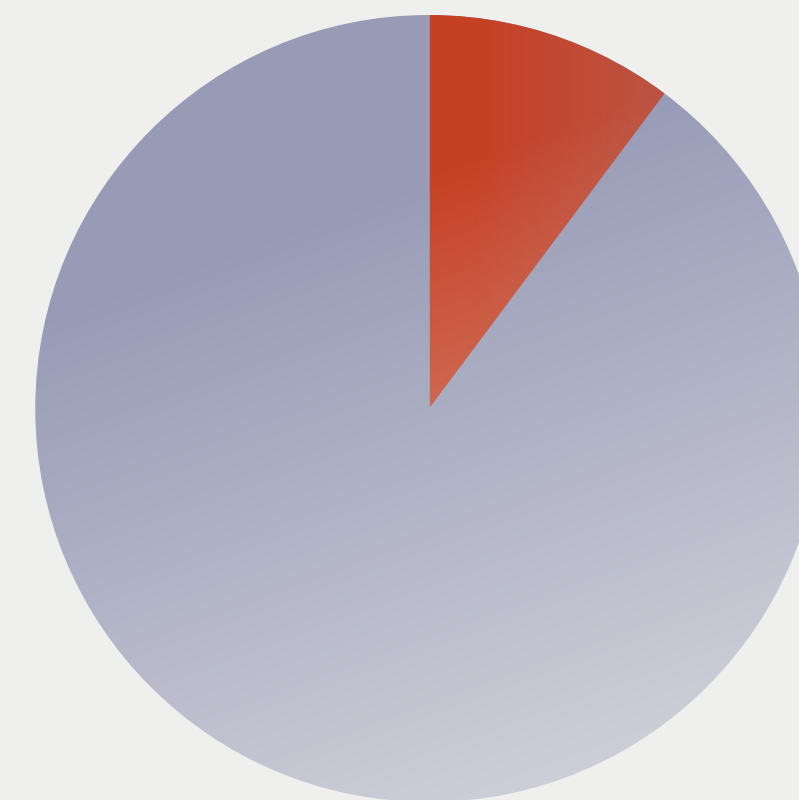
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**Sexual harassment and discrimination** – Many women athletes experience sexual harassment and gender-based discrimination. Such incidents can deter women from participating, or make them retire earlier.

**Low representation as professional managers and coaches** – In 2021, women were 14% of sports coaches in Israel,<sup>223</sup> and their share in sporting association managements was 33%.<sup>224</sup> Women are also underrepresented among referees, commentators, and managers of teams and sporting associations. The absence of women from these key positions denies them not only personal careers in sports, but also the ability to influence major decisions in various sporting areas. **It also means fewer role models for young athletes.**

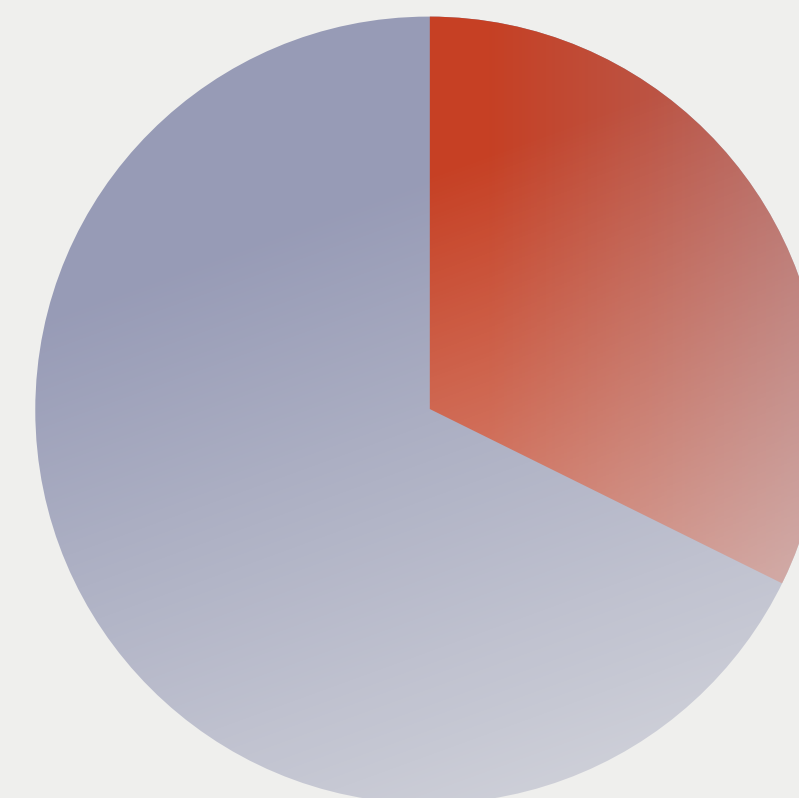
**Low media presence** – Women athletes receive less media exposure, resulting in a low public profile of individual athletes and women's teams and low advertising and sponsorship revenues.<sup>225</sup> This is a result of commercial considerations by the mainstream media – ratings and the resulting ability to sell advertisements. The field is dominated by men's sports, primarily soccer and basketball.

**Note that media exposure is essential for changing public views and creating opportunities for athletes.** When the media highlights men's sports, this consolidates the image of sports as a hobby or profession by men, for male spectators. This limits the ability to expand women's sports, since it communicates to girls and young women that their place is in the margins.



14%

**2021 |** women were 14% of sports coaches in Israel.<sup>223</sup>



33%

**2021 |** women are 33% of sporting association managements.<sup>224</sup>

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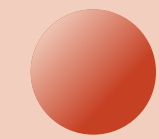
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## Raising awareness of women's sports in the government, professional associations and civil society organizations



Recent years have seen increased awareness of the need to promote women's sports, and invest considerable resources to that end.

**The Ministry of Sports has stated its strategic targets to making sports accessible to all, with emphasis on Israel's sociogeographical periphery, and promoting women in sports.**

A key strategic objective is to increase the number of sports professionals and community sports activities, with an emphasis on equal opportunities and differential budgeting. Other objectives include increasing the numbers of girls and women participating in sports. A public committee was established to examine the promotion of women in sports and the barriers preventing it.<sup>226</sup>

In recent years, the Israeli Olympic Committee has been implementing a program to create opportunities for women in sports, including a career management and personal growth program from women athletes of all sports.<sup>227</sup>

**Various NGOs and initiatives to promote women's sports** have been established, to raise awareness, knowledge sharing, leadership development, lectures and workshops and support for emerging sporting associations.

## What can we do so promote sports with a gender lens?

- ✔ **Support organizations active in promoting women's sports,** including organizations focused on pro-gender equality activism, promoting girls' participation, and combatting discrimination and harassment in sports.
- ✔ **Support programs providing access to sporting activities to all children in Israel** and reducing inequity in sports, including funding programs that provide access to sports to women and girls, as well as men and boys from Israel's socio-geographical periphery.
- ✔ **Awareness-raising and trainings** for physical education teachers in schools as well as coaches in extracurricular activities.
- ✔ **Support women's popular sporting association.**
- ✔ **Invest in infrastructures and resources,** improve training conditions and equipment.
- ✔ **Support women athletes** through stipends, grants, travel funding, participation in competitions and trainings – particularly in geographic areas and sports where financial support is lacking.

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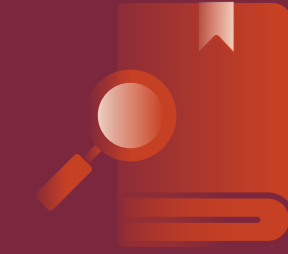
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## CASE-STUDY



### The Azrieli Foundation's Sports for Social Impact Program

Sports for Social Impact (SSI) is a program initiated by the Azrieli Foundation to promote a more tolerant and egalitarian society in Israel by supporting sports and physical education programs. SSI is informed by the potential of sports and physical exercise to empower and improve quality of life; promote equal opportunities and remove barriers faced by marginalized social groups; and facilitate dialogue among those groups. The program is focused on five main goals, one of them being equal opportunities for women and girls. One of the program activities is **One Team – an annual summer camp for fifty Bedouin and Jewish girls** designed to develop social leadership, dialogue, and mutual acquaintance and to challenge mutual stereotypes. In the camp, the girls engage in a wide variety of sporting activities, including self-defense and swimming training, discourse circles, and field trips. Preparatory meetings prior to the camp include family meetings designed to strengthen the relations between the girls and expand the social impact.

- ✓ **Support programs for developing leadership** – Training and mentoring for women interested in leadership, management and coaching roles, in order to improve women's representation in key positions in Israeli sports.
- ✓ **Invest in projects that reduce gender channeling** and encourage both girls and boys to participate in all sports.
- ✓ **Support organizations promoting legislation for equalizing sports budgets** for women and men, as already done in the US and other countries.
- ✓ **Promote transparency in allocating sports budgets** in all authorities involved in budgeting – the Sports Administration, municipalities, and associations.

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## What can we ask about applying a gender lens to grantmaking in the field of sports?

- 🔔 How many women and girls participate in the program supported by the foundation, and how many men and boys?
- 🔔 What data is collected about the participants?
- 🔔 How does the program address the various needs and barriers of girls and women in sports?
- 🔔 When building and developing sports infrastructures, are women's needs considered (e.g. dressing and bathrooms, access, sufficient lighting, safe environment)?
- 🔔 Does the program address gender biases and sexual harassment?
- 🔔 Does the program take action to prevent drop outs?
- 🔔 Does the program promote women leadership?



Simone Biles, 2024  
Jamie Squire/Getty Images

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# Arts & Culture through a Gender Lens



Arts and culture have an important role to play in constructing society's values and shaping its worldview. They enrich individual and community life and promote understanding, tolerance and dialogue. They preserve heritage, express values and ideas, and form social bonds. At the same time, they can also play a major role in constructing and deconstructing gender stereotypes, widening and narrowing social gaps.

A gender lens in the cultural field relates to gender stereotypes rooted in cultural contents, such as literature, cinema, theater, music and fine arts.

Often, cultural representations emphasize traditional gender roles that reinforce unequal gender norms. In addition, women and LGBTQ+ are often underrepresented in the cultural works, as well as in related artistic and administrative roles. This in turn affects the issues represented in the various media, and the ways they are presented. Moreover, there are enduring gender gaps in resources and pay, as well as phenomena such as discrimination and sexual harassment, which act as barriers for women in various cultural areas. Finally, there is a gap in acquaintance with and recognition of women's cultural contribution, with emphasis on women from marginalized groups. All these combine to prevent equality and fairness in the cultural sphere, and to shape prejudiced views about gender in society.

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## Key challenges in the arts and culture through a gender lens:

**Participation** – Despite recent progress, studies conducted over the past few years, internationally as well as in Israel, point to enduring gender inequality in participation and representation in culture and art.<sup>228</sup> Women's works do not always gain the same level of exposure and recognition, affecting the future of their careers. The underrepresentation issue is particularly severe when it comes to migrant, Arab, Jewish ultra-Orthodox, Mizrahi, and LGBTQ+ women. Members of these and other marginalized groups often face intersectional issues that make it difficult for them to integrate into the cultural scene.<sup>229</sup>



The underrepresentation of women in art and culture also affects the content presented. It may **reinforce stereotypes, and can also limit the diversity of perspectives presented in artworks.**

### Examples from different cultural areas in Israel:

**On the radio**, 57% of the songs played in national and regional radio stations in 2023 were by male singers, 32% by women, and 11% by mixed bands.<sup>230</sup>

**In theater**, women are a minority among playwrights and directors, particularly in the established repertory theaters. In 2018-21, women were 19% and 30% of playwrights and 13% and 26% of directors in Habima and Cameri theaters, respectively. In the smaller, fringe and children's theaters, women's representation is higher to the point of equality. For example, in Tmuna Theater, women are 49% of playwrights and 50% of directors.<sup>231</sup>

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 **In museums**, female artists tend to be underrepresented.<sup>232</sup> For example, in 2018-19, women were 37% of presenters at the Tel Aviv Museum, and 41% at the Eretz Israel Museum. In both, there were fewer solo exhibitions by women: 33% and 37%, respectively.<sup>233</sup>


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 A significant change for the better has recently been evident in **literature**. In 2022, 60% of the books published were written by women, compared to 30% in 2010.<sup>234</sup>

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 Since 1948 until 2000, women directed only 7% of feature **films**. However, the gap is narrowing: from 2013-2018, women directed 21% of the films.<sup>235</sup> In 2024, five out of the six candidates for the Ophir Award (the “Israeli Oscar”) in the best film category were directed by women. When the film’s director is a woman, or when the film is directed jointly by a man and a woman, the number of women in all major roles – screenwriting, production, cinematography, and editing – is high. Thus, in 74% of films directed by women in 2013-2018, most of the leading roles were filled by women, and in another 16%, there was a gender equity.<sup>236</sup>


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 **Gender stereotypes** are common in art – women are often presented as sexual objects or as passive characters, instead of active and multilayered subjects. This raises important questions about power, representation and identity in culture, leading to efforts to promote gender equality in that sphere.


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### Structural barriers to women’s participation include:


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 **Gendered division of labor:** Women still bear the main burden of household chores and family duties. Working in theater, for example, requires long hours, sometimes days and weeks in a row, and the plays are performed mainly in the evenings. In cinema as well, working hours are long and irregular, making participation particularly difficult for mothers.

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 **Sexual harassments:** In theater, recent years have seen a growing number of women reporting about sexual harassment and assault. This is a persistent and frustrating barrier for women in the movie industry as well, pushing many to drop out.<sup>237</sup> A survey conducted in 2019 among 825 workers in film and TV, 25% of women reported having experienced gender discrimination, and 22% experienced sexual harassment, compared to 2% and 3% of men, respectively.<sup>238</sup>

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 **Limited networking and mentoring options and “content gatekeepers”** (lectors, artistic managers and art critics) who sometimes adopt the male perspective and consider men’s stories to be more “universal” and appealing to broader audiences, whereas women’s narratives are seen as “niche”.

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 **Resource gaps:** In cinema, for example, the preference of masculine content affects the selection of screenplays for national grants. A study on fine arts pointed to a similar barrier.<sup>239</sup> However, it would seem that the barriers act already in the preselection stage. An examination of the submissions to and support budgets of major film foundations in 2013-16 indicated that fewer female directors submit requests (about 20%), and some of them are for a low budget.<sup>240</sup>

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 **Wage gaps:** The aforementioned 2019 survey indicated that men earned more than did women: 52% of the men stated that their average monthly income was higher than NIS 10,000, compared to only 34% of the women. A quarter (24%) of the women reported an income lower than NIS 5,000, compared to 11% of the men.<sup>241</sup>


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 **Intersectional barriers:** The barriers are much more severe for Palestinian women, who remain a small minority among artists. These barriers include the limited number of art and cultural programs in Arab schools, underrepresentation in the media, few role models, and the difficulty in accepting content by Palestinian artists.<sup>242</sup>

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**The barriers facing LGBTQ+ are similar to those faced by other minorities: “gatekeepers” (such as peer review committees), which sometimes find it difficult to identify with the experiences of minority communities; few role models and positive representation on the screen, and negative representations; sexual and gender harassment and occupational discrimination based on sexual orientation and gender identity. In addition - a factor relevant mainly for transgender people - it is expensive to make films, and members of the transgender community usually have limited resources.**<sup>243</sup>

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 **Mizrahi artists also face complex challenges:** many of them lack the financial support from home necessary to pursue a career in art; cultural barrier – cultural and human diversity is still seen as a niche area; geographic barrier – Mizrahi women from outside the Israeli urban centers lack the resources and networking available to women from the hegemonic center; identity barrier – the denial of the Mizrahi-Ashkenazi conflict is still common in Israeli society, serving as a psychological and class barrier to Mizrahi women at the start of their career, who therefore feel a need to “tone down” their identity so as not to be ethnically labelled.<sup>244</sup>

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## What can we do to promote the arts through a gender lens?

- ✓ **Support women artists, mainly from the geosocial periphery**, through scholarships, grants and direct financial support that will enable them to develop their works and integrate into the various culture and art areas.  
Moreover, support through building **networks of artists and culture professionals** will help women share knowledge, find opportunities, and overcome professional barriers.
- ✓ **Support expanded opportunities for culture and art studies** in schools in peripheral areas, particularly in Arab municipalities.
- ✓ **Support research on women in culture and art**, to identify gender gaps, needs unique to women, and the barriers they face in these areas. In addition, support research on the history of marginalized female artists and critical analysis of women's representations in art.
- ✓ **Support promoting women to key creative and administrative positions and financing projects and initiatives with appropriate representation of women artists:** exhibitions, festivals and productions where women play leading roles.

- ✓ **Promote education and training** in programs for women or where women are equally represented, with emphasis on areas such as artistic management, production, and art review.
- ✓ **Influence public policies** by supporting NGOs that raise awareness and hold dialogue with decision makers in order to promote gender equality.
- ✓ **Support new narratives** that challenge gender stereotypes and present diverse feminine perspectives.
- ✓ **Support collaborations** with male allies who support gender equality, in order to expand women artists' impact and visibility.

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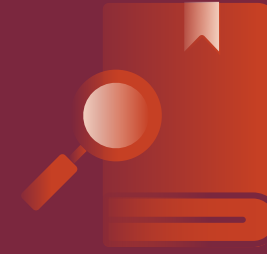
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## CASE-STUDY



### The Incubator for Women Documentary Filmmakers

The Incubator for Women Documentary Filmmakers is an initiative by the New Fund for Cinema and TV, active since 2014 with the support of the Azrieli Foundation, Friedrich Ebert Foundation, Anatta Foundation, Fidelio Foundation, and the Illumination Fund, among others.

Each year, nine candidates from a variety of backgrounds are selected for one year of support and individual counselling on developing a documentary project – a feature film or TV series. The incubator supports projects centered on women's voices in social areas related to family, community, women's status, human dignity and human rights. The candidates selected join the incubators' alumni community.

#### Films produced by incubator members include:

**Wall (Moran Ifergan;** Best Film Award, DocAviv, 2017);

**A Perfect Housewife (Jane Bibi;** DocAviv Jury Award, 2018);

**How to Say Silence (Shir Neiman,** Best Debut Film Award, DocAviv, 2021).

## What can we ask about applying a gender lens to grantmaking in the field of arts and culture?

- 🔔 To what degree does the funding promote women's integration in power and policymaking positions in culture and art?
- 🔔 To what degree does the supported program promote women's leadership in culture?
- 🔔 What is the representation of women on the board, senior management, and among the participants (presenters in galleries, key professionals in plays or movies, etc.)?
- 🔔 To what degree does the funding address women's needs in various roles in the art and cultural fields?
- 🔔 Does the program gather knowledge on barriers to women's participation (wage gaps and occupational instability, difficulty with family-work balance, etc.)?
- 🔔 Does the support help reduce cultural gaps between the periphery and center?
- 🔔 Does the funding help to eliminate gender stereotypes and traditional representations?

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# Wartime Philanthropy through a Gender Lens

Since October 7, Israeli society has faced a multitude of **unknown challenges**. This is due, among other reasons, to the blurring of the boundaries between the war and the home fronts, with an unprecedented number of civilian casualties and hostages, shattered communities, tens of thousands of evacuees from localities in the western Negev and the northern border, widespread trauma, and severe economic hardships for many families.

From a gender perspective, we can point out, on the one hand, the unique implications of the war for women, and on the other, their key contributions and vigor in coping with its challenges, as well as in leading ongoing rehabilitation and recovery efforts.

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# The Impact of the War on Women

## 1 Employment

**Women were the majority among employees let go or put on unpaid leaves** of absence during the first months of the war.

**A survey conducted by the Equal Employment Opportunities Unit** among 1,051 parents of children under 14 revealed a higher impact on women's employment conditions compared to men (35% vs. 26%), and women's absence from work was higher than that of men (57% vs. 38%).<sup>245</sup>

**In a survey conducted among spouses of reservists**, over 30% of respondents reported a change in employment status, with 6% being dismissed, 8% being put on prolonged unpaid leaves of absence, and others being forced to resign or opt to take an unpaid leave, thus forfeiting compensation from the National Insurance Institute.<sup>246</sup>

**According to the "Israel Women's Network"**, since the beginning of the war, there was an increase in referrals to legal advice hotlines on labor laws. **There was a 100% increase in October compared to September, with 54% of inquiries dealing with dismissal and women's rights during the legally protected period.**

**The "Itach-Ma'aki" association**, which provides assistance hotlines for women, reported a widespread impact on hourly and low-wage employees. Some were affected by reduced work hours, while others were not dismissed but were not called in to work, which resulted in loss of income and the entitlement to compensation for unpaid leaves or dismissal.

In a survey conducted among 1,127 women owners of small businesses, representing graduates of the "Yozmot Atid" association training courses, 53% and 40% of the respondents in the first and second round (two and four months after the war, respectively) reported losing more than half their income.<sup>247</sup>

Decrease in the employment rate of Arab women, from 46% in September 2023 to 41% in November 2023.

Additionally, 15% of Arab women were absent from work due to war-related reasons (personal fear, persecution, disruption in childcare arrangements, etc.).

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## 2 Community Resilience and Physical and Mental Health: Lasting Effects

**Violence** – Expansion in referrals to organizations providing support and assistance for victims of various forms of violence (physical, sexual, financial), as well as reports of lack of protection and shortage of vacancies in shelters. Past experience shows increase in domestic violence in the aftermath of wars.

**Impact on girls and young women** – War and emergency conditions increase the likelihood of risky behaviors that are harder to detect among adolescent girls and may lead to school dropout, both explicit and hidden, by both girls and boys.

**Expansion in unpaid work** in household maintenance and family care by women, especially in hundreds of thousands of households where men have been called up for prolonged military service. In addition, even after the reserve service period, many men return with functional difficulties, requiring their partners to support them.

**Inability to meet the basic needs of female soldiers** on the front lines.

**Emotional and functional burden** on women professionals in the healthcare, welfare, and education systems due to persistent shortages in personnel.

**Female teachers and educational staff lack** tools to identify and address trauma in children and adolescents.

**Various gender-related impacts on health, including mental health** – Israeli and international experience shows that wars and other crises can have adverse consequences for women's health, such as the effects of stress on premature births, postpartum depression, and long-term illness. Some of these aspects are currently being examined by various bodies responsible for women's health.

**Impact on vulnerable populations**, including women in poverty and public housing, single mothers, Arab women (including Bedouins in the Negev), survivors of domestic violence and human trafficking, refugees, and migrants. In emergencies, the situation of these populations become even more precarious as they face challenges such as economic hardship, food insecurity, lack of shelter, limited access to information, difficulty exercising their rights, and psychological distress.

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### 3 Representation and Leadership

Underrepresentation of women in decision-making bodies: Out of fifteen members of the **Security Cabinet**, only two are women, one of whom has observer status. In the Socio-Economic Cabinet, established by the government to address all civilian aspects of the war's consequences, out of twenty members, only three are women, one of whom has observer status. The person in charge of the hostages and missing persons is a man. The Director of the Civilian Control Center is a man selected from among male-only candidates. Additionally, women are notably absent from discussions about the adjusted national budget for 2024. An exception is the Tekuma Administration in charge of rehabilitation of the home front, which consists of six groups, four of which are led by women.

**Media representation** – In 2023, women accounted for less than one-third of the journalists appearing in news programs in the mainstream media. The situation was even worse among commentators, with only 12% of appearances by women.<sup>249</sup>

**Civil society** – The strong organizations that rallied to aid during the war are predominantly male-dominated, without significant women representation.

**Lack of up-to-date gender-aggregated data** across all areas makes it difficult to monitor trends and inform appropriate policy responses.

## What Actually Happened?

- ✓ **The crucial role of women and women's organizations in coping with the consequences of war and recovery processes:**

**Women are the majority of workers in essential public service professions:** nurses, physiotherapists, psychologists, social workers, teachers, and educational counselors.

**Civil society organizations, including women's organizations,** have stepped in to fill the void in public services resulting from infrastructure deficiencies, budget constraints, and staffing shortages. These organizations have been engaged, among other things, in providing urgent humanitarian assistance – food and supplies to victims, evacuees, and others; legal and psychological support; assistance (not included in the government's compensation plan) to women in the affected areas; collecting data on the impact of war on women; assistance to victims of violence; addressing basic needs of female soldiers; advocacy for policy changes such as adjusting compensation plans to consider issues relevant to women's employment; raising awareness of war crimes against women.

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**Domestically, women play a central role in safeguarding family resilience.** Transparent work in family care, for which women are primarily responsible also in peacetime, expands further in wartime. This is due to either the long-term conscription of many men (according to IDF data, 115,000 or about half of the men in the reserves are fathers; alongside them, 3,000 mothers serve in the reserves),<sup>250</sup> and/or to disruptions in educational systems or lack of proper shelters.

### ✓ **Government – A widening gap between needs and resources**

The updated budget for 2024 not only fails to consider the unique implications of the war for women and the latter's essential contribution to the recovery processes, but actually threatens to harm them – whether as employees or as service recipients. This is liable to exacerbate existing gender disparities. For example, the budget imposes wide-ranging cuts: 5% of the baseline budget of government ministries and 3% of the Ministry of Welfare's budget. Social services in Israel have been suffering from underfunding even before the war, being funded at a lower level than the OECD average, resulting in a shortage of human resources and infrastructures. Women constitute the majority of workers in social services, so the cuts would affect their jobs or increase their already heavy workload.

Another possible impact is on essential programs such as the summer school, dropout prevention programs, school mental health services, and programs for reducing violence in the education system. Cuts in state funding also threaten to harm women's organizations supported by the government.<sup>251</sup>

### ✓ **Philanthropy – Patterns and barriers reproduced in wartime**

According to estimates, assistance from Jewish funders abroad to organizations in Israel during the war amounted to over \$700 million, with less than 1% directly allocated to organizations assisting women.

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Interviews with funders and foundation representatives and women's organizations, and a survey conducted among 35 funder representatives in Israel and abroad painted a similar picture:

Almost all foundations and funders allocated specific budgets for assistance during the war. Alongside funding immediate needs (such as equipment for soldiers and evacuees), some of the grants were directed toward programs to provide emotional support and build individual and community resilience. However, most respondents reported that the grants were given for general purposes that did not take gender aspects into account. Exceptions included funders for whom gender issues were part of the portfolio even in peacetime, who allocated budgets for women through women's organizations in wartime as well.

## Several barriers were identified in the interviews and survey:

-  **During crises, funders are required to respond immediately, leading them to donate to well-known and large organizations without considering the significant role of small and local organizations.**



**This phenomenon was also observed in a Global Fund for Women study.<sup>252</sup>** It was found that the willingness of foundations and philanthropic organizations to respond and provide immediate assistance during a crisis results in the majority of donations going to national or international organizations, with only 1.2% of humanitarian aid directly reaching local organizations. This trend mainly affects women's organizations, most of which are small and local.

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 **Many of the funders we interviewed believe that because women constitute 50% of the total population, they are entitled to assistance like men.** However, in practice, the lack of knowledge and awareness among most social organizations does not allow them to develop and plan actions that take gender aspects into account. Note that this phenomenon is not unique to Israel, the difficulty in implementing a gender lens is a challenge faced by social organizations worldwide. A mapping document prepared by the UN Refugee Agency and the World Bank<sup>253</sup> shows that social organizations assisting civilians during and after wars tend to overlook gender aspects. This research reveals that lack of resources and coordination, lack of collaboration with local organizations, and lack of commitment to gender mainstreaming are the main obstacles facing these organizations.


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 Another relevant finding is that gender is often perceived as a "niche" issue concerning only a minority. Gender-related matters are not deemed urgent for emergency response, and the link between gender equality, women's empowerment, and concepts such as justice, democracy, and a cohesive society is not deeply understood or addressed.

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 Moreover, some foundation representatives perceive the field where women's organizations operate as conflictual or controversial. Women's organizations are seen as lacking in collaboration, fighting for "crumbs", advocating radical agendas, and too small with limited influence.

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 The scarcity of gender-disaggregated data, alongside women's underrepresentation in decision-making forums, make it difficult to understand their needs, perspectives, and pivotal role during and after conflicts. As a result, women and women's organizations in particular are placed at a disadvantage in funding allocations.<sup>254</sup>

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# The Advantages of Investing in Women During & After War

A comprehensive review published by the World Bank in 2005 describes the potential impact of implementing a gender lens in post-conflict areas.<sup>255</sup>

It claims that creating opportunities for women in the labor market requires a nuanced understanding of their effects. For example, evidence collected worldwide suggests that in wartime situations, when many men are enlisted, women are required to fill their positions in professions traditionally considered "masculine", thereby acquiring new skills in emergency medical services, trade and entrepreneurship, logistics, or technical or mechanical areas. Investing in training programs that provide formal certification improves women's economic opportunities while avoiding concentration in low-wage gender-stereotyped

professions. On the other hand, microcredit programs targeting women offer mainly short-term benefits and quick economic relief after conflict. Moreover, in the long run, they may exclude women from more extensive economic assistance programs, thus perpetuating their involvement in low-wage sectors.

Furthermore, situations of war and crisis sharpen the need for investment in caregiving professions and social services. Most workers in these services are women, typically employed in low-wage positions under conditions that do not adequately meet the urgency of these services for societal resilience.

Finally, regarding women's representation in leadership roles, a survey conducted during the COVID-19 crisis revealed that women were rated as more effective leaders than were men in crisis management.<sup>256</sup>

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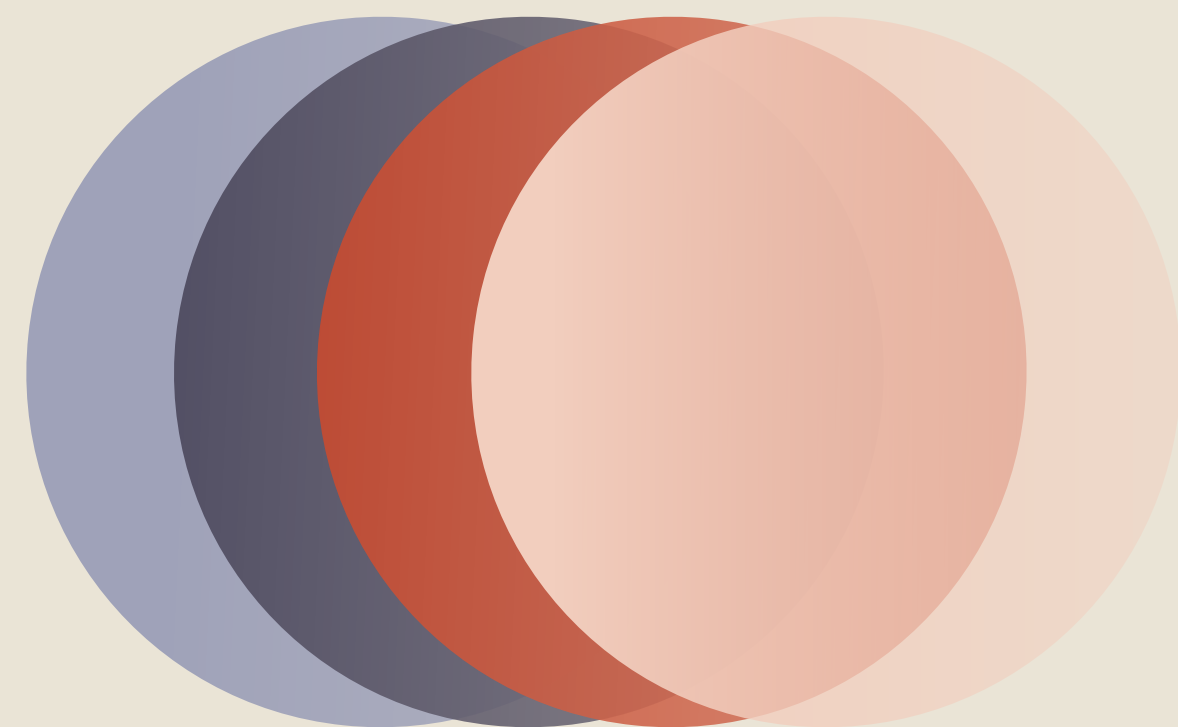
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# What's Next? Informed Funder Practices

It is reasonable to assume that significant philanthropic resources will now be allocated to the physical recovery of the affected areas and the rehabilitation of society and the economy in Israel.



Recently, a comprehensive document was published addressing the recovery of Ukraine in the context of the war with Russia.<sup>257</sup>

Based on numerous studies, this document argues that an approach emphasizing gender considerations and ensuring an efficient and equitable distribution of resources is particularly effective, yielding optimal cost-benefit ratio and sustainability. The document highlights two components that require a gendered perspective: (1) rebuilding and redesigning the physical environment after the war; and (2) a focus on human capital, especially education, health, and employment.<sup>258</sup>

Funders planning to invest in postwar healing and rehabilitation have an opportunity to adopt a new approach. This approach is not only makes sense from a social justice perspective, but is grounded in empirical evidence demonstrating that gender-sensitive investment is particularly effective and enables long-term impact.

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## Below are some examples for best practices:

**Social cost-effectiveness:** A question funders need to ask themselves is whether implementing a gender lens could enhance the societal return on their investment. For example, funders are interested in investing in community resilience centers in Israel.



**Research conducted in Australia<sup>259</sup>** on emotional support programs following COVID-19 shows that applying a gender lens leads to better outcomes. For instance, more men agreed to receive emotional support when programs offered solutions such as professional training and economic guidance. Conversely, women expressed a need for treatment focusing on functional recovery (e.g., overcoming anxiety and depression), which can be provided in more cost-effective group settings, addressing their need for mutual support. Examining needs and barriers by gender and allocating resources accordingly improves programs for both women and men.

**Awareness:** Funders can include additional questions in the application forms that organizations are required to complete. For instance, does the program acknowledge the diverse needs of women and men? How can it be customized to address these needs? Are barriers being considered? And so forth. These inquiries raise awareness and foster organizational dialogue, potentially impacting the program's planning and execution.

**Choosing and investing in local organizations with women's representation:** During the selection process, it is advisable to examine whether the organizations chosen have a communal nature and whether women participate in decision-making. Field studies<sup>260</sup> show that women are often at the forefront of community rehabilitation efforts. Their presence in leadership positions increases the chances of better recovery, whether in infrastructure, community resilience, or economic recovery.<sup>261</sup>

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**In conclusion, the war has had profound and far-reaching impacts on women, highlighting both their vulnerabilities and their essential role in resilience and recovery.**

To effectively support the recovery, it is crucial for funders to adopt a gender-sensitive approach. This includes recognizing and addressing women's specific needs, ensuring their representation in leadership roles, and supporting organizations that promote gender equity. Investments in women have shown to be particularly effective, yielding long-term benefits for entire communities.

**Ultimately, integrating a gender perspective into postwar recovery efforts is not just a matter of social justice but also a strategic approach that leverages the full potential of all members of society and ensures sustainable recovery, benefiting the entire community.**



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# Gender Lens Philanthropic Practices

This part is designed to help you construct a practical framework for action on the way to optimal integration of a gender lens in promoting your social and moral goals most effectively. Based on the literature, we have selected key practices and questions to introduce foundations and funders to a variety of tools available and form a basis for discourse and for work plan implementation.

Below are three key frameworks for planning and implementing a gender lens by individual funders and foundations:<sup>262</sup>

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**Internal processes:  
Representation  
& management**

2

**Supporting organizations  
& programs that promote  
women & gender equity**

3

**Gender  
mainstreaming  
across all funding**

**Note** that several philanthropic organizations are active in both promoting gender equity (2) and gender mainstreaming (3). The division into two frameworks is designed to help funders and foundations to distinguish between the two areas.

**In each category, you will find questions according to the following distinction:**

- For a funder or foundation at the beginning of the gender journey, interested in building infrastructures and develop principles and practices gradually.
- For a funder or foundation in an advanced stage of the process seeking to delve deeper to maximize their impact.

**In each category, we present a general explanation of the issue and examples for best practices.** Next, we present a checklist of self-assessment questions for funders and foundations interested in gender mainstreaming the gender lens and for funders active in the area who wish to deepen their work.<sup>263</sup>

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1

## Internal processes: Representation and management <sup>264</sup>

**The gender lens should become integrated in the funders and foundations' policies, regulations and organizational cultures.** Adopting an internal gender lens means being able to identify and address gender biases and inequality, including in the organizational structure, culture and values, and internal and external communication. **The objective is to turn the mirror inwards and ensure that gender equity principles are implemented within the entire organization.** The following are examples from two leading foundations.

### Adopting a gender lens in planning and knowledge development processes

[The Wellcome Trust](#) supports programs designed to develop practical knowledge to solving health problems worldwide. It devotes much of its support to issues unique to women. In 2021, the foundation collected data on the impact of programs to promote women's health that it has supported in recent years. The data pointed to several under-achieving programs, mostly in rural areas. The conclusions were that the foundation staff took decisions without being familiar with the populations, let alone the unique needs of women in those areas.

This information led to a series of actions to bolster the capabilities of the foundation and teams: investment in technological tools for collecting data and evaluating performance and holding trainings and workshops for the staff on the characteristics and needs of women in these areas.

### Gender equality in governmentality processes

[The Bill and Melinda Gates Foundation](#) is a key example for a philanthropic foundation which implements gender equity in its internal management. The foundation seeks to regulate decision-making processes that ensure that different gender perspectives are considered. It invests in internal training programs on gender equity, offers leadership development programs and a special promotion track for women and gender groups. The foundation has a gender equity division that implements policy by fostering a pro-equality organizational culture. Recruiting a diverse workforce and ensuring fair employment processes, including attention to wage gaps, enable the employees to balance work and private life. Each year, the Bill and Melinda Gates Foundation publishes a [DEI Commitment Statement](#) that follows up on its own progress in the areas of equity, inclusion and diversity.

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## Supporting organizations and programs that promote women and gender equity <sup>265</sup>

Gender inequality is a complex phenomenon. **Gender equity may be promoted by deliberate investment in women** and deliberate channeling of funds and resources to initiatives supportive of promoting women and gender equity, recognizing the ripple effect it has on the women themselves, as well as on their families and communities, and ultimately the entire society and economy.

### Helping women in marginalized communities

[The Cherie Blair Foundation](#) trains and supports women in developing countries to create, sustain and develop successful businesses in fair and inclusive environments.

In 2023, it helped more than 20,000 women entrepreneurs. According to the Foundation, 91% of these women have improved their management skills and met their annual personal and business targets.

### This process requires different actions at different levels and providing grants in a variety of strategies, such as:

Direct service provision: housing support, ensuring economic security, employment programs, support for victims of violence, and promoting women through education and leadership programs.

Support for counseling and assistance services (e.g. legal counselling, exercising rights, mental counselling).

Support for community work and promoting grassroots leaders.

Systemic change, for example, promoting public policies, legislation, and forming social movements.

Focusing on women and girls coping with multiple barriers – women in poverty, migrants and refugees, women from Arab and Jewish ultra-Orthodox society, LGBTQ+, and women with disabilities.

Funding operational costs, infrastructures and capacity-building to enable women's organizations to address lacking managerial and operational capabilities, mainly due to lack of resources, including low staff wages.

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## Supporting women's organization

[The Alliance is a private foundation](#) that supports organizations dealing with gender equity in Europe. The Foundation provides grants and support for small and medium organizations active in improving people's lives and ensuring equal opportunities throughout Europe. It offers mentoring programs and professional assistance for program recipients and provides opportunities for joint learning and trainings in the organizational development area, as well as in improving management and financial capabilities. The Foundation also provides opportunities for forming mutual learning networks, resource allocation and knowledge and collaboration that can maximize their impact on the ground. In addition, the Foundation leads initiatives for collaboration between donors for gender equity in Europe in order to deepen the understanding of the most effective ways to promote gender equity and create an "ecosystem" in this area.

## Donating to women's foundations

Currently there is a growing trend of global women's foundations, such as [The New York Women's Foundation](#). These foundations are expanding their grants as well as their collaboration, and are increasingly recognized as key players in the movement for promoting gender equity.

3

## Adopting gender mainstreaming across all funding <sup>266</sup>

The gender mainstreaming approach addresses gender as a factor relevant across all social areas. According to this approach, every socioeconomic or environmental issue promoted by philanthropists can benefit from understanding the various impacts on women and men. **Gender mainstreaming maximizes the effectiveness of grants and helps promote gender equity in all the foundation's activity areas.** This approach requires a holistic view that addresses gender impact at every stage: from planning and developing the grant program through selecting the beneficiaries to evaluating the impact. This is designed to make sure that every program examines how gender impacts the relevant issue, and that every program provides solutions for addressing gender gaps.

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## Promoting workplace gender equality

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[Gender at Work](#) is active in promoting gender equity and gender mainstreaming in workplaces, with emphasis on changing the organizational culture and adopting egalitarian norms. The Foundation views gender equity as a broad human task (not limited to women), and believes that in order to change the power systems that (re)produce inequality, relations between people, institutions and organizations must be transformed. The Foundation identifies organizations and corporations willing to commit to a gender mainstreaming process at the workplace. It provides professional training, workshops and mentoring to managers and employees and conducts regular evaluations of the progress and impact of these activities. In addition, the Foundation initiates collaborations among the corporations and organizations and encourages exchanges of knowledge and best practices in gender equity. One of its flagship programs is working with hi-tech companies to mainstream gender equity in the organizational culture, including developing recruitment policies and relevant training programs.

## Gender equality in STEM disciplines

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[The Elsevier Foundation](#) is active in promoting equity in STEM disciplines and funds projects that mainstream gender thinking. It believes that gender diversity in research means better science. The Foundation organizes

fifty conferences a year, decided in 2015 to examine women's representation in these conferences. The results indicated that while the general list of representatives was balanced, men were the majority among the keynote speakers. Together with the conference chairs, the Foundation reviewed the data and encouraged them to seek greater balance. The Elsevier Foundation also publishes periodic reports on women scientific leaders and highlights their unique contribution to humanity.

## Gender mainstreaming in programs for young offenders

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[The Barrow Cadbury Trust](#) used to fund work with women but has never conducted a systematic gender analysis of its plans and their execution. In 2004, it began focusing on young adults aged 18-24 as part of its criminal justice program in the UK. Following a report on this population, it established the Transition to Adulthood Alliance (T2A). In 2010, it became clear that the Trust failed to identify the unique needs of young women, and it began funding projects for young women and dedicated studies. Among other things, it found that young offenders were dealing with unique needs, such as caring for children, abusive relationships, and high likelihood of developing mental health problems. As a result, the Trust changed its policy and shifted from support for women-only projects to a more comprehensive and better structured approach, including developing community alternatives to imprisonment for women and men offenders, respectively.<sup>267</sup>

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# Principles & Questions (CHECK LIST)

for foundations and funders interested  
in implementing a gender lens

1

## Internal processes - Representation and management

### Principles:

- 1. Identifying the motivation** – What is the point of adopting a gender lens, and how can improvement in the gender equality indices promote socioeconomic justice?
- 2.** We have examined the degree of intraorganizational readiness implementing a gender lens on issues such as representation on the management and staff, adapted working condition, and an organizational culture that encourages open discussion of gender issues.
- 3. Mapping** – What do we know so far? What data should we collect that will help us decide whether and how to enter the field?

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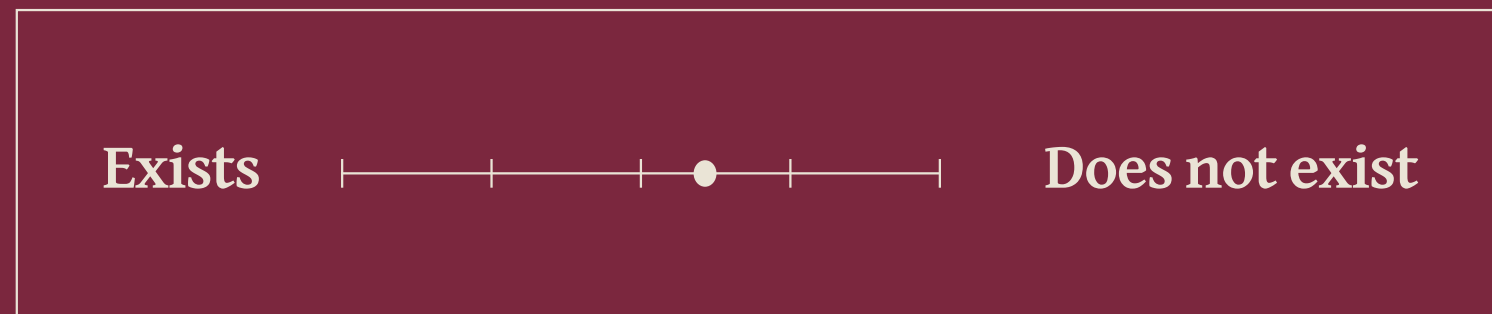
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All the questions we can examine  
in the following manner



**What have we done thus far?**

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**Important actions and next steps**

- 1.
- 2.
- 3.

**Questions:**



What training have we provided to the management and staff on gender equity?

What funders and foundations can be partners in the gender equity area and help us in the process?

What internal or external expertise is available to us for leading the process professionally?

What resources have we dedicated to the new area?

What essential data about gender do we need in our activity areas as a basis for a work plan?

How do we ensure an equitable work environment that will address the needs of women and men alike?

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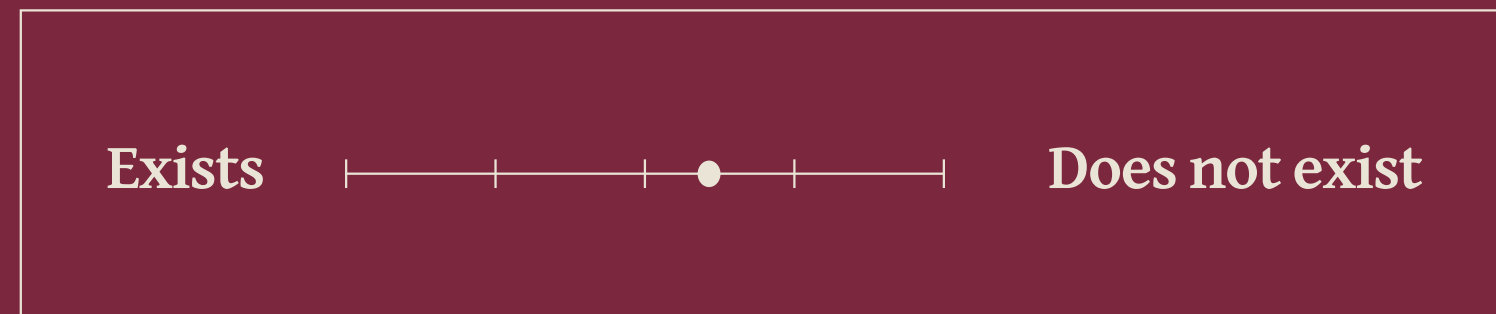
## Supporting organizations and programs that promote women and gender equity

### Two key practices help in the grantmaking process:

- 1. Formulating criteria** that will help select the appropriate organizations, with expertise in the area and demonstrated success in working with women and girls. These criteria may include past experience, lessons learned, evaluation ability, and a strategic approach to the issue.
- 2. Constructing a support program** that includes ways of monitoring and communicating with the organizations.

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All the questions we can examine in the following manner



What have we done thus far?

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Important actions and next steps

- 1.
- 2.
- 3.

**Questions:**



Which population do we want to focus on?

Do we dedicate our grant to the entire organization or to specific programs?

What organizations are active in the area that we know of? Who else do we want to engage?

Questions and/or criteria that may help us select the organization, such as:

- Are women fairly represented on the board?
- Is there equal representation for men and women from diversity populations?

Questions and/or criteria that may help us select the program, such as:

- What up-to-date information does the organization have in order to plan the program?
- How well does the project meet the needs of women and girls from diverse populations?
- How does the organization evaluate the program's achievements

Supporting other organizations:

- What additional economic and/or professional support is required to enhance the organization's infrastructures and improve its capacities (e.g., support for team training for professional upgrading)?
- What information is required to follow up on the program's progress?

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## Adopting gender mainstreaming in all donations

**A systematic and long-term approach is required here, informed by the following principles:**

- 1. A process of learning and awareness-raising** – the first stage includes increasing the awareness of gender equality in the organizations, presenting the importance of this issue and understanding the challenges and benefits involved.
- 2. Mapping the needs and challenges** to help the organizations conduct a gender analysis, map the unique needs of different social groups from a gender perspective and develop tools and processes to meet them.
- 3. Learning and mainstreaming on the go** – These changes take time and require patience and ongoing support. Organizations need time to learn, practice, and understand how to implement gender equality criteria and norms in their ongoing work.

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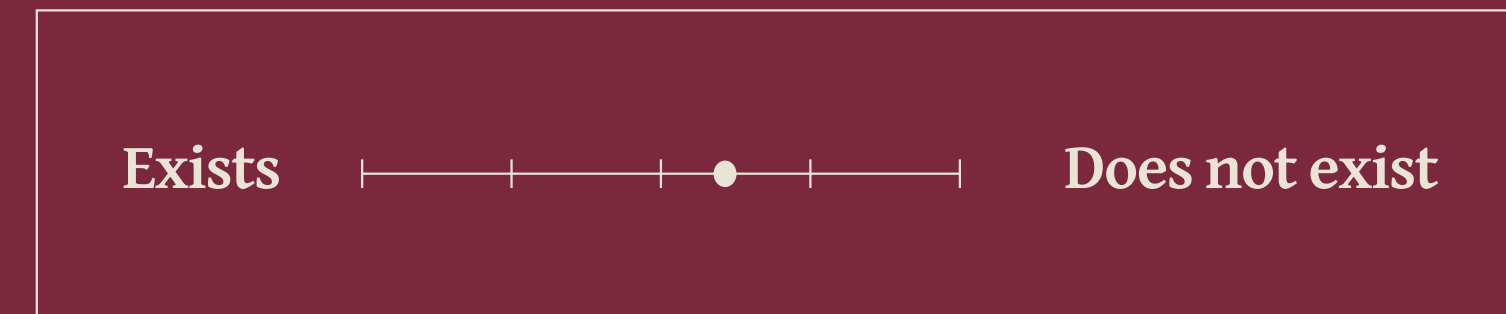
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What have we done thus far?

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Important actions and next steps

- 1.
- 2.
- 3.

**Questions:**



**Intraorganizational process**

- What resources – personnel and training and/or funding – do we dedicate for the organization’s new activities?
- What new data do we need to understand gender aspects of our giving areas?
- What potential partners and/or experts can help us in the process?

**Selecting the organizations**

The organizations’ awareness and understanding of issues related to diversity, and gender diversity in particular:

- How well are diverse populations, and particularly women, represented in management positions?
- Does the organization have policies that support the promotion of employees of all genders, on issues such as work–family balance, equal pay, and preventing sexual harassment?

**Programs**

- How many women/girls and men/boys are involved in the project and will benefit from it?
- Which gender experts are included in the program and what information is collected on the gender aspects in implementing the program?
- How does the program intend to meet the unique needs of women/girls and men/boys?

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## Ongoing support

- What resources do we want to allocate to organizations to help them promote gender equality in their programs?
- How do we encourage joint learning by the organizations we support?
- What tools are available to evaluate our own and the organizations' progress?

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# Principles & Questions (CHECK LIST)

for foundations and funders already  
active in the gender field

1

## Internal processes – Representation and management

### Principles:

- 1. The degree of matching between intraorganizational conduct** (awareness, values, organizational culture, and resources) and our external activity: How well does our policy, values and practices integrate with the activities and programs we promote?
- 2. Understanding and mapping** what we have learned so far and the changes or additions we need to implement to be effective: How does the data collected address lessons learned, achievements and failures, and make changes to improve our effectiveness?

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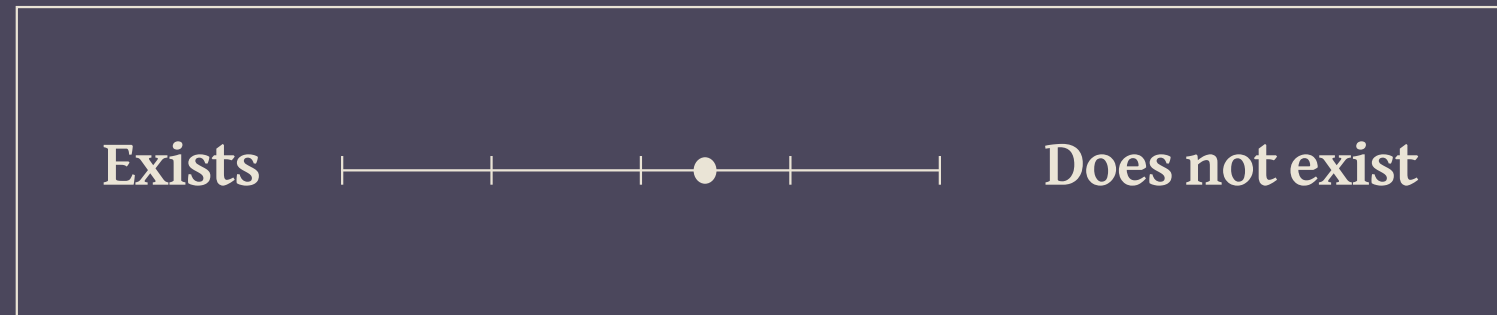
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What have we done thus far?

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Important actions and next steps

- 1.
- 2.
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**Questions:**



How do we train the board and staff on gender and equity?

Do we have internal or external expertise (individuals or organizations) that provide professional support?

How do we collaborate with other philanthropists active in the area?

In what areas have we reached significant achievements? What should we change to become more effective?

To what a degree do the resources allocated to the field match our strategy and scope?

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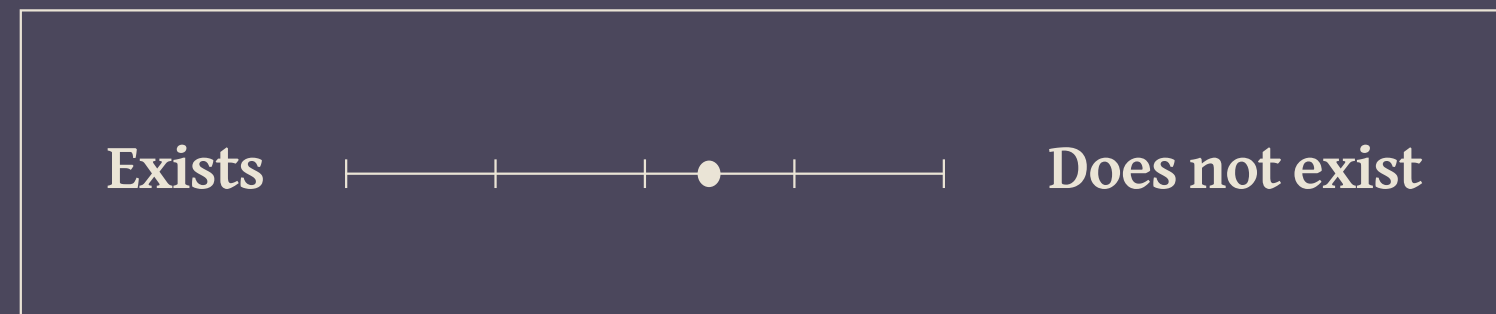
## Supporting organizations & programs that promote women and gender equity

### Principles

- 1. Identifying organizations and programs active in the field,** understanding their unique needs and evaluating their impact potential. This mapping will enable the foundation to understand which organizations are on the cutting edge of new and promising organizations. It is essential to study their challenges and those of the communities they serve, and how to best support them.
- 2. Determining criteria for selecting the organizations entitled to grants** ensures that the grants are given to organizations with the highest potential for positive impact. The criteria needs to include expertise, managerial and executive capabilities, transparency, and the potential to lead to significant change.
- 3. Devising a plan for ongoing support for the beneficiaries** to make sure that the grantees benefit from effective support throughout the project period, including professional training, capacity building workshops, and regular meetings to assess progress and provide feedback.
- 4. Formulating an outlined design plan to create or improve the “ecosystem”** in the field in order to strengthen networks and bonds between the organizations active in the field, improve the environmental conditions that support their work, and strengthen the entire field.

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All the questions we can examine in the following manner



What have we done thus far?

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Important actions and next steps

- 1.
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**Questions:**



How diverse is our portfolio? Did we give enough opportunities for grassroots and/or new organizations?

**Considerations in selecting organizations and programs**

- How does the organization implement the diversity and inclusion approach beyond the gender aspect (intersections with class, ethnicity, nationality, age, etc.)?
- How familiar is the organization with the needs of the communities and populations it serves?

**Ongoing support** - How do we help the organization and build its capacities?

- Do we provide multi-year funding?
- Do we offer the organization reasonable resources to enable it to do its job well (including appropriate wages)?
- Do we help expand the funding mechanisms to ensure program continuity?

To what extent does our grant meet our expectations and the program's scope?

What relationship and cooperation was established with the grantees, and what data do we receive from them for follow-up purposes?

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## Ecosystem development

- How do we encourage and fund knowledge development and/or collaborations among the organizations in the field and with other public, private and academic entities?
- What collaborations do we have with funders in our field?
- What efforts do we devote to raise awareness and encourage other funders to support “our” organizations?

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## Gender mainstreaming

The gender mainstreaming of grants includes planning the grantmaking process in order to create a supportive “ecosystem”. This includes:

**1. Identifying organizations and programs** interested in implementing or already implementing this approach, which may serve as role models for other organizations. Funders and foundations have an important role in raising awareness of the issue, in educating, and in creating an “ecosystem” through connections and collaborations between the organizations and programs, and creating a powerful support network, developing knowledge and influencing policies.

**2. Funders and foundations already adopting this approach have an important role to play in raising awareness, educating and creating an ecosystem by:** initiating conferences and workshops designed to raise awareness of gender equality among the communities and organizations; creating support networks among the grantees, forming global collaborations; and helping build platforms for knowledge-sharing and exchange of ideas.

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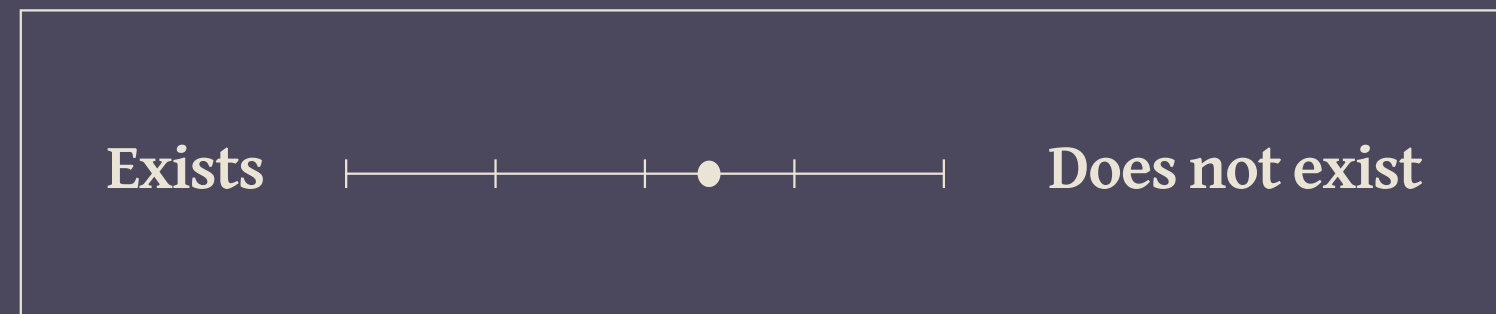
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All the questions we can examine in the following manner



What have we done thus far?

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- 
- 

Important actions and next steps

- 1.
- 2.
- 3.

**Questions:**



What objectives do we have? How clear and measurable are they?

What gender analytic tools do we use to improve our decision making?

**Questions related to gender mainstreaming on the organizational level:**

- In leadership and management roles, how well are diverse populations represented? And women?
- How does the organizational culture promote personal safety, dignity, and equality for all genders?
- To what extent has the foundation formulated a policy that supports the promotion of individuals of all genders, including support for work-family balance, equal pay and equal promotion?
- What experts are there in the organization/ programs, and what information has been collected on the gender aspects of the program's implementation?

**Ongoing support**

- How do we encourage the grantees to learn about the work done by others to promote gender equality? Do we provide enough resources for that?
- Do we receive feedback from the organizations we support? What else do the grantees need to do their job well?
- How often do we organize meetings and workshops to deepen the knowledge on gender analysis and promoting equality?
- What tools do we have to evaluate our own and the organizations' progress?

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## Ecosystem development

- How do we encourage and fund collaborations between the supported organizations and others?
- What collaborations do we have with funders in our field?
- How do we lead initiatives to impact public policies and multi-sectoral standards?
- What efforts do we make to influence our philanthropic field?  
What actions do we take?

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# With Gratitude



JFN recognizes and extends its gratitude to the many funders and foundations, professionals, and representatives of organizations who have generously donated of their time and knowledge to the content of this guide. Special thanks to the foundations and funders who have chosen to join the meaningful path to promote gender equity.

We would also like to thank the Gender Giving Forum steering committee which accompanied the writing of the guide from start to finish: Dafna Meitar Nechmad, Inbar Shashua Bar-Nir, Yael Zur, Eran Brauer, Elah Alkalay, Kalela Lancaster, Kylie Eisman-Lifshitz and Yael Boim-Fine.

## The Schusterman Foundation Israel



[This foundation](#) supports organizations working toward gender equality, focusing on three key areas: security, rights, and leadership. Among its initiatives, the foundation supports organizations that prevent and identify violence against women, as well as those helping survivors of domestic violence and sexual assault. The foundation's work is grounded in the belief that the lack of gender equality enables the prevalence of violence against women and other issues that must be eradicated. It supports activities to ensure women's equal rights, integrate gender perspectives into policy processes, and promote female leadership. The foundation believes that women must be full partners in decision-making processes to advance Israel's national security and prosperity.

## The Shashua Family Foundation



An Israeli [philanthropic foundation](#) dedicated to promoting social mobility and solidarity in Israel. The foundation addresses the evolving needs of Israeli society and seeks to create diverse solutions to reduce social and economic gaps. This mission is achieved through partnerships with like-minded organizations and individuals, policy advocacy, and the development of initiatives for at-risk populations, technological education in peripheral areas, and support for small businesses. As part of its approach to advancing social mobility, the foundation views gender equality as a crucial component of its philanthropic activities, embedded in all aspects of its strategic giving. The foundation is proud to support the creation of a gender giving guide, aiming to better understand the needs across various fields of giving while developing a portfolio with broader impact and significant progress in gender-focused philanthropy.

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## Dafna Meitar Nechmad



Dafna Meitar Nechmad is the [Chairperson of the Board of Trustees at Tel Aviv University](#) and a co-founder of the Tel Aviv University Institute for Law and Philanthropy, which places philanthropic policy and research at the forefront of Israel's socioeconomic agenda. After a successful legal career with [Meitar Law Offices](#), one of Israel's leading law firms, Dafna has devoted her time and energy to the nonprofit sector. She manages the family philanthropy through the Zvi and Ofra Meitar Family Fund, which has supported education and culture in Israel and abroad since 2003. As a philanthropist and a woman, Dafna is deeply concerned about gender inequality. In response to the COVID-19 crisis, she initiated JFN's Women's Leadership in Philanthropy Group to incorporate a gender perspective into philanthropic activities and encourage other donors and foundations to adopt a similar approach.

## The Harry and Jeanette Weinberg Foundation

This resource was funded by The Harry and Jeanette Weinberg Foundation and the generous support of the Gender Giving Forum steering committee. We thank them for their support and acknowledge that the findings and conclusions presented in this guide are those of the author(s) alone, and do not necessarily reflect the opinions of these funders.

## The Rayah Fund



[The Rayah Fund](#) amplifies the voices of women as we believe in their unique power to make the world a better place. With that in mind, we champion leaders who are sparking change in their own communities, create partnerships to exchange knowledge and learn together and convene to explore new possibilities of collaboration. We are grateful to be able to bring this guidebook to the philanthropic community to continue to invest and amplify women's voices.

## Bruce and Ruth Rappaport Foundation



Bruce and Ruth Rappaport believed that gender equality is not only a women's issue. It is a vested interest of everyone, and it is necessary and crucial for a more inclusive and safer society. Therefore, since they started their philanthropic journey more than 50 years ago, equality and advancement of women was always considered as one of the key pillars of the family's giving. This includes both dedicated projects supporting and promoting women and women's rights, as well as applying a gender lens into other projects. In 2013, the late Ruth Rappaport established the Prize category for Women Generating Change as part of the Rappaport Prize, awarded annually since. The Rappaport Prize for Women is the only prize of its kind in Israel and one of a few in the world, awarded directly to women for their groundbreaking achievements.

## Elah Alkalay – Funder and Activist

Elah has been involved in philanthropy and investments through a gender lens via several positions: An an executive at IBI Investment House, as chair of NIFs grants committee, as a private funder and as chairperson of the Israel Women's Network in addition to supporting organizations focused on women and girls. Elah initiated the [Miss Fix the Universe](#) platform now in its fourth year. Through IBI Elah founded and leads a program for women investors [Own Your Financial Future](#). Elah has written numerous op-ed's on the topics of diversity, equity, inclusion, and belonging (DEIB) and often lectures on those issues. Elah hopes this guide will provide best practice to strategic, effective philanthropy applying a gender lens.

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## Kylie Eisman-Lifschitz – Funder and Activist

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Kylie is CEO of the management consulting firm, Workwell, and co-authored and published the first study in 2021 which showed that social investment in women is less than 1% of total philanthropic investment in Israel. Kylie founded **SheRise** – an Israeli initiative in response to the lack of gender equity in philanthropic activity and promotes grassroots women's leadership that arose in evacuee communities from the Western Negev Region, post-October 7th. SheRise invested in this guide to increase awareness of the need for greater giving to women and girls and as a tool for funders on giving with a gender lens.

## NCJW - National Council of Jewish Women

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**NCJW** has a long legacy of working in Israel to support women, children, and families from all sectors of Israeli society. The work of NCJW in Israel applies a gender lens strategically, through three tracks.

- [Connecting for Impact](#), our field building arm which provides platforms and resources for feminist changemakers looking to leverage their collective power for impact.
- The Israel Granting Program, which supports women's advocacy and service organizations
- The NCJW Women and Gender Studies Program at Tel Aviv University, which nurtures feminist scholarship

NCJW views the guide as a critical resource to promote gender equity. We are proud to be partners in its creation and look forward to working together to ensure it is a springboard for action.

## Guide Research and Authors

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[Dr. Yael Hasson](#) - Director of Gender Equality and Researcher at the Adva Center.

[Dr. Ronit Amit](#) - Partner at Adva: Research and Development, Founder and Director of the Social Department.

We extend our heartfelt gratitude to the research and authors for their dedicated, professional, and tireless work in creating the **Gender Giving Guide**. Your combined knowledge, experience, and vision have made this guide a compass for foundations and funders seeking to act with gender awareness and create broader and deeper impacts on Israeli society. We deeply appreciate your contribution to leading such an important and meaningful initiative, aimed at fostering social justice and gender equality. The authors wish to thank **Tehila Sharabi**, a researcher at the Adva Center, for her significant contribution to this guide. We are also grateful to the participants in the interviews and focus group who generously shared their knowledge and experience.

## Ortal Bremeler – Graphic Designer

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Thank you for your creative and professional work in designing the guide. Your meticulous design, attention to detail, deep understanding of the central messages, and ability to convey them visually have greatly contributed to the guide that as a practical tool and an inspiring piece of work.

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In an effort to promote strategic and impactful philanthropy, JFN makes accessible to the members of the network [guides for strategic giving](#) in a wide range of fields including in-depth studies and best practices for philanthropic action.

The generous support and commitment of funders, foundations, and the Gender Giving Forum steering committee made it possible for us to produce this professional guide, which serves as a key tool for promoting social change in Israel. Together with the establishment and management of the Gender Giving Forum, we work to provide the philanthropic community with tools to build Infrastructures for gender equity for generations through collaborations, peer learning and strategic investments in the restoration and revival of Israeli society.

Special thanks to **Sharon Dwek**, Director of Membership and the JFN Gender Giving Forum for the dedication and vision that led to the realization of this important project, and **Reut Stoller**, Director of Strategy for launching the project and holding it professionally. Your joint work embodies the value of gender and impact-focused cooperation.

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**Sigal Yaniv Feller - JFN Israel Executive Director**

**December 2024**



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