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Report on the Quality of Employment - Israel

**Presented at the meeting on the measurement of quality of employment
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Abstract

There are three measurement frameworks of quality of employment: the International Labour Organization (ILO) Decent Work framework; the European Commission Quality of Work Indicators; and a third framework used, by the European Foundation for the Improvement of Living and Working Conditions (EF) in its European Working Conditions Survey. These frameworks have similar characteristics which should be utilized in the development of an international standard on the measurement of qualitative aspects of work and labour.

This report presents economic aspects of the quality of employment. The report relates only to available indicators, which have been developed according to the quality of employment framework. There is neither a profound analysis in this report, no international comparisons. We recommend that this be done separately.

The purpose of this report is to analyze quality of employment under the following titles:

- 1. Safety and ethics of employment**
- 2. Income and benefits from employment**
- 3. Work hours and balancing work and non-working life**
- 4. Stability and security of work and social security**
- 5. Social dialogue and workplace relationships**
- 6. Skills development and life-long learning**

The Introduction presents the concept of quality of employment and the main trends in Israel in 1998-2007. This report consists of two parts: first part presents yearly trends for 1998-2007, for selected indicators, for which we have available data; second part lists indicators for which we have no data (appendix 17). The summary contains metadata on the indicators and also indicates topics for future in-depth analysis.

Introduction

From the perspective of the International Labour Organization (ILO), the quality of employment concerns security of tenure and prospects for career development; it relates to working conditions, hours of work, safety and health, fair wages and returns for labour, opportunities to develop skills, balancing work and life, gender equality, job satisfaction and recognition and social security . It also deals with freedom of association and having a voice in the workplace and society. Finally, it involves securing human dignity and eliminating discrimination, forced labour, human trafficking and forms of child labour, especially in its worst forms.



These qualitative aspects of work and labour are largely covered by the concept of Decent Work, defined by the ILO and endorsed by the international community as “opportunities for women and men to obtain decent and productive work in conditions of freedom, equality, security and human dignity”.¹ The Decent Work Agenda provides a framework for the major areas of ILO work and draws attention to the relationships between its four strategic objectives:

- Fundamental principles and rights at work and international labour standards
- Employment and income opportunities
- Social security and social security
- Social dialogue and tripartism

The European Foundation has identified three perspectives on the quality of work and employment: societal, corporate and individual². From a societal perspective, it may be desirable to have good quality of employment, since high quality employment is assumed to have social spin-offs. Not all aspects of the societal point of view would imply that quality of employment is positive. In some countries, there is often public protest when employment in the public sector- which can represent generally good quality jobs- rises since the public can be leery of government overspending.

To meet their needs of monitoring and developing policies to improve work quality, both the ILO and the EU have developed quality of employment frameworks. While the ILO has a single framework, called “Decent Work Indicators”, there are two EU frameworks: the first is maintained by the European Commission, and the second is used by the European Foundation for the Improvement of Living and Working Conditions.

There is a need to develop statistics on quality of employment, and organize them into some coherent and relevant framework. With this proposed quality of employment framework comes a new step in the development of a possible international standard that could facilitate international comparisons and give legitimacy to national analysis of the quality of employment.

From the corporate point of view, good employment might mean having hard-working, productive staff. Certainly there is an overlap between the corporate view and the views of the worker regarding high quality employment. None the less, the employer's interests are not always the same as those of the worker. While an employee might benefit from high wages, the employer may not consider such an attribute a positive one.

The proposed framework and its indicators are primarily designed to measure quality of employment from the perspective of the individual or the worker. However, there are also some elements of the social perspective built into this framework.³ Because work is something that delivers a large variety of advantages and disadvantages to individuals and societies, individual and societal tastes are equally varied. As a result, there is no one, single definition of "good" employment.

¹ International Labour Organization. *Decent work: Report of the Director-General. International Labour Conference*, 87th Session, ILO, Geneva, 1999.

² European Foundation for the Improvement of Living and Working Conditions, *Quality in work and employment in the European Working Conditions Survey*, UNECE/ILO/Eurostat Seminar on the Quality of Work, Geneva, May 11 to 13, 2005, pg. 2..

³ Note that the ILO framework on decent work also has both a societal and individual perspective.



To get a full picture of the labour situation of a country, the framework of the quality of employment should always be accompanied by regular indicators on employment and unemployment like employment, unemployment and participation rates. Moreover, standard labour market indicators are essential pieces of information for interpreting the results of the measurement of quality of employment.

For purposes of the Task Force, the perspective of the individual or the worker is adopted. In answering “what is quality of employment?” the Task Force asks itself what the employed person desires from his employment. Essentially, in assigning the various elements which should be monitored, the Task Force implies which elements of work quality are important, and which elements are not. The six dimensions which underlie the concept of Quality of Employment and which will be presented in our report are:

- 1. Safety and ethics of employment**
 - a. Employment safety
 - b. Child labour and forced labour
 - c. Fair treatment in employment
- 2. Income and benefits from employment**
 - a. Income from employment
 - b. benefits from employment
- 3. Work hours and balancing work and non-working life**
 - a. Work hours
 - b. Working time arrangements
 - c. Balancing work and non-working life
- 4. Stability and security of work and social security**
 - a. Stability and security of work
 - b. Social security
- 5. Social dialogue and workplace relationships**
- 6. Skills development and life-long learning**

Regarding data availability, indicators were classified in three groups. The first group includes indicators for which there was comparative data. The second group of indicators was calculated according to a different definition than that given in the quality of employment framework. The third group contains indicators for which there was no available data (appendix 17).

The purpose of this report is to present the state of quality of employment in Israel between 1998 and 2007.

Main trends in Israel, 1998-2007

General data

The small and developed Israeli economy is essentially affected by the world’s economy. At the beginning of 2000 there was rapid economic growth in Israel. Since October 2000 the growth rate declined due to 3 separate causes: 1) the global economic slowdown, 2) the decline in the American financial markets, and 3) the adverse effects of Palestinian Intifada.



The period between 2001 and 2003 was characterized by economic recession and Palestinian uprising. The recession was accompanied by a small increase in the size of the labour force and a significant increase in the unemployment rate; the number of immigrants who arrived during these years was insignificant (in the early '90's a massive influx of immigrants from the former USSR arrived in Israel; that influx slowed down during the late '90's); tourism also declined. As of the second half of 2003 the economy started to recover.

The period between 2004 and 2007⁴ was characterized by rapid and stable economic growth. The growth during that period can be attributed to continuous improvement in the world economy; intensification of international trade; and stabilization of the security situation, except for the war in Lebanon (July-August 2007). During the same period the government's macro-economic policy was characterized by: reduction of the budget deficit; reduction of public debt and government expenditure; and an increase in local demand, which resulted in wage increases and a decrease in the unemployment rate.

Growth

The main indicator of the economy is the Gross Domestic Product (GDP).

Between 1998 and 2007, the GDP (in current prices NIS) in Israel increased by 62.1% and reached 673,552 million NIS in 2007 (appendix 2). This growth can be attributed to local demand; the growth in the world economy; Israel's fiscal policy; economic reforms; and the security situation.

GDP per capita is an indication of the country's standard of living. Israel's GDP per capita declined in 2001-2003, the period was characterized by economic slowdown. Since 2003 the GDP per capita was continuously increased and reached 93,808 NIS in 2007.

The rate of fixed capital formation steadily declined from 22.6% in 1998 to 16.4% in 2006, and increased slightly to 17.1% in 2007.

Labour market

During 1998-2007 the average salary per employee increased from 5,914 NIS in 1998 to 7,749 NIS in 2007 (see appendix 2).

The unemployment rate was 8.8% in 2000, compared with 10.3% in 2002 due to the economic slowdown which began in 2000 (see appendix 3). Despite economic growth in 2003, the unemployment rate continued to rise and reached 10.7% that year. In 2004 the unemployment rate began to decline and reached 7.3% in 2007.

Inflation

Consumer Price Index (CPI) behavior during 1998 to 2007 was not uniform (appendix 2). High price increases occurred during 2002, due to the lack of stability in financial markets (a decline in interest rates, exchange-rate depreciation, etc.). The CPI declined by 0.1% in 2006 because of a weak dollar and reduction in fuel prices and increased to 3.4% in 2007.

Definitions and concepts used in this report are similar to definitions and concepts that were defined in the quality of employment framework (see appendix 1).

Data sources for each indicator are listed in the appendix.

⁴ The US mortgage crisis that began during the second half of 2007 did not influence Israeli economic activity.

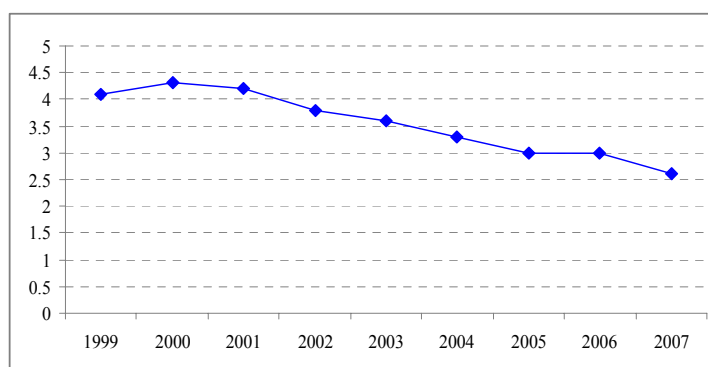


1. The available indicators of quality of employment in the Israeli labour market, 1997-2007

Dimension 1. Safety and ethics of employment: a) Employment safety

Indicator 1: Fatal occupational injury rate

Graph 1: Fatal occupational injury rate (Workplace fatalities per 100,000 employees), 1999-2007



Note: Only deaths resulting from accidents occurring during the same year

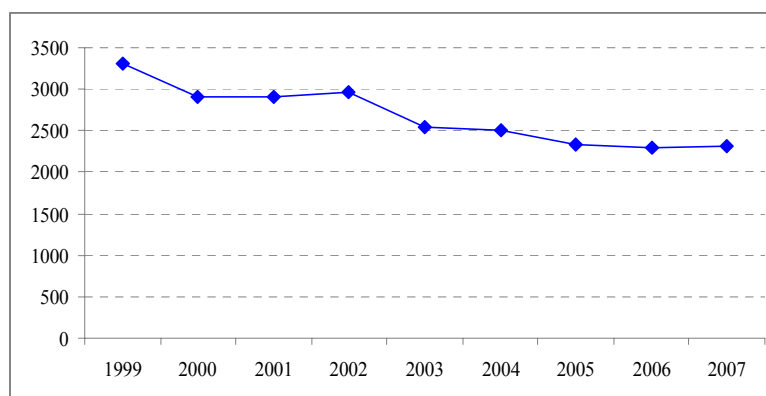
Source: Ministry of Industry, Trade and Labor.

Appendix 4

The rate of fatal injuries declined steadily from 4.1 in 1999 to 2.6 in 2007, a decline of 36.5%.

Indicator 2: Non-fatal occupational injury rate

Graph 2: Non-fatal occupational injury rate (Workplace accidents per 100,000 employees), 1999-2007



Note: Incapacity of 3 days or more

Source: Ministry of Industry, Trade and Labor

Appendix 4

The same decline was observed with respect to non-fatal occupational injuries, a decline of almost 30.0 % between 1997 and 2005. Between 2005 and 2007 no change was observed.

Indicator 3: Occupational injury insurance coverage

Source: Ministry of Industry, Trade and Labor

Appendix 4

According to Israeli Law, occupational injury insurance covers all employed people.

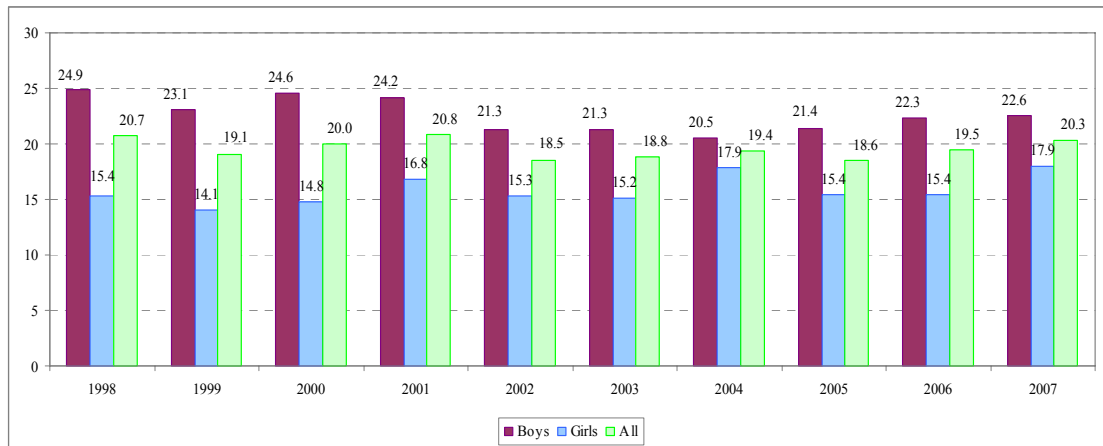


b) Child labour and forced labour

Indicator 7: Children working: average weekly hours, by age and sex

This indicator was calculated according to a different definition than that given in the quality of employment framework (see appendix 5).

Graph 3: Average weekly work hours per young employed persons aged 15-17, by sex, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

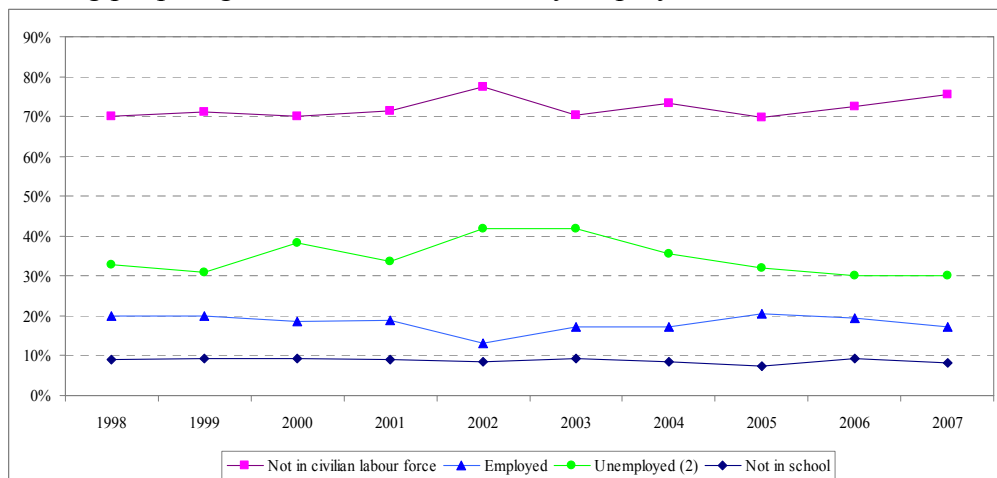
Source: Labour Force Survey

Appendix 5

The average work hours of children aged 15-17 is approximately 20 hours a week: hardly any systematic trends have been observed during the years. Girls in this age group work fewer hours than boys (approximately 15 hours a week and 22 hours a week respectively). Note that this indicator refers only to children in the older age group – not those aged 5-14.

Indicator 8: Children not in school by employment status

Graph 4: Young people aged 15-17 not in school, by employment status, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); the unemployment rate was calculated as a percentage of the civilian labour force (employed and unemployed persons)

Source: Labour Force Survey

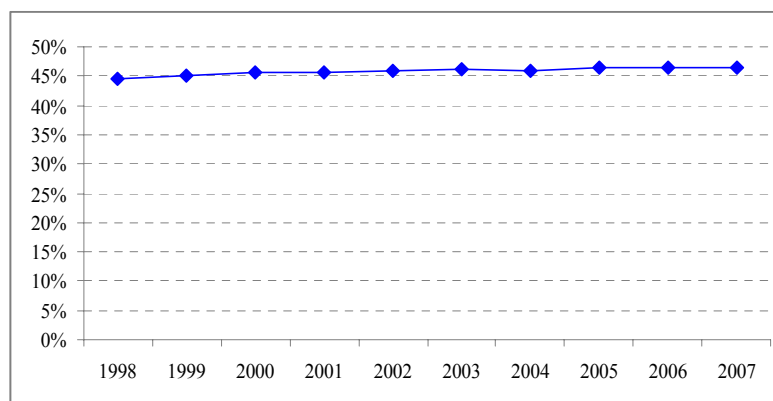
Appendix 6



The share of young people aged 15-17 not in school is stable, approximately 9%. Most of them are not in the civilian labour force. The non- participation rates of these children increased from 70.1% in 1998 to 75.4% in 2007. At the same time, employment and unemployment rates declined from 20.1% in 1998 to 17.2% in 2007 and from 32.9% in 1998 to 30.1% in 2007, respectively.

Indicator 9: Employed women as a share of total employment

Graph 5: Employed women as a share of total employment, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

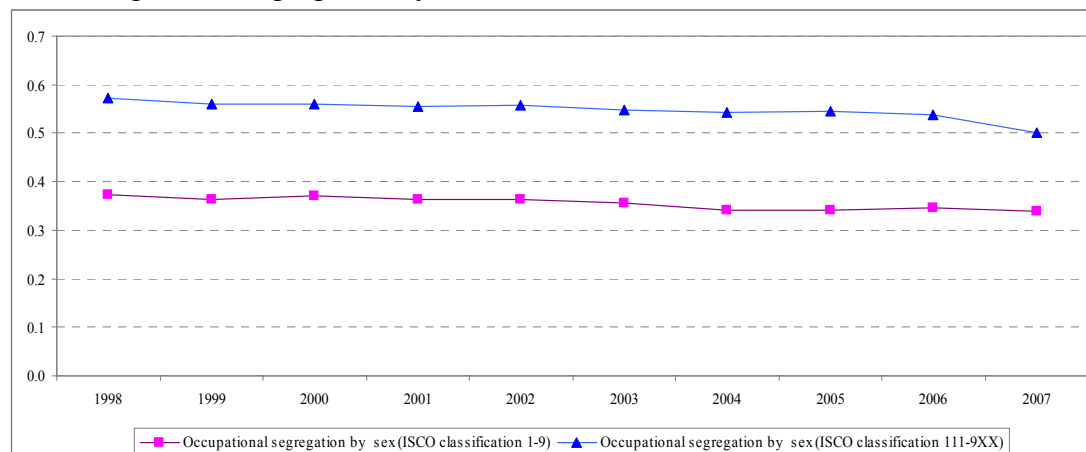
Appendix 7

The share of employed women increased steadily from 44.4% in 1998 to 46.4% in 2007.



Indicator 10: Occupational segregation by sex

Graph 6: Occupational segregation by sex, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

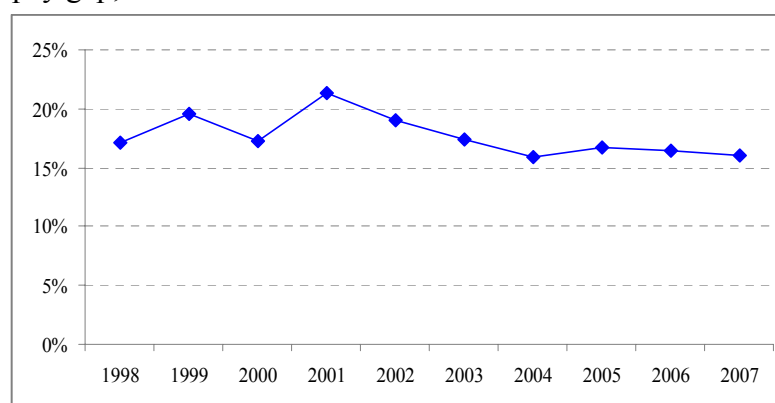
Source: Labour Force Survey

Appendix 7

Occupational segregation is much more pronounced when measured in more detail classification (3-digit). Using one digit occupational classification, the segregation level was approximately 0.36 and hardly changed during the years. Using 3 digits occupational classification, the segregation level was approximately 0.55 and declined to 0.50 in 2007.

Indicator 12: Gender pay gap

Graph 7: Gender pay gap, 1998-2007



Source: Income Survey

Appendix 7

Women earn approximately 80% of men's hourly earnings. Only small changes are observed during the years; in 1998 women's hourly earnings were 82.9% of men's. This figure slightly declined in 2001 to 78.7% and slightly increased to 84% in 2007.



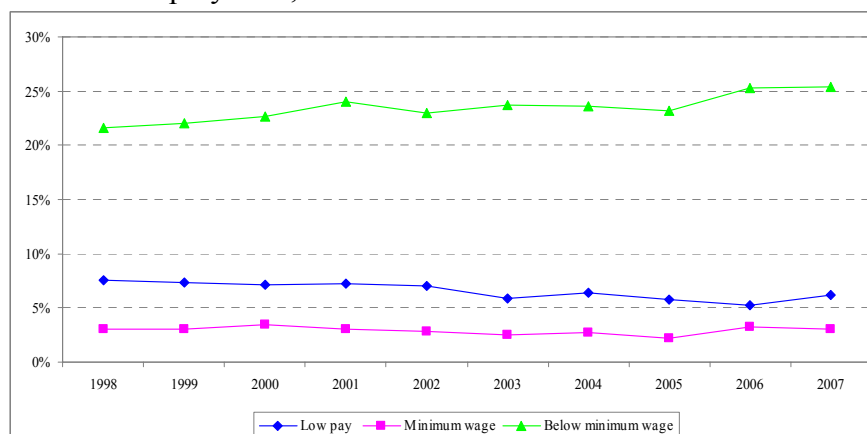
Dimension 2. Income and benefits from employment: a) Income from employment

Indicator 13: Low pay (Share of employees with below ½ of median hourly earnings)

Indicator 14: Share of employees paid minimum wage (1)

Indicator 15: Share of employees paid below minimum wage

Graph 8: Income from employment, 1998-2007



Note: (1) Share of employees paid minimum wage ($\pm 2SD$) as % of all employees

Source: Income Survey

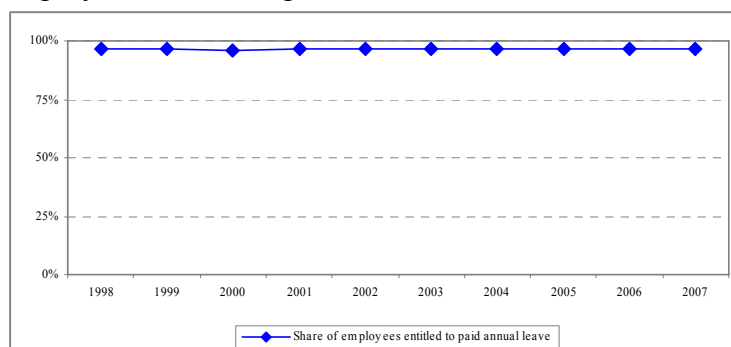
Appendix 8

The share of employees receiving low pay declined slowly from 7.6% in 1998 to 6.2% in 2007. The share of employees paid less than the minimum wage increased from 21.6% in 1998 to 25.4% in 2007. At the same time, the percentage of workers paid minimum wage was approximately only 3%, and remained so throughout the years.

b) Benefits from employment

Indicator 16: Share of employees entitled to paid annual leave

Graph 9: Share of employees entitled to paid annual leave, 1998-2007



Source: Ministry of Industry, Trade & Labor, Labour Force Survey

Appendix 9

The share of employees entitled to paid annual leave out of all employees was approximately 96.5% and was stable throughout the years. It must be noted, that the Israeli Annual leave law covers all employees except for small special groups of temporary workers (see appendix 18).

Indicator 17: Average length of paid annual leave

The law guarantees full-time employees a minimum 14 days annual leave. Data is not available for calculation of the average length of paid annual leave taken by employees.

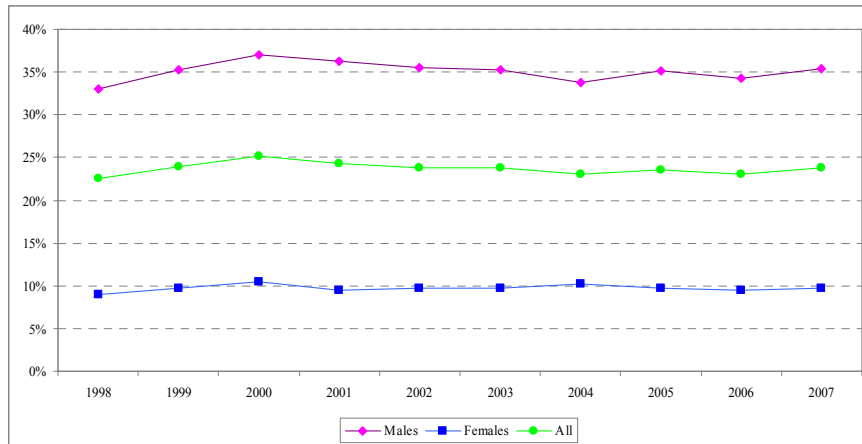
Appendix 18

Source: Ministry of Industry, Trade & Labor



Dimension 3. Work hours and balancing work and non-working life: a) Work hours
Indicator 18: Share of employed persons working 49 hours and more per week

Graph 10: Share of employed persons working 49 hours and more per week, 1998-2007



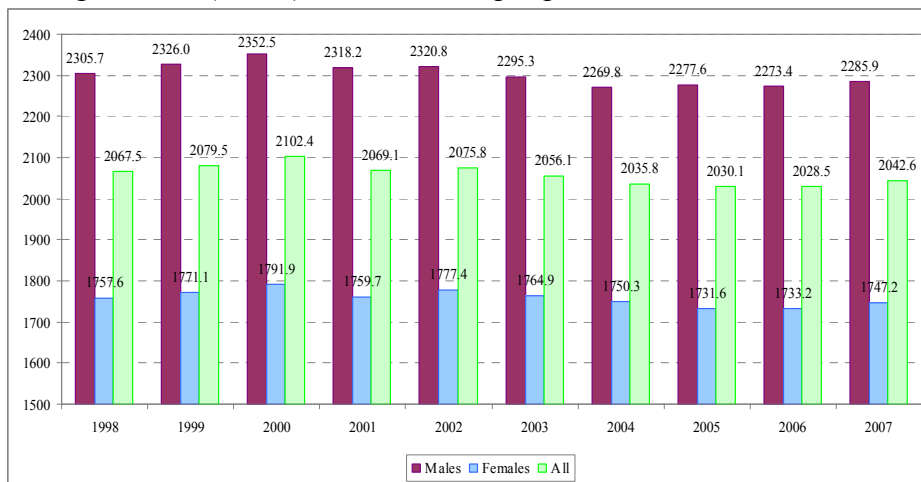
Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples); not including those temporarily absent from work during the determinant week
 Source: Labour Force Survey

Appendix 10

The share of employed persons working 49 hours and more per week is quite stable over the years- approximately a quarter of all employed persons each year. Men are much more likely to work 49 hours or more, approximately 35% of them do so, whereas only approximately 10% of all women work 49 hours or more per week.

Indicator 19: Average annual (actual) hours worked per person

Graph 11: Average annual (actual) hours worked per person, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)
 Source: Labour Force Survey

Appendix 10

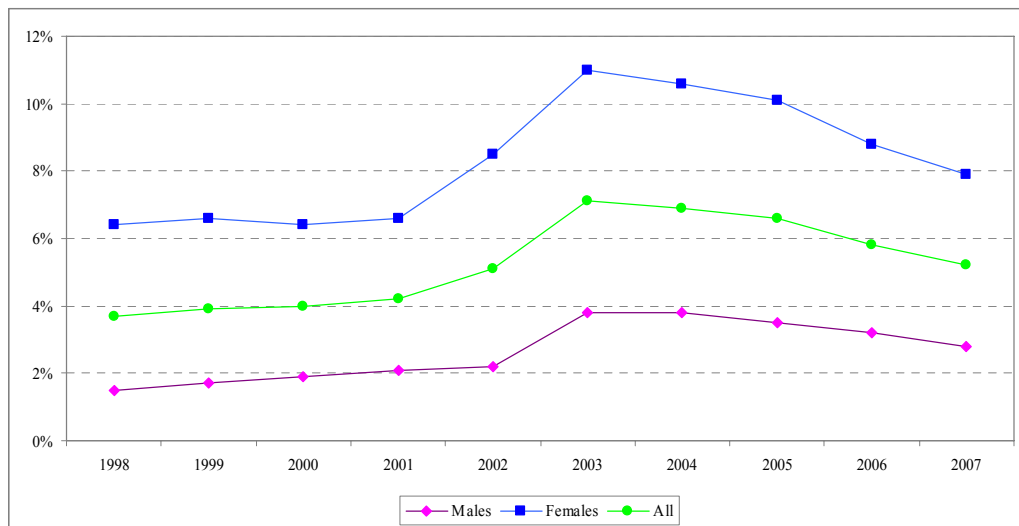
The trend of average annual work hours differed throughout the period. It increased from 2,068 hours in 1998 to 2,102 hours in 2000 (an increase of 1.7%). After that, it declined by 3.5% and reached the level of 2,029 hours in 2006. In 2007 it slowly increased to 2,043 annual hours worked per person. Men work more hours than women by approximately 31%. The gap between men and women remains stable throughout the years.



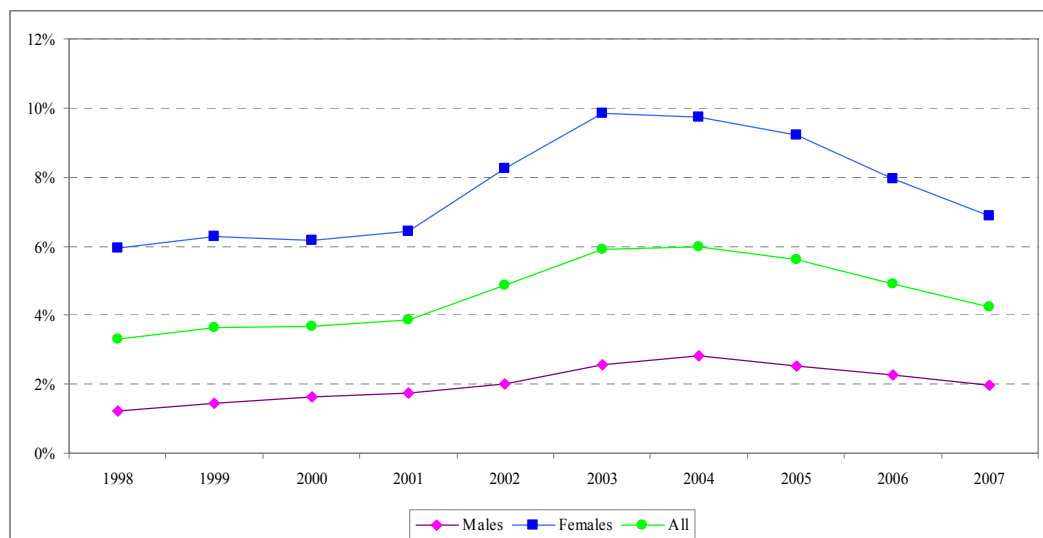
Indicator 20: Time-related underemployment rate

Indicator 21: Share of employed persons working less than 35 hours per week involuntarily

Graph 12: Time-related underemployment rate, 1998-2007

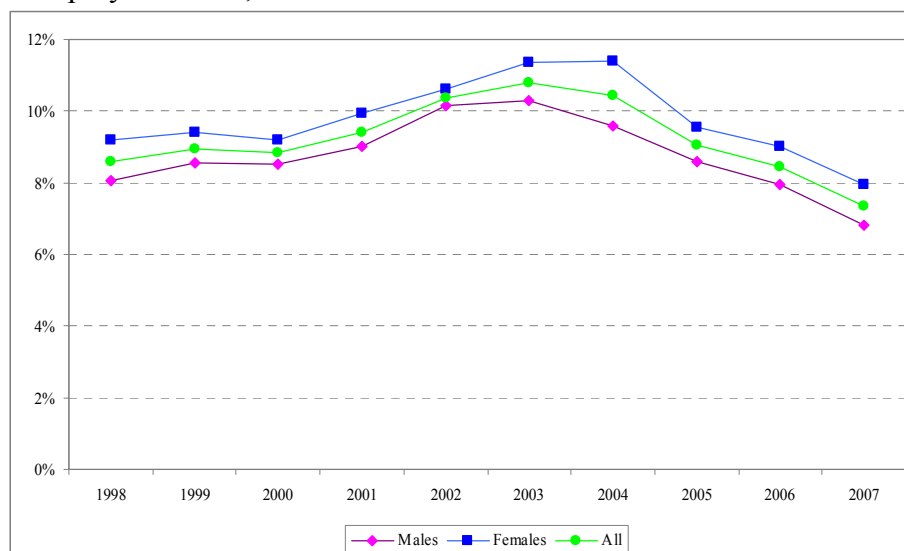


Graph 13: Share of employed persons working less than 35 hours per week involuntarily, 1998-2007





Graph 14: Unemployment rate, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Appendix 10

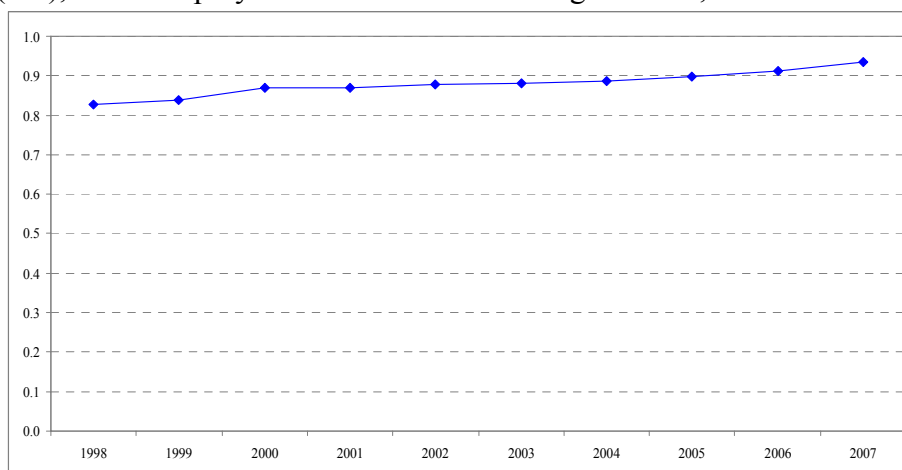
Most of the time-related-underemployed are persons working less than 35 hours per week involuntarily. The time-related underemployment rate slowly increased from 3.7% in 1998 to 4.2% in 2001; it rapidly increased to 7.1% in 2003 and slowly declined to 5.2% in 2007. The same trend is observed for the share of employed persons working less than 35 hours per week involuntarily. It slowly increased from 3.3% in 1998 to 3.9% in 2001, increased almost twice that to 6.0% in 2004, and slowly declined to 4.2% in 2007. The same picture can be observed for the unemployment rate. The increase of unemployment and underemployment was partly related to the crisis of the high technology sector in 2001-2003. The gap between men and women has remained. The percentage of women exceeds the percentage of men underemployed.



c) Balancing work and non-working life

Indicator 24: Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49

Graph 15: Ratio of employment rate for women aged 20-49 with children under compulsory school age (0-4), to the employment rate of all women aged 20-49, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Appendix 11

The share of women aged 20-49 with children under compulsory school age, out of all women aged 20-49, increased from 32.7% in 1998 to 34.8% in 2007 (an increase of 2%).

On the other hand, the share of employed women aged 20-49 with children under compulsory school age, out of all employed women aged 20-49, increased from 27% in 1998 to 32.5% in 2007 (an increase of 5.5%).

At the same time, the employment rate of women aged 20-49 with children under compulsory school age increased from 48.6% in 1998 to 59.7% in 2007, and the employment rate of all women aged 20-49 only increased from 58.8% in 1998 to 63.9% in 2007.

That rapid growth of the employment rate for women aged 20-49, with children under compulsory school age, compared with the growth of the employment rate for all women aged 20-49 was the reason for the increased with ratio of employment rates between these two groups, from 0.8 in 1998 to 0.9 in 2007.



Indicator 25: Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons

Indicator 26: Share of women receiving maternity/family leave benefits - women taking time off for family sickness or emergencies

Indicator 27: Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons

Indicator 28: Share of men receiving maternity/family leave benefits - men taking time off for family sickness or emergencies

Graph 16: Share of women/men receiving maternity/family leave benefits, 1998-2007



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Appendix 12

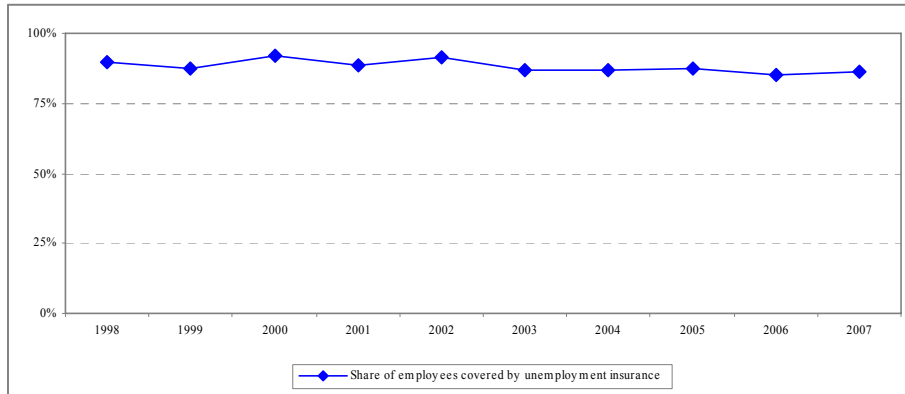
The share of men and women who took time off over the last 12 months for sickness or emergency reasons, is very similar and very low, approximately 2% to 3%. On the other hand, taking days off for family reasons is high for women compared with men. Each year approximately 8.5% of all women took days off in the last 12 months for family reasons, which increased to almost 10% in 2007. For men the respective percentage hovers approximately 4% to 5%.



Dimension 4. Stability and security of work, and social security : b) Social security

Indicator 31: Share of employees covered by unemployment insurance

Graph 17: Share of employees covered by unemployment insurance, 1998-2007



Source: National Insurance Institute

Appendix 13

The share of employees covered by unemployment insurance hovers at approximately 88% and changes slightly due to changes in the unemployment insurance law over the years.

Indicator 32: Public social security expenditure as share of the GDP

Graph 18: Public social security expenditure as a share of the GDP, 1998-2007



(1) General government expenditure for social security and health by COFOG classification, as a share of the GDP

(2) National Insurance Institute cash benefits

The classification of the functions of government (COFOG) is a classification used to identify the socio-economic objectives of current transactions, capital outlays and acquisition of financial assets by the general government and its sub-sectors.

Source: Central Bureau of Statistics

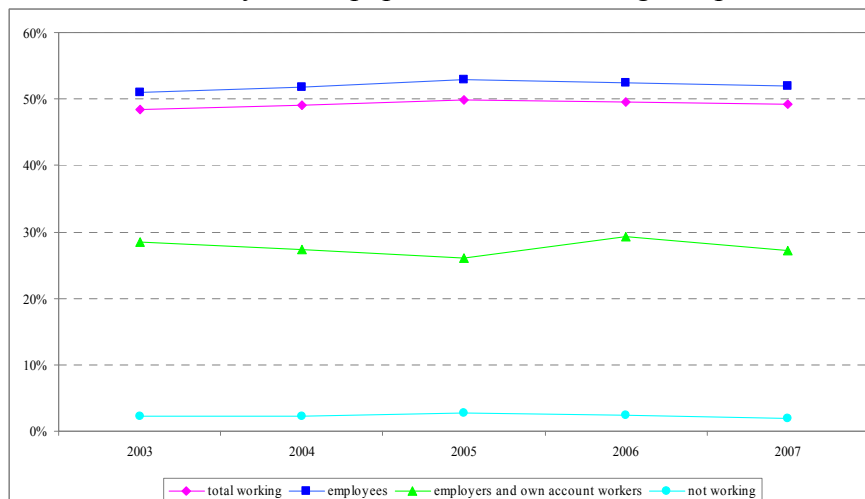
Appendix 13

The public social security expenditure as a share of the GDP is measured by two indicators; both show that the public social security expenditure as a share of the GDP increased between 2000 and 2001, but has declined steadily since then.



Indicator 33: Share of economically active population contributing to a pension fund

Graph 19: Share of economically active population contributing to a pension fund, 2003-2007



Source: Income Survey

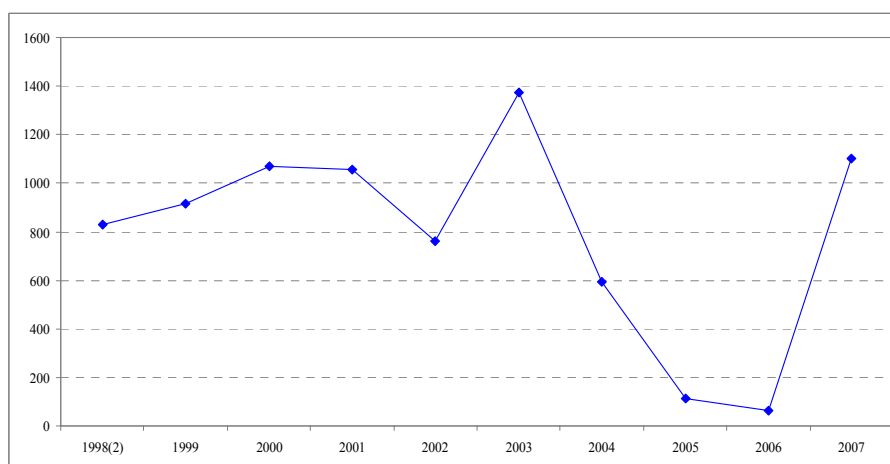
Appendix 14

The share of employees who contribute to a pension fund, out of all employees, ranges from 51% to 53%. The share of employers and own account workers who contribute to a pension fund, out of all employers and own account workers, ranges from 26.1% to 29.2%.

Dimension 5. Social dialogue and workplace relationships: a) Social dialogue

Indicator 36: Rate of days not worked due to strikes and lockouts

Graph 20: Rate of days not worked due to strikes and lockouts (per 1000 employees) (1), 1998-2007



(1) Excluding slow-downs

(2) Due to rearrangement, incompleteness in slow-downs data (partial strikes) may occur for this year

Source: Work Relations Unit of the Ministry of Industry, Trade and Labor

Appendix 15

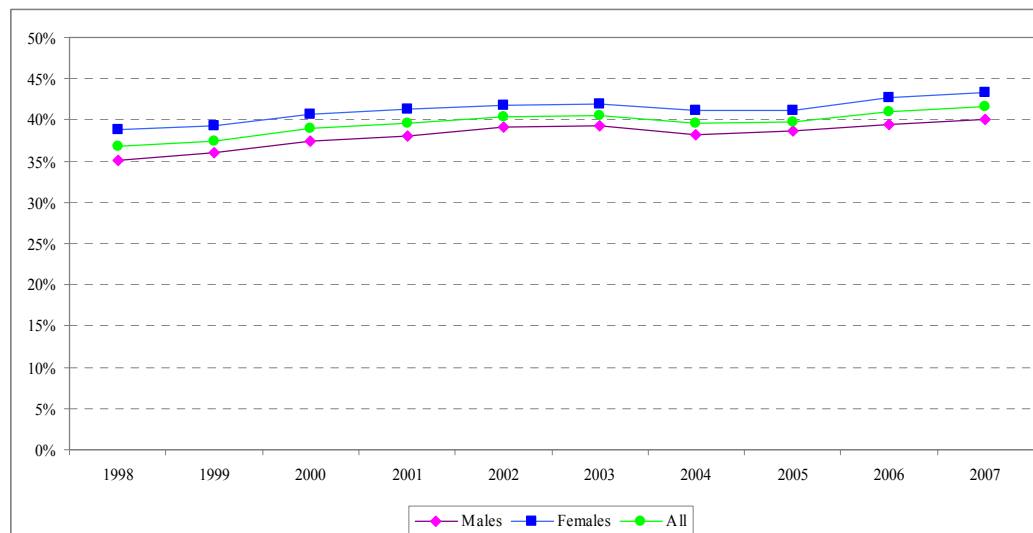
The data reveal that there is no consistent trend in the pattern of days not worked due to strikes and lockouts. That figure almost doubled between 2002 and 2003 due to strikes concerning wages and working conditions; but dropped sharply from 1375 days in 2003 to 62 in 2006, and rose sharply again to 1101 days in 2007, due to a teachers' union strike that lasted for 2 months.



Dimension 6. Skills development and life-long learning

Indicator 38: Share of employed persons in high skilled occupations

Graph 21: Share of employed persons in highly skilled occupations



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

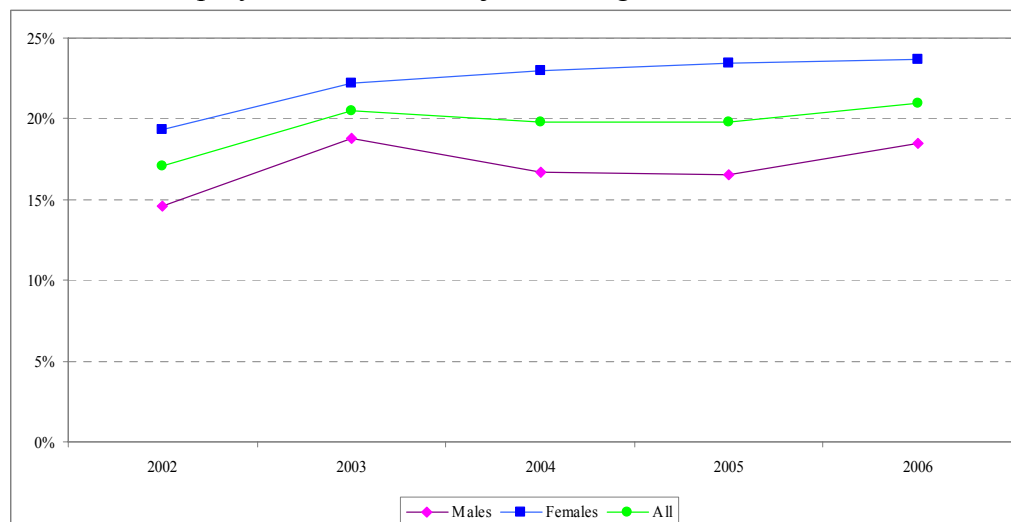
Source: Labour Force Survey

Appendix 16

The share of workers in high skilled occupations increased from 36.7% in 1998 to 41.6% in 2007. The share of women in these occupations was higher than the share of men, throughout the years.

Indicator 39: Share of employees who received job training within the last 12 months

Graph 22: Share of employees who received job training within the last 12 months



Source: Social Survey

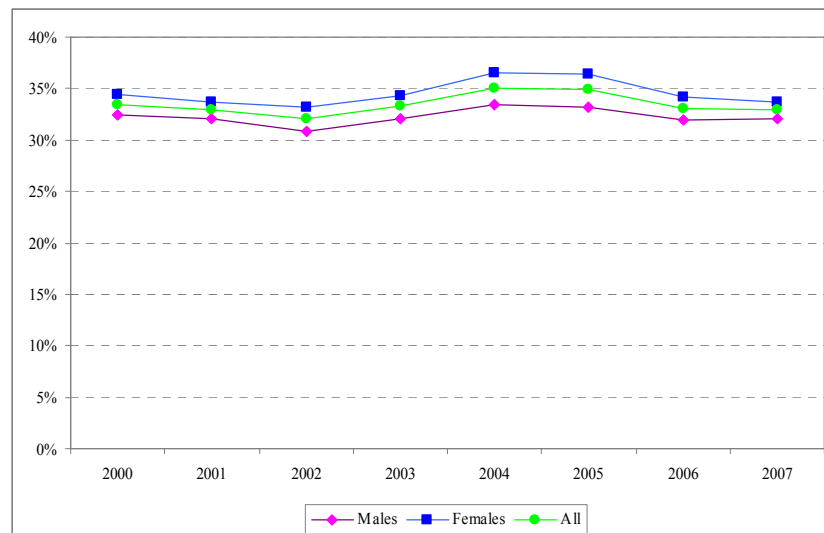
Appendix 16

The share of female employees who received job training, out of all female employees, grew steadily over the years; while the share of male employees who received job training, out of all male employees, declined between 2003 and 2005 and then rose again in 2006. Throughout the years women receive a more training than men.



Indicator 40: Share of employed persons who have more education than is normally required in their occupation

Graph 23: Share of employed persons who are overqualified



Note: Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)

Source: Labour Force Survey

Appendix 16

The share of workers who have more education than is normally required was approximately 33%, and remained quite stable over the years. Among women, there is slightly higher percentage of those that are overqualified, than among men.



2. The unavailable indicators

This paper examined indicators on the Israeli labour market. Some of the indicators were complex and difficult to calculate. We classified the unavailable indicators into three groups (table 1).

Table 1: The unavailable indicators

N	Indicator	Will be available in new LFS questionnaire	Can be obtained from other government offices or administrative data	Data will not be available
4	Labour inspection (inspectors per 100,000 employees)		V	
5	Share of employees working in "hazardous" conditions	V	V	
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
11	Occupational segregation by citizenship			V
22	Percentage of employed people who usually work at night/evening	V		
23	Percentage of employed people who usually work on weekends or on holidays	V		
29	Percentage of employees with temporary jobs	V		
30	Percentage of employees with job tenure of less than one year	V		
34	Share of employees covered by collective wage bargaining	V	V	
35	Union density rate	V	V	
37	Share of employees not covered by the strike law		V	



Summary

We reviewed the availability of the quality of employment indicators. For each indicator we collected the following information: availability, source, framework dimension, definition, and formula by which to calculate it. Regarding data availability, we classified the indicators in to three groups.

The first group includes indicators for which we had comparative data (table 2). The second group of indicators was calculated according to a different definition from that given in the quality of employment framework (or where there was no definition). The third group contains indicators for which there is no available data (see also table 1).

Table 2: Availability of indicators

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
Dimension 1. Safety and ethics of employment				
1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	V		
2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	V		
3	Occupational injury insurance coverage	V		
4	Labour inspection (inspectors per 100,000 employees)			V
5	Share of employees working in "hazardous" conditions			V
6	Workplace expenditure on safety improvements as a share of total workplace labour costs			V
7	Children working: average weekly hours by age and sex		V	
8	Children not in school by employment status		V	
9	Employed women as a share of total employment	V		
10	Occupational segregation by sex	V		
11	Occupational segregation by citizenship			V
12	Gender pay gap	V		
Dimension 2. Income and benefits from employment				
13	Low pay (Share of employees with below ½ of median hourly earnings)	V		
14	Share of employees paid minimum wage	V		
15	Share of employees paid below minimum wage	V		
16	Share of employees entitled to paid annual leave		V	
17	Average length of paid annual leave		V	
Dimension 3. Work hours and balancing work and non-working life				
18	Share of employed persons working 49 hrs. and more per week	V		
19	Average annual (actual) hours worked per person	V		
20	Time-related underemployment rate		V	
21	Share of employed persons working less than 35 hours per week involuntarily		V	
22	Percentage of employed people who usually work at night/evening			V
23	Percentage of employed people who usually work on weekends or bank holidays			V



Table 2: Availability of indicators (cont.)

N	Indicator	The data is available	Calculated according to the new definition	The data is unavailable
24	Ratio of employment rate for women with children under compulsory school age, to the employment rate of all women aged 20-49		V	
25	Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons	V		
26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	V		
27	Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons	V		
28	Share of men receiving paternity/family leave benefits - men taking time off over the last 12 months for family sickness or emergencies	V		
Dimension 4. Stability and security of work, and social security				
29	Percentage of employees with temporary jobs			V
30	Percentage of employees with job tenure of less than one year			V
31	Share of employees covered by unemployment insurance		V	
32	Public social security expenditure as a share of the GDP	V		
33	Share of economically active population contributing to a pension fund	V		
Dimension 5. Social dialogue and workplace relationships				
34	Share of employees covered by collective wage bargaining			V
35	Union density rate			V
36	Rate of days not worked due to strikes and lockouts (per 1000 employees)	V		
37	Share of employees not covered by the strike law			V
Dimension 6. Skills development and life-long learning				
38	Share of employed persons in high skilled occupations	V		
39	Share of employees who received job training within the last 12 months	V		
40	Share of employed persons who have more education than is normally required in their occupation	V		
	Total	21	8	11

Recommendations:

1. There is neither an in depth analysis in this report nor international comparisons. We recommend that this be done separately.
2. Most of the indicators relate to employees (either by definition or by formula). We recommend developing indicators that also relate to employers and own account workers.
3. The analysis of the data collected in this report show the need for in depth analysis on several topics. For example, the trend of average annual hours worked per person (Indicator 19) does not fit the business cycle. It will be interesting to find reasons for this.
4. We recommend developing a composite index based on the indicators, which will reflect the level of the quality of employment for each country.
5. In order to obtain a more comprehensive picture of quality of employment, it is recommended that some indicators be analyzed by additional socio-demographic variables, such as ethnic origin, date of immigration, religion, etc.



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Appendix



Appendix 1: Dimensions and indicators

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
Dimension 1. Safety and ethics of employment							
a) Employment safety	1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees)	A fatal accident is defined as an accident which leads to the death of a victim within one year of the accident	Number of fatal accidents / Total employees*100,000	V	Ministry of Industry, Trade & Labor	http://lab.orsta.il.org/
	2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees)	Standardized incidence rate of accidents at work. Serious accidents at work are those resulting in more than 3 days' absence	Number of serious accidents at work / Total employees*100,000	V	Ministry of Industry, Trade & Labor	http://lab.orsta.il.org/
	3	Occupational injury insurance coverage	This indicator consists of on the provision of injury insurance for the benefits for any worker who is injured or becomes ill related to their work activity. Benefits may include replacement of lost income, medical and rehabilitation costs, legal costs, and others	Percentage of employees covered by insurance	V	Ministry of Industry, Trade & Labor	
	4	Labour inspection (inspectors per 100,000 employees)	State's capacity to enforce safe work principles, laws and regulations, contributing therefore to prevention efforts	Number of labour inspectors per 100,000 covered workers, as an indication of the intensity of inspection effort where it occurs	X		
	5	Share of employees working in "hazardous" conditions	People who declare that they are exposed to factors that can adversely affect their physical health (exposure to chemicals, dusts, fumes, smoke or gases; noise or vibration; difficult work postures, work movements or handling of heavy loads; risk of accident)		X		
	6	Workplace expenditure on safety improvements as a share of total workplace labour costs				X	
b) Child labour and forced labour	7	Children working: average weekly hours by age and sex	Average number of hours worked per week for child labourers 15 to 17 years old by age and sex	For person aged 15-17: Total hours worked per week / Total employment*100 (excl. temporarily absent from work)	V	Labour Force Survey (LFS)	
	8	Children not in school by employment status	Young people aged 15-17 not in school by employment status	Persons aged 15-17 not in school by employment status: not in the civilian labour force, employed persons, unemployed persons / Total children aged 15-17	V	LFS	

Appendix 1: Dimensions and indicators (cont.)

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Fair treatment in employment	9	Employed women as a share of total employment	Total employment (resident population concept - LFS)	Employed women/ Total employment *100	V	LFS	
	10	Occupational segregation by sex	Difference of share of employment for women and men applied to each occupation (1.ISCO classification 1-9. 2. ISCO classification 111-9XX)	2 indicators calculated: 1. For 1 digit level. 2. For 3 digit level. $\frac{1}{2} \sum_i^n \left \frac{M_i}{M} - \frac{F_i}{F} \right $	V	LFS	
	11	Occupational segregation by citizenship	Difference of share of employment for citizens and non citizens applied to each occupation (ISCO classification 1-9)	See occupational segregation by sex	X		
	12	Gender pay gap	The gender pay gap in unadjusted form is defined as the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The gender pay gap is based on several data sources, including the European Community Household Panel (ECHP), the EU Survey on Income and Living Conditions (EU-SILC) and national sources	100 - (Average gross hourly earnings of female paid employees/Average gross hourly earnings of male paid employees)*100	V	Income Survey	
Dimension 2. Income and benefits from employment							
a) Income from employment	13	Low pay (Share of employees with below ½ of median hourly earnings)	Low pay (Share of employees with below ½ of median hourly earnings)	Share of employees with below ½ of median hourly earnings	V	Income Survey	
	14	Share of employees paid minimum wage	Employees paid minimum wage	Share of employees paid minimum wage $\pm 2SD$	V	Income Survey	
	15	Share of employees paid below minimum wage	Employees paid below minimum wage	Share of employees paid below minimum wage (see calculation of minimum wage - indicator 15)	V	Income Survey	

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
b) Benefits from employment	16	Share of employees entitled to paid annual leave	The definition was formulated from LFS variables and measured against entitlements in Israeli law. Employees eligible for paid annual leave were defined as: 1. All those who worked 4 months or more during the year. 2. All those who worked less than 4 months during the year, due to illness or reserve army service. 3. All those who worked less than 4 months during the year and were absent from their work during the entire determinant week, due to illness, maternity leave, other leave, reserve army service, cutbacks (this reason has been included since 2003), strikes, illness of child or other family member	Number of employees entitled to paid annual leave/Total employees*100	V	Ministry of Industry, Trade & Labor+ LFS	
	17	Average length of paid annual leave	Not the average length of paid annual leave, but the minimum annual leave; i.e., the minimum number of annual holiday entitlements	Number of minimum days of annual leave, according to Israeli law	V	Ministry of Industry, Trade & Labor	http://www.moital.gov.il/NR/rdonlyres/6B4F37C1-6C08-41FE-835E-A08E31EC0867/0/12.pdf
Dimension 3. Work hours and balancing work and non-working life							
a) Work hours	18	Share of employed persons working 49 hrs. and more per week	In line with ILO Convention No. 1, which specifies that hours of work per week should not exceed 48, the excessive hours indicator is defined here as the percentage of employed persons whose usual hours of work at all jobs are more than 48 hours per week	Employed persons working 49 hours and more per week / Total employment *100 (excl. temporarily absent from work)	V	LFS	

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
a) Work hours (cont.)	19	Average annual (actual) hours worked per person	The definition of total hours worked is based on the European System of Accounts (ESA 1995). The indicator comprises the hours actually worked by all persons engaged in economic activity who perform some gainful activity as employees (wage earners, salaried employees, public officials, marginal part-time workers, soldiers), as self-employed persons or as unpaid family workers. This includes the hours worked by persons performing several jobs at the same time	Average weekly work hours per employed person*52/ Total employment (excl. temporarily absent from work)	V	LFS	
	20	Time-related underemployment rate	Time- related underemployment is defined as: employed persons in the reference week who 1) worked part time involuntarily or 2) worked less hours than usual due to economic reasons (reduction of employment post or labour dispute: strike or lock-out) or 3) were temporarily absent from their work because of economic reasons (reduction of employment post or labour dispute: strike or lock-out)	Number of persons in time-related underemployment /Total employment *100	V	LFS	
	21	Share of employed persons working less than 35 hours per week involuntarily	Share of employees and cooperative members who usually work part-time (less than 35 hours per week), and who sought additional or full-time work and did not find it	Employees working involuntarily part-time/ Total employment *100	V	LFS	
b) Working time arrangements	22	Percentage of employed people who usually work at night/evening	The concept of working arrangement should be strictly interpreted. Employed people who only occasionally work some atypical hours should be not included	Employed people who usually work at night and-or in evening/ Employed people *100	X		
	23	Percentage of employed people who usually work on weekends or bank holidays	The concept of working arrangement should be strictly interpreted. Employed people who only occasionally work some atypical hours should be not included	Employed people who usually work on Saturday and on Sunday/ Employed people *100	X		

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Balancing work and non-working life	24	Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49	The employment rate is the share of employed women aged 20-49 with children aged 0-4, out of all women aged 20-49 with children aged 0-4. Data are reported according to the age of the youngest child living in the household. Children living outside the household are not considered	Ratio of employment rate for women aged 20-49 with children aged 0-4, divided by the rate of employment of women aged 20-49	V	LFS	
	25	Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons	Number of employed women aged 15- 64 who can take whole days off for family reasons	(Number of employed women aged 15- 64: 1.All those who were temporarily absent from work whole week, due to family reasons. Or 2.All those who were temporarily absent from work for less than a week and 8 hours at least for family reasons) /Total women aged 15-64 employed*100	V	LFS	
	26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	Number of employed women aged 15- 64 taking time off for family sickness or emergencies	(Number of employed women aged 15- 64 who were absent from work for family sickness or emergencies and were in one of the following groups: 1.All those who were temporarily absent from work whole week, due to family sickness or emergencies, or 2.All those who were temporarily absent from work for less than a week but worked at least 8 hours) /Total employed women aged 15-64*100	V	LFS	
	27	Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons	Number of employed men aged 15- 64 who can take whole days off for family reasons	(Number of employed men aged 15- 64: 1.All those who were temporarily absent from work whole week, due to family reasons. Or 2.All those who were temporarily absent from work for less than a week and 8 hours at least for family reasons) /Total men aged 15-64 employed*100	V	LFS	

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
c) Balancing work and non-working life (cont.)	28	Share of men receiving paternity/family leave benefits - men taking time off over the last 12 months for family sickness or emergencies	Number of employed men aged 15- 64 taking time off for family sickness or emergencies	(Number of employed men aged 15- 64 who were absent from work for family sickness or emergencies and were in one of the following groups: 1.All those who were temporarily absent from work whole week, due to family sickness or emergencies, or 2.All those who were temporarily absent from work for less than a week but worked at least 8 hours) /Total employed men aged 15-64*100	V	LFS	
Dimension 4. Stability and security of work, and social security							
a) Stability and security of work	29	Percentage of employees with temporary jobs	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract, or a job which will terminate when certain objective criteria are met, such as completion of an assignment or return of the employee who was temporarily replaced	Employees with a temporary job/ total employment*100	X		
	30	Percentage of employees with job tenure of less than one year	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate in one year	Employees with job tenure of 0-12 months/ Temporary employees*100	X		
b) Social security	31	Share of employees covered by unemployment insurance	Employees covered by unemployment insurance	Number of unemployment benefit claims approved by the National Insurance Institute/ Number of unemployment benefit claims submitted to the National Insurance Institute*100	V	National Insurance Institute	http://www.btl.gov.il/laws/btlLaws.aspx?lawid=130433

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
b) Social security	32	Public social security expenditure as a share of the GDP	The standard followed is the European System of Accounts (ESA 95). Annual national accounts comprise the main aggregates on annual national accounts, including: GDP and its components, employment, final consumption aggregates, income, saving and net lending/borrowing, exports and imports. Breakdowns exist for variables by economic activity (industries), asset types and final consumption purpose (COICOP).	Government expenditure on social security as a share of the GDP	V	CBS	http://www.btl.gov.il/פרסומים/pub/Skiras_hnatit/skiras-2008/Documents/skiras-2008.pdf http://www.iccr-international.org/for-essight/docs/monitoring/Social%20Developments/Government%20expenditure%20on%20social%20protection.pdf
	33	Share of economically active population contributing to a pension fund	Economically active population contributing to a pension fund	Population aged 15 and over who contribute to public or private pension funds/ Total population aged 15 and over*100, by employment status	V	Income Survey	
Dimension 5. Social dialogue and workplace relationships							
a) Social dialogue	34	Share of employees covered by collective wage bargaining			X		
	35	Union density rate			X		
	36	Rate of days not worked due to strikes and lockouts (per 1000 employees)	Rate of days not worked due to strikes and lockouts (per 1000 employees)	Days not worked due to strikes and lockouts/ Total employees*1000	V	Work Relations Unit at the Ministry of Industry, Trade and Labor	http://www.cbs.gov.il/reader/reader/s_hnatohne_w_site.htm table 12.45
	37	Share of employees not covered by the strike law			X		
Dimension 6. Skills development and life-long learning							
	38	Share of employed persons in high skilled occupations	Share of employed persons in ISCO 1,2,3 occupations.	Employed persons in occupation ISCO88 1-2-3 /Total employment*100	V	LFS	
	39	Share of employees who received job training within the last 12 months	Share of employees who received job training within the last 12 months	Employees who received job training within the last 12 months/ Total employees*100	V	Social Survey	

**Appendix 1: Dimensions and indicators (cont.)**

Dimension	N	Indicator	Definition	Formula	Availability	Source	Internet
	40	Share of employed persons who have more education than is normally required in their occupation	Employed persons aged 15 and over with a high level of education and working in unskilled occupations. Over-education indicates mismatch between demand and supply of skilled employment. Over- education reveals a waste of human capital for the economic system as a whole, whereas from an individual perspective it presumably turns into job dissatisfaction	Employed persons aged 15 and over with level of education ISCED97 5-6 and working in occupations ISCO88 4-9/Total employment with high level of education ISCED97 5-6*100	V	LFS	

Appendix 2: Economic indicators

Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Gross Domestic Product (in current prices NIS million)	415,472	455,864	504,285	511,679	529,675	536,680	563,713	597,773	640,776	673,552
Gross Domestic Product per capita (NIS)	69,585	74,423	80,183	79,466	80,620	80,225	82,789	86,258	90,843	93,808
Fixed capital formation (% of GDP)	22.6%	20.7%	20.2%	18.6%	17.8%	17.3%	16.6%	16.5%	16.4%	17.1%
Average wage per employee job (NIS)	5,914	6,377	6,835	7,207	7,147	6,972	7,145	7,324	7,576	7,749
Consumer Price Index	8.6	1.3	0.0	1.4	6.5	-1.9	1.2	2.4	-0.1	3.4

**Appendix 3: Civilian labour force characteristics by sex**

Population aged 15 and over (Thousands)

	2007	2006	2005	2004	2003	2002	2001(2)	2000	1999	1998(1)
GRAND TOTAL	5,142.4	5,053.1	4,963.4	4,876.0	4,791.7	4,706.2	4,604.7	4,486.6	4,358.4	4,242.9
In civilian labour force	2,893.8	2,809.7	2,740.1	2,678.5	2,610.0	2,546.7	2,498.9	2,435.0	2,345.1	2,265.8
Not in civilian labour force	2,248.6	2,243.4	2,223.3	2,197.5	2,181.7	2,159.5	2,105.8	2,051.6	2,013.3	1,977.0
In civilian labour force	2,893.8	2,809.7	2,740.1	2,678.5	2,610.0	2,546.7	2,498.9	2,435.0	2,345.1	2,265.8
Employed	2,682.0	2,573.6	2,493.6	2,400.8	2,330.2	2,284.4	2,264.9	2,221.2	2,136.6	2,072.5
Worked full-time	1,712.8	1,641.0	1,595.1	1,541.3	1,536.1	1,527.5	1,478.6	1,499.5	1,430.2	1,370.5
Worked part-time	783.3	749.6	733.9	703.5	644.3	606.6	622.7	574.0	566.4	561.8
Temporarily absent from work	186.0	182.9	164.6	156.1	149.8	150.3	163.6	147.8	139.9	140.1
Unemployed	211.8	236.1	246.4	277.7	279.8	262.4	234.0	213.8	208.5	193.4
Worked in Israel during the last 12 months	93.2	100.3	106.8	114.3	125.3	133.2	126.9	106.2	113.0	105.6
Did not work in Israel during the last 12 months	118.6	135.9	139.6	163.5	154.5	129.2	107.1	107.6	95.5	87.8
MALES - TOTAL	2,504.3	2,459.5	2,414.6	2,370.8	2,328.6	2,286.2	2,236.3	2,178.4	2,116.2	2,059.9
In civilian labour force	1,546.7	1,502.2	1,464.8	1,436.8	1,400.3	1,376.3	1,357.1	1,323.4	1,284.9	1,255.7
Not in civilian labour force	957.6	957.3	949.8	934.0	928.3	909.9	879.2	855.0	831.3	804.3
In civilian labour force	1,546.7	1,502.2	1,464.8	1,436.8	1,400.3	1,376.3	1,357.1	1,323.4	1,284.9	1,255.7
Employed	1,441.9	1,383.6	1,339.9	1,300.3	1,257.6	1,238.0	1,236.1	1,211.7	1,176.2	1,155.2
Worked full-time	1,098.1	1,055.0	1,024.3	987.1	982.6	978.1	955.4	963.0	927.5	901.1
Worked part-time	273.7	256.0	252.5	250.8	217.8	198.0	213.3	187.7	186.3	193.5
Temporarily absent from work	70.1	72.6	63.2	62.4	57.2	61.9	67.4	61.1	62.4	60.7
Unemployed	104.8	118.5	124.9	136.5	142.8	138.4	120.9	111.7	108.8	100.4
Worked in Israel during the last 12 months	46.3	49.8	56.4	59.3	66.0	72.1	68.6	58.6	62.9	58.7
Did not work in Israel during the last 12 months	58.5	68.7	68.5	77.2	76.8	66.3	52.3	53.0	45.9	41.7
FEMALES - TOTAL	2,638.1	2,593.7	2,548.7	2,505.2	2,463.2	2,420.0	2,368.5	2,308.2	2,242.1	2,182.9
In civilian labour force	1,347.1	1,307.6	1,275.3	1,241.7	1,209.7	1,170.4	1,141.8	1,111.6	1,060.1	1,010.2
Not in civilian labour force	1,291.0	1,286.1	1,273.5	1,263.5	1,253.5	1,249.6	1,226.6	1,196.6	1,182.0	1,172.7
In civilian labour force	1,347.1	1,307.6	1,275.3	1,241.7	1,209.7	1,170.4	1,141.8	1,111.6	1,060.1	1,010.2
Employed	1,240.1	1,190.0	1,153.7	1,100.5	1,072.6	1,046.4	1,028.8	1,009.5	960.5	917.2
Worked full-time	614.7	586.0	570.8	554.2	553.5	549.3	523.2	536.5	502.8	469.4
Worked part-time	509.5	493.6	481.4	452.7	426.5	408.7	409.5	386.3	380.1	368.4
Temporarily absent from work	115.9	110.4	101.5	93.7	92.6	88.4	96.1	86.7	77.6	79.5
Unemployed	107.0	117.6	121.5	141.2	137.1	124.0	113.0	102.1	99.7	93.0
Worked in Israel during the last 12 months	46.9	50.4	50.5	55.0	59.3	61.1	58.3	47.5	50.1	46.9
Did not work in Israel during the last 12 months	60.1	67.1	71.0	86.2	77.7	62.9	54.8	54.6	49.6	46.1

1. Data are based on revised population estimates according to the findings of the Censuses of Population and Housing 1995. In 1998, a new weighting method was implemented.

2. Based on new weighting groups.



Appendix 3: Civilian labour force characteristics by sex (cont.)

Population aged 15 and over (Percentages)

	2007	2006	2005	2004	2003	2002	2001(2)	2000	1999	1998(1)
GRAND TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	56.3	55.6	55.2	54.9	54.5	54.1	54.3	54.3	53.8	53.4
Not in civilian labour force	43.7	44.4	44.8	45.1	45.5	45.9	45.7	45.7	46.2	46.6
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	92.7	91.6	91.0	89.6	89.3	89.7	90.6	91.2	91.1	91.5
Worked full-time	59.2	58.4	58.2	57.5	58.9	60.0	59.2	61.6	61.0	60.5
Worked part-time	27.1	26.7	26.8	26.3	24.7	23.8	24.9	23.6	24.2	24.8
Temporarily absent from work	6.4	6.5	6.0	5.8	5.7	5.9	6.6	6.1	6.0	6.2
Unemployed	7.3	8.4	9.0	10.4	10.7	10.3	9.4	8.8	8.9	8.5
Worked in Israel during the last 12 months	3.2	3.6	3.9	4.3	4.8	5.2	5.1	4.4	4.8	4.7
Did not work in Israel during the last 12 months	4.1	4.8	5.1	6.1	5.9	5.1	4.3	4.4	4.1	3.9
MALES - TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	61.8	61.1	60.7	60.6	60.1	60.2	60.7	60.8	60.7	61.0
Not in civilian labour force	38.2	38.9	39.3	39.4	39.9	39.8	39.3	39.2	39.3	39.0
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	93.2	92.1	91.5	90.5	89.8	90.0	91.1	91.6	91.5	92.0
Worked full-time	71.0	70.2	69.9	68.7	70.2	71.1	70.4	72.8	72.2	71.8
Worked part-time	17.7	17.0	17.2	17.5	15.6	14.4	15.7	14.2	14.5	15.4
Temporarily absent from work	4.5	4.8	4.3	4.3	4.1	4.5	5.0	4.6	4.9	4.8
Unemployed	6.8	7.9	8.5	9.5	10.2	10.1	8.9	8.4	8.5	8.0
Worked in Israel during the last 12 months	3.0	3.3	3.9	4.1	4.7	5.2	5.1	4.4	4.9	4.7
Did not work in Israel during the last 12 months	3.8	4.6	4.7	5.4	5.5	4.8	3.9	4.0	3.6	3.3
FEMALES - TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
In civilian labour force	51.1	50.4	50.0	49.6	49.1	48.4	48.2	48.2	47.3	46.3
Not in civilian labour force	48.9	49.6	50.0	50.4	50.9	51.6	51.8	51.8	52.7	53.7
In civilian labour force	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed	92.1	91.0	90.5	88.6	88.7	89.41	90.1	90.8	90.6	90.8
Worked full-time	45.6	44.8	44.8	44.6	45.8	46.9	45.8	48.3	47.4	46.5
Worked part-time	37.8	37.8	37.8	36.5	35.3	34.9	35.9	34.8	35.9	36.5
Temporarily absent from work	8.6	8.4	8.0	7.6	7.7	7.6	8.4	7.8	7.3	7.9
Unemployed	7.9	9.0	9.5	11.4	11.3	10.6	9.9	9.2	9.4	9.2
Worked in Israel during the last 12 months	3.5	3.9	4.0	4.4	4.9	5.2	5.1	4.3	4.7	4.6
Did not work in Israel during the last 12 months	4.5	5.1	5.6	6.9	6.4	5.4	4.8	4.9	4.7	4.6

1. Data are based on revised population estimates according to the findings of the Censuses of Population and Housing 1995. In 1998, a new weighting method was implemented.

2. Based on new weighting groups.

**Appendix 4: Employment safety**

N	Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
1	Fatal occupational injury rate (Workplace fatalities per 100,000 employees) (1)	-	4.1	4.3	4.2	3.8	3.6	3.3	3	3	2.6
2	Non-fatal occupational injury rate (Workplace accidents per 100,000 employees) (2).	-	3308	2913	2913	2955	2551	2503	2337	2293	2313
3	Occupational injury insurance coverage	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

(1) Only deaths resulting from accidents occurring during the same year.

(2) Incapacity of 3 days or more.

Appendix 5: Child labour and forced labour

N	Indicator	Sex	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
7	Young employed person aged 15-17: average weekly work hours, by age and sex	Boys	24.9	23.1	24.6	24.2	21.3	21.3	20.5	21.4	22.3	22.6
		Girls	15.4	14.1	14.8	16.8	15.3	15.2	17.9	15.4	15.4	17.9
		All	20.7	19.1	20.0	20.8	18.5	18.8	19.4	18.6	19.5	20.3

Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).



Appendix 6: Children aged 15 - 17 not in school, by employment status and sex

N	Indicator		Year										
			1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
8	Young people aged 15 - 17	Males-total	137.7	140.4	143.2	146.1	146.6	147.1	147.8	149.3	150.4	151.8	
		Females-total	143.9	147.5	150.8	153.8	155.0	156.1	156.8	157.9	158.5	161.0	
		Total	281.6	287.9	294.0	299.9	301.7	303.2	304.6	307.2	308.9	312.9	
	Young people aged 15 - 17 not in school, by employment status			Thousands									
		Not in civilian labour force	17.8	19.2	18.9	19.5	19.6	19.6	18.7	15.9	20.8	19.5	
		Employed	5.1	5.4	5.0	5.2	3.4	4.8	4.4	4.7	5.5	4.5	
		Unemployed	2.5	2.4	3.1	2.6	2.4	3.5	2.4	2.2	2.4	1.9	
		Total	25.4	27.0	27.0	27.2	25.4	27.9	25.5	22.7	28.7	25.9	
		Males-Not in civilian labour force	9.0	9.2	9.9	10.3	10.3	9.6	9.7	8.1	10.3	9.9	
		Males-Employed	3.8	4.0	3.8	3.5	2.2	3.7	2.4	3.5	4.1	2.8	
		Males-Unemployed	1.9	1.4	2.2	1.9	1.8	2.1	1.5	1.6	1.6	1.3	
		Males-total	14.7	14.7	15.9	15.7	14.4	15.4	13.5	13.1	15.9	14.0	
		Females-Not in civilian labour force	8.8	10.0	9.0	9.2	9.3	10.0	9.0	7.8	10.5	9.6	
		Females-Employed	1.3	1.4	1.2	1.7	1.1	1.1	2.0	1.2	1.4	1.6	
		Females-Unemployed	0.6	1.0	0.9	0.7	0.6	1.4	1.0	0.6	0.8	0.7	
		Females-total	10.7	12.4	11.1	11.5	11.0	12.5	11.9	9.6	12.8	11.9	
					Percentages								
		Not in civilian labour force	70.1%	71.1%	70.0%	71.5%	77.3%	70.3%	73.3%	69.8%	72.4%	75.4%	
		Employed	20.1%	20.0%	18.5%	19.0%	13.2%	17.3%	17.2%	20.6%	19.3%	17.2%	
		Unemployed (2)	32.9%	30.9%	38.3%	33.6%	41.9%	41.9%	35.6%	31.9%	30.1%	30.1%	
		Not in school	9.0%	9.4%	9.2%	9.1%	8.4%	9.2%	8.4%	7.4%	9.3%	8.3%	
		Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
		Males-Not in civilian labour force	61.1%	63.1%	62.1%	65.7%	71.9%	62.3%	71.8%	61.6%	64.5%	70.8%	
	Males-Employed	25.9%	27.4%	23.8%	22.3%	15.5%	24.2%	17.4%	26.4%	25.7%	20.2%		
	Males-Unemployed (2)	33.3%	25.7%	37.1%	35.1%	44.8%	35.9%	38.3%	31.3%	27.5%	30.8%		
	Males-Not in school	10.7%	10.4%	11.1%	10.7%	9.8%	10.5%	9.2%	8.8%	10.6%	9.2%		
Males-total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			
Females-Not in civilian labour force	82.5%	80.6%	81.3%	79.4%	84.4%	80.3%	75.0%	81.1%	82.2%	80.8%			
Females-Employed	12.0%	11.1%	10.9%	14.5%	10.1%	8.7%	17.0%	12.7%	11.3%	13.7%			
Females-Unemployed (2)	31.6%	42.7%	41.8%	29.8%	35.5%	55.7%	32.1%	33.0%	36.6%	28.8%			
Females-Not in school	7.4%	8.4%	7.4%	7.5%	7.1%	8.0%	7.6%	6.1%	8.0%	7.4%			
Females-total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%			

(1) Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).

(2) Unemployment rate calculated as a percentage of the civilian labour force (employed and unemployed persons).



Appendix 7: Fair treatment in employment

N	Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
9	Employed women as a share of total employment	44.4%	45.1%	45.6%	45.6%	46.0%	46.2%	46.0%	46.4%	46.4%	46.4%
10	Occupational segregation by sex (ISCO classification 1-9)	0.373	0.363	0.371	0.365	0.363	0.355	0.341	0.342	0.347	0.340
10	Occupational segregation by sex (ISCO classification 111-9XX)	0.573	0.561	0.560	0.556	0.558	0.548	0.543	0.546	0.537	0.500
12	Gender pay gap	17.1%	19.5%	17.3%	21.3%	19.0%	17.4%	15.8%	16.7%	16.4%	16.0%

Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).

Appendix 8: Income from employment

N	Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
13	Low pay (Share of employees with below ½ of median hourly earnings)	7.6%	7.4%	7.1%	7.2%	7.0%	5.9%	6.4%	5.8%	5.2%	6.2%
14	Share of employees paid minimum wage (1)	3.1%	3.0%	3.5%	3.0%	2.8%	2.5%	2.7%	2.2%	3.3%	3.0%
15	Share of employees paid below minimum wage	21.6%	22.0%	22.7%	24.0%	23.0%	23.7%	23.6%	23.2%	25.3%	25.4%

(1) Share of employees paid at minimum wage is % of employees paid at minimum wage \pm 2SD

Appendix 9: Share of employees entitled to paid annual leave

N	Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
16	Share of employees entitled to paid annual leave	96.4%	96.3%	96.1%	96.6%	96.6%	96.5%	96.5%	96.7%	96.9%	96.9%

Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).

**Appendix 10: Work hours by sex**

N	Indicator	sex	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
18	Share of employed persons working 49 hrs and more per week (1) (2)	Males	33.0%	35.3%	37.0%	36.3%	35.5%	35.3%	33.7%	35.1%	34.2%	35.4%
		Females	9.0%	9.7%	10.5%	9.5%	9.7%	9.8%	10.2%	9.8%	9.5%	9.7%
		All	22.6%	23.9%	25.2%	24.3%	23.9%	23.8%	23.1%	23.6%	23.0%	23.7%
19	Average annual (actual) hours worked per person (1)	Males	2305.7	2326.0	2352.5	2318.2	2320.8	2295.3	2269.8	2277.6	2273.4	2285.9
		Females	1757.6	1771.1	1791.9	1759.7	1777.4	1764.9	1750.3	1731.6	1733.2	1747.2
		All	2067.5	2079.5	2102.4	2069.1	2075.8	2056.1	2035.8	2030.1	2028.5	2042.6
20	Time-related underemployment rate (1)	Males	1.5%	1.7%	1.9%	2.1%	2.2%	3.8%	3.8%	3.5%	3.2%	2.8%
		Females	6.4%	6.6%	6.4%	6.6%	8.5%	11.0%	10.6%	10.1%	8.8%	7.9%
		All	3.7%	3.9%	4.0%	4.2%	5.1%	7.1%	6.9%	6.6%	5.8%	5.2%
21	Share of employed persons working less than 35 hours per week involuntarily (1)	Males	1.2%	1.5%	1.6%	1.7%	2.0%	2.6%	2.8%	2.5%	2.3%	2.0%
		Females	5.9%	6.3%	6.1%	6.4%	8.3%	9.8%	9.7%	9.2%	7.9%	6.9%
		All	3.3%	3.6%	3.7%	3.9%	4.9%	5.9%	6.0%	5.6%	4.9%	4.2%
	Unemployment rate (1)	Males	8.1%	8.5%	8.5%	9.0%	10.2%	10.3%	9.6%	8.6%	8.0%	6.8%
		Females	9.2%	9.4%	9.2%	9.9%	10.6%	11.4%	11.4%	9.5%	9.0%	7.9%
		All	8.6%	8.9%	8.8%	9.4%	10.4%	10.8%	10.4%	9.0%	8.5%	7.4%

(1) Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).

(2) Not including those temporarily absent from work during the determinant week



Appendix 11: Ratio of employment rate for women with children under compulsory school age to the employment rate of all women aged 20-49

N	Indicator	Employed women											
		Age of youngest child	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	
24	Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49	0-4	193.98	208.35	224.7	226.96	231.53	237.52	245.79	263.38	273.35	294.49	
		5-17	254.49	247.09	248.73	255.29	255.53	252.21	256.48	262.75	263.21	267.15	
		Without children	269.78	287.24	303.45	296.78	299.9	313.2	319.08	328.51	341.13	343.59	
		All	718.25	742.68	776.88	779.02	786.96	802.93	821.35	854.64	877.69	905.22	
		Total women											
		0-4	399.42	416.14	424.39	435.82	443.44	450.61	458.43	473.28	476.25	493.21	
		5-17	381.59	372.87	376.01	382.14	377.94	382.98	384.41	384.46	383.55	385.14	
		Without children	440.69	456.18	475.33	482.79	502.28	508.98	517	522.75	536.68	538.23	
		All	1221.7	1245.19	1275.73	1300.75	1323.67	1342.57	1359.83	1380.49	1396.48	1416.59	
		Employment rate											
		0-4	48.6%	50.1%	52.9%	52.1%	52.2%	52.7%	53.6%	55.6%	57.4%	59.7%	
		5-17	66.7%	66.3%	66.1%	66.8%	67.6%	65.9%	66.7%	68.3%	68.6%	69.4%	
		Without children	61.2%	63.0%	63.8%	61.5%	59.7%	61.5%	61.7%	62.8%	63.6%	63.8%	
		All	58.8%	59.6%	60.9%	59.9%	59.5%	59.8%	60.4%	61.9%	62.9%	63.9%	
		Ratio of employment rate for women aged 20-49 with children under compulsory school age, to the employment rate of all women aged 20-49											
				0.8	0.8	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9

Appendix 12: Balancing work and non-working life

N	Indicator	Sex	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
25	Share of women receiving maternity/family leave benefits - women who can take whole days off for family reasons	Females	8.5%	8.2%	8.6%	9.0%	8.4%	8.6%	8.9%	8.9%	9.6%	9.8%
26	Share of women receiving maternity/family leave benefits - women taking time off over the last 12 months for family sickness or emergencies	Females	2.1%	2.3%	2.4%	2.6%	2.3%	2.2%	2.4%	2.8%	2.9%	2.9%
27	Share of men receiving maternity/family leave benefits - men who can take whole days off for family reasons	Males	4.3%	4.5%	4.5%	4.7%	4.1%	4.2%	4.6%	4.4%	5.2%	4.7%
28	Share of men receiving paternity/family leave benefits - men taking time off over the last 12 months for family sickness or emergencies	Males	2.4%	2.3%	2.2%	2.2%	2.0%	1.7%	2.0%	2.2%	2.2%	2.2%

Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples)



Appendix 13: Social security

N	Indicator	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
31	Share of employees covered by unemployment insurance	89.7%	87.4%	92.0%	88.8%	91.6%	86.8%	86.7%	87.2%	85.3%	86.3%
32	Public social security expenditure as a share of the GDP (1)	17.0%	16.9%	16.7%	18.0%	18.3%	17.9%	16.9%	16.3%	15.8%	15.7%
32	Public social security expenditure as a share of the GDP (2)	-	-	8.2%	9.2%	9.2%	8.6%	7.8%	7.5%	7.3%	7.0%

(1) General Government Expenditure for Social security and Health by COFOG classification as share of GDP

(2) Cash benefits of the National Insurance Institute

Public expenditure according to the Classification of the Functions of Government as a share of GDP: the indicator compares the expenditure of the general government sector by function with gross domestic product. The general government sector expenditure according to COFOG is classified in the following categories: (i) general public services, (ii) defence, (iii) public order and safety, (iv) economic affairs, (v) environmental protection, (vi) housing and community amenities, (vii) health, (viii) recreation, culture and religion, (ix) education and (x) social security. General government sector expenditure is determined on the basis of the Eurostat's methodology of the European System of National and Regional Accounts 1995 (ESA-95) which applies in all EU countries to allow high international data comparability. According to this methodology, the general government sector includes all institutional units which are other non-market producers whose output is intended for individual or collective consumption, which are financed by compulsory payments, and all institutional units that are principally engaged in the redistribution of national income and wealth. In addition to the four general government accounts (national and local budgets, the compulsory health insurance fund, and the pension and disability insurance fund), the general government sector also includes public funds, among them the Capital Company (the KAD) and the Slovenian Restitution Company (the SOD) as well as public agencies. The ESA-95 methodology is based on the accrual principle, which means that all revenues and expenditures are recorded at the moment when assets or liabilities occur rather than when they are paid.

Appendix 14: Share of economically active population contributing to a pension fund

N	Indicator	2003	2004	2005	2006	2007		
33	Share of economically active population contributing to a pension fund	working	total working	48.5%	49.1%	49.8%	49.5%	49.2%
			employees	51.0%	51.8%	53.0%	52.4%	52.0%
			employers and own account workers	28.5%	27.4%	26.1%	29.2%	27.2%
		not working	2.3%	2.3%	2.8%	2.4%	1.9%	

Appendix 15: Social dialogue

N	Indicator	1998(2)	1999	2000	2001	2002	2003	2004	2005	2006	2007
36	Rate of days not worked due to strikes and lockouts (per 1000 employees) (1)	827	916	1,069	1,055	763	1,375	595	114	62	1,101

(1) Excluding slow-downs.

(2) Due to rearrangement, incompleteness in slow-downs data (partial strikes) may occur for this year.



Appendix 16: Skills development and life-long learning

N	Indicator	Sex	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
38	Share of employed persons in high skilled occupations (1)	Males	35.1%	36.0%	37.5%	38.1%	39.2%	39.2%	38.2%	38.6%	39.4%	40.1%
		Females	38.8%	39.3%	40.7%	41.3%	41.7%	41.9%	41.1%	41.2%	42.7%	43.3%
		All	36.7%	37.5%	39.0%	39.6%	40.3%	40.5%	39.5%	39.8%	41.0%	41.6%
39	Share of employees who received job training within the last 12 months	Males	-	-	-	-	14.6%	18.8%	16.7%	16.5%	18.4%	-
		Females	-	-	-	-	19.4%	22.2%	23.0%	23.5%	23.7%	-
		All	-	-	-	-	17.1%	20.5%	19.8%	19.8%	21.0%	-
40	Share of employed who have more education than is normally required in their occupation (1)	Males	-	-	32.4%	32.1%	30.8%	32.1%	33.5%	33.2%	31.9%	32.0%
		Females	-	-	34.4%	33.7%	33.2%	34.3%	36.5%	36.4%	34.2%	33.6%
		All	-	-	33.4%	32.9%	32.0%	33.3%	35.0%	34.9%	33.1%	32.9%

(1)Excl. persons living outside localities (Bedouins in the South and others) and in institutions (permanent samples).



Appendix 17: The unavailable indicators

Dimension	N	Provisional Indicator (Fully accepted by Task Force for review)	Definition	Formula
<i>Dimension 1. Safety and ethics of employment</i>				
a) Employment safety	4	Labour inspection (inspectors per 100,000 employees)	State's capacity to enforce safe work principles, laws and regulations, deriving therefore to prevention efforts	Number of labour inspectors per 100, 000 covered workers as an indication of the intensity of inspection effort where it occurs
	5	Share of employees working in "hazardous" conditions	People who declare to be exposed to factors that can adversely affect his/her physical health (exposure to chemicals, dusts, fumes, smoke or gases; noise or vibration; difficult work postures, work movements or handling of heavy loads; risk of accident)	
	6	Workplace expenditure on safety improvements as a share of total workplace labour costs		
c) Fair treatment in employment	11	Occupational segregation by citizenship	Difference of share of employment for national and no national applied to each occupation (ISCO classification 1-9)	see occupational segregation by sex
<i>Dimension 3. Work hours and balancing work and non-working life</i>				
b) Working time arrangements	22	Percentage of employed people who usually work at night/evening	Concept of working arrangement should be strictly interpreted. Employed people only occasionally work on some atypical hours should be not included.	Employed people who usually work at night and-or in evening/ employed people *100
	23	Percentage of employed people who usually work on weekend or bank holiday	Concept of working arrangement should be strictly interpreted. Employed people only occasionally work on some atypical hours should be not included.	Employed people who usually work on Saturday and on Sunday/ employed people *100
<i>Dimension 4. Stability and security of work, and social security</i>				
a) Stability and security of work	29	Percentage of employees with temporary jobs	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate if certain objective criteria are met, such as completion of an assignment or return of the employee who was temporarily replaced.	Employees with a temporary job/ Employees (or total employment)*100;
	30	Percentage of employees with job tenure of less than one year	Employees with temporary contracts are those who declare themselves as having a fixed term employment contract or a job which will terminate by one year	Employees with job tenure 0-12 months/ Temporary employees*100
<i>Dimension 5. Social dialogue and workplace relationships</i>				
a) Social dialogue	34	Share of employees covered by collective wage bargaining		
	35	Union density rate		
	37	Share of employees not covered by strike law		



Appendix 18: Annual leave law, 5711-1951

CHAPTER ONE: PRELIMINARY

Interpretation.

1. In this Law -

"leave" means annual leave due to an employee under this Law;

"Inspector of Labour" means an Inspector within the meaning of the Department of Labour Ordinance, 1942;

"wage-worker" means an employee the remuneration for whose work is wholly or in part paid otherwise than on the basis of a month or a longer period;

"leave fund" means a leave fund established or approved by the Minister of Labour and Social Affairs under section 18;

"working year" means a period of twelve months beginning with the 1st of April of each year, from the 1st of April, 1951, onwards.

CHAPTER TWO: LEAVE

Right to leave.

2. Every employee is entitled to leave, which shall be given in accordance with the provision of this Law.

Duration of leave.

3. (a) The duration of the leave, in respect of a working year with the same employer or at the same place of employment shall be as follows:

(1) in respect of each of the first four years - 14 days;

(2) in respect of the fifth year - 16 days;

(3) in respect of the sixth year - 18 days;

(4) in respect of the seventh year - 21 days;

(5) in respect of the eighth year and onwards - one additional day per working year up to a period of leave of 28 days; but the Minister of Labour and Social Affairs may, by regulations, prescribe longer leave in the case of some particular employment if he deems it necessary for reasons connected with the employee's health or the circumstances of such employment.

The days of leave shall include not more than one weekly rest for seven days of leave.

(b) Where the legal bond between the employee and the employer exists throughout the working year, and the employee works during that year

(1) at least 200 days, the number of leave days shall be as specified in subsection (a);

(2) less than 200 days, the number of leave days shall bear to the number of days specified in subsection (a) the same proportion as the number of actual working days bears to 200; fractions of a leave day shall be disregarded.

(c) Where the legal bond between the employee and the employer exists during a part of the working year, and the employee works during that part of the year.

(1) at least 240 days, the number of leave days shall be as specified in subsection (a);

(2) less than 240 days, the number of leave days shall bear to the number of days specified in subsection (a) the same proportion as the number of actual working days bears to 240; fractions of a leave day shall be disregarded.

Temporary wage-worker.

4. (a) Section 3 shall not apply to a wage worker who does not work at least 75 consecutive days with the same employer or at the same place of employment either in one and the same working year or in two consecutive working years. Such a worker shall be paid a leave equivalent as specified in Chapter Three.

(b) For the purposes of section (a), working days shall be deemed to be consecutive even if there is a break in the work owing to

(1) reserve service under the Defence Service Law, 5709-1949; or

(2) the weekly day of rest, or a festival on which no work is done, whether by virtue of Law or by agreement or custom, or the First of May; or

(3) leave under this Law or any paid or unpaid leave or vacation given to an employer by virtue of law or with the consent of the employer; or

(4) a strike or lockout, or

(5) an accident or illness; or

(6) days of family mourning when the employee does not work in deference to religion or custom; or

(7) an occasional break without interruption of the employee-employer relationship.

(8) Training for labour service according to the Emergency Labour Service Law, 5727-1967.



Calculation of leave days.

5. (a) The following shall not be counted as leave days:

- (1) days on which the employee is on reserve service under the Defence Service Law, 5709-1949;
- (2) festive days on which no work is done, whether by virtue of law or by agreement or custom, not including the weekly days of rest;
- (3) days of maternity leave;
- (4) days on which the employee is incapacitated for work owing to an accident of illness;
- (5) days of family mourning when the employee does not work in defence to religion or custom;
- (6) days of a strike or lockout;
- (7) days of notice of dismissal, except if an in so far as they exceed fourteen days.

(b) Where days as specified in subsection (a) fall within a leave period, the leave shall be deemed to be interrupted for the duration of such days, and the deficiency shall as far as possible be made up within the same working year.

When leave shall be given.

6. Leave shall be given in the last month of the working year in respect of which it is given, or in the working year immediately following.

Accumulation of leave.

7. (a) Leave cannot be accumulated; provided that an employee may, with the consent of the employer, take a leave installment of at least seven days and add the balance to the leave given him in the following two working years.

(b) The Minister of Labour and Social Affairs may, by regulations, prohibit the accumulation of leave where in his opinion the health of the employee or the circumstances under which the work is performed require that the whole period of leave be given each year.

Leave to be given at one time.

8. Leave shall be given at one time, provided that with the consent of the employee and the employer and with the approval of the local employees' committee, if any, it may be split up, but only so that one spell of leave is at least seven days.

Commencement of leave.

9. (a) The date of the commencement of leave shall be fixed at least fourteen days in advance, and as soon as it has been fixed, the employer shall enter it in a register kept in accordance with section 26, if he is under an obligation to keep such a register.

(b) This section does not apply to spells of leave of less than seven days.

CHAPTER THREE: PAYMENTS

Leave pay.

10. (a) The employer shall pay to the employee, in respect of the days of leave, leave pay in an amount equal to the amount of his normal pay.

(b) Normal pay, for the purposes of this section, shall be -

(1) in the case of an employee the remuneration for whose work is wholly or in part paid on the basis of a month or a longer period - the pay which the employee would receive, in respect of the period in question, if he had not gone on leave but had continued working;

(2) in the case of a wage worker - the average daily pay multiplied by the number of leave days; the average pay shall be the sum resulting from the division of the pay for the quarter immediately preceding the leave, by ninety; where the said quarter includes months of less than full employment, the average daily pay may, at the worker's option, be calculated on the basis of the quarter of fullest employment within the twelve months immediately preceding the leave.

(c) Pay, for the purposes of subsection (b), shall be any remuneration, in money or money's worth, paid to the employee by the employer in respect of normal working hours unless otherwise provided in a collective agreement approved in that behalf by the Minister of Labour and Social Affairs, an amount paid to the employee to cover special expenses not arising during leave time shall not be considered as part of the pay.

When leave pay shall be paid.

11. Leave shall be paid not later than on the day on which the employee would receive his pay had he not gone on leave but had continued working; but if the employee goes on leave for not less than seven days and requests that the payment of leave pay be advanced, it shall be paid not later than two days before the commencement of the leave.



Loss of right to leave pay.

12. An employee shall not be gainfully employed during his leave and if he performs regular paid work during that period, he shall lose his right to leave pay; if it has already been paid, the employer may deduct an identical amount from the employee's pay or collect it in any manner in which a civil debt may be collected.

Leave compensation.

13. If an employee's employment ceases before he has received the leave due to him up to the day of cessation of his employment, the employer shall pay him leave compensation of an amount equal to the amount of leave pay which would be payable to him had he gone on leave on the day of cessation of his employment.

Calculation of normal pay, and disputes concerning payments.

14. (a) The Minister of Labour and Social Affairs may, by regulations, issue supplementary directions as to the calculation of normal pay for the purposes of section 10.

(b) In the event of a dispute as to the mode of calculating leave pay or leave compensation, or in connection with section 12, a Regional Court, within the meaning of the Labour Courts Law, 5729-1969, shall decide the matter.

Payment of leave equivalent.

15. (a) Where a wage-worker works with the same employer or at the same place of employment not less than one day but less than 75 consecutive days as specified in section 4, either in the same working year or in two consecutive working years, and there is no written contract of employment between them for a consecutive period exceeding 74 days, the employer shall pay in respect of such worker a leave equivalent of at least four per cent of the amount of his pay.

(b) The leave equivalent shall be paid into the leave fund of the industry in which the worker is employed or in such other manner as may be prescribed by regulations.

(c) Where any leave equivalent is payable into a leave fund, the employer shall pay it at the beginning of the month following the working month, in accordance with the wage payable in the preceding month to workers as referred to in subsection (a). If the worker continues to work with the same employer or at the same place of employment beyond 74 consecutive days, the employer shall pay him leave pay or leave compensation, as the case may be, and the leave fund shall refund to the employer, on his application, the amounts he has transferred to it in respect of that worker. The Minister of Labour and Social Affairs may prescribe, by regulations, the times and procedure for the refund of the amounts by the leave fund.

(d) A leave equivalent paid into the leave fund shall be paid out to the worker in accordance with the provisions of the fund's statute, and a leave equivalent paid in any other manner shall be paid out to him in a manner to be prescribed by regulations.

(e) The leave fund may - with the consent of the workers, given by collective agreement, contract of employment or in such other manner as shall be prescribed - come to an agreement with the employer concerning the payment of leave pay into the fund in respect also of workers who have worked with him more than 75 days.

Right to claim leave equivalent.

16. A leave equivalent payable by an employer shall be deemed to be a debt due from him to the leave fund or to the person to whom it is payable under regulations.

How payments shall be dealt with.

17. Leave pay, leave compensation and leave equivalents shall for all intents and purposes be dealt with like pay.

CHAPTER FOUR: LEAVE FUNDS

Establishment and approval.

18. (a) The Minister of Labour and Social Affairs may establish a leave fund, and he also may, on such conditions as he may think fit, approve a leave fund if he is satisfied that it offers sufficient guarantee for the efficient use, for purposes of recreation and recuperation, of the leave equivalents paid into it.

(b) The Minister of Labour and Social Affairs shall not establish or approve more than one leave fund for each industry.

(c) A leave fund shall be managed by the employees as may be prescribed by regulations.

Control.

19. A leave fund shall be under the control of the Minister of Labour and Social Affairs as may be determined by regulations.

Corporate body.

20. A leave fund shall be a corporate body and shall be competent to enter into contracts and to be a party in any legal or other proceeding.



Statute.

21. The Minister of Labour and Social Affairs shall draw up a model statute for leave funds, and such statute, with such modifications as may be approved by him, shall be the statute of each fund, and each fund shall operate in accordance with it; the model statute shall be published in *Reshumot*.

Modes of operation.

22. The Minister of Labour and Social Affairs may, by regulations, issue directions as to the manner of establishing a leave fund, its mode of operation and the keeping of its accounts, the submission and publication of reports, the methods of control, the manner of investing moneys and the use of balances for purposes of recreation and recuperation, and also as to the establishment, composition and procedure of supervisory boards.

Withdrawal of approval and winding-up.

23. (a) The Minister of Labour and Social Affairs may withdraw his approval of a leave fund, or wind up a leave fund established by him, if -

- (1) if does not fulfill the conditions attached to its approval; or
- (2) it does not comply with regulations made under this Law; or
- (3) the withdrawal of approval or winding-up is, in the opinion of the Minister of Labour and Social Affairs, desirable in the interest of the persons to whom the leave equivalents are payable.

(b) Where Minister of Labour and Social Affairs withdraws his approval of, or winds up a leave fund, he shall notify, by order, to whom the moneys of the fund shall pass and on what conditions.

Upon such an order being given, the moneys of the fund shall be vested in the person to whom they are to pass according to the order, and nobody else shall have control thereof.

Publication of notices.

24. Notice of the establishment or approval, and also of the winding-up or withdrawal of approval, of a leave fund shall be published in *Reshumot*.

Registrar of Leave Funds.

25. (a) The Minister of Labour and Social Affairs shall appoint a person to be a Registrar of Leave Funds; notice of the appointment shall be published in *Reshumot*.

(b) The Minister of Labour and Social Affairs may delegate to the Registrar of Leave Funds his powers under this Chapter, except the power to make regulations and the power to wind up or withdraw the approval of a leave fund; notice of such a delegation of powers shall be published in *Reshumot*.

CHAPTER FIVE: IMPLEMENTATION AND PENALTIES

Leave register.

26. (a) An employer shall keep a leave register, in which particulars to be prescribed by regulations shall be entered in respect of each employee.

(b) The Minister of Labour and Social Affairs shall, by notice published in *Reshumot*, determine the categories of employees to whom this section shall apply.

(c) In a notice under subsection (b), the Minister of Labour and Social Affairs may prescribe that the leave register shall form part of another register which the employer is bound to keep under a law with whose implementation the Minister of Labour and Social Affairs is charged.

Powers of Inspector of Labour.

27. (a) An Inspector of Labour, in relation to any place in which he has reason to believe that a person is employed, shall have all the powers of an Inspector under sections 10(1) of the Department of Labour Ordinance, 1943.

(b) An Inspector of Labour may, in any matter relating to this Law, examine any person being in a place visited by such Inspector in virtue of his powers under subsection (a); but no person shall be required to give an answer or evidence calculated to incriminate him. An Inspector of Labour may prepare a record of the answers and statements of the person examined.

(c) A record prepared in accordance with subsection (b) shall have the effect of a statement prepared in accordance with section 2 of the Criminal Procedure (Evidence) Ordinance, and section 3 and 4 of that Ordinance shall apply thereto.

Offences and penalties.

28. (a) An employer who -

- (1) fails to give an employee leave in accordance with this Law; or
- (2) fails, without sufficient excuse, to pay within a reasonable time an leave pay, leave compensation or leave equivalent under this Law shall be guilty of an offence and shall be liable to a fine not exceeding nine thousand, six hundred new Shekalim in respect of each employee in relation to whom the offence is committed.



(b) A person who -

- (1) obstructs an Inspector of Labour in the exercise of his powers; or
- (2) refuses to answer a question of Inspector of Labour which he is under a duty to answer; or
- (3) fails to keep a register in accordance with section 26;
- (4) fails to enter in a leave register particulars required to be entered therein or enters in a leave register false or incomplete particulars; or
- (5) contravenes regulations made by the Minister of Labour and Social Affairs under this Law shall be guilty of an offence and shall be liable to a fine not exceeding nine thousand, six hundred new Shekalim.

Responsibility of directors and managers.

29. Where a company, cooperative society or other body of persons fails to give an employee leave in accordance with Law or fails, without sufficient excuse, to pay within a reasonable time any leave pay, leave compensation or leave equivalent, every director, manager or official of such body shall be deemed to be likewise guilty of the offence and may be prosecuted and punished as if he had committed it, unless he proves -

- (a) that the offence was committed without his knowledge; or
- (b) that he took all appropriate steps to ensure compliance with the provisions of this Law in connection with the offence in question.

Order to pay.

30. (a) In the trial of a person for an offence under section 28(a), the employee may plead and examine witnesses, and the Court or Labour Court may, upon the application of the employee, order the accused to pay to the employee an amount equal to the amount of leave pay which would have been payable to him had the leave been given at the end of the working year immediately following the working year in respect of which the leave was due.

(b) In the trial of a person for an offence under section 28(a) (2), the employee or the person to whom the leave equivalent is payable, as the case may be, may plead and examine witnesses, and the Court or Labour Court may, upon the application of the employee or of the person to whom the leave equivalent is payable, order the accused to pay the leave pay, leave compensation or leave equivalent which, being liable therefore, he has failed to pay.

(c) A decision of the Court or Labour Court ordering the accused to pay as specified in subsection (a) or (b) shall, in all matters relating to execution, have the effect of a final judgment of a competent court in favour of the employee or the person to whom the leave equivalent is payable, as the case may be.

Prescription.

31. The period of prescription for any action under this Law, whether civil or criminal, is three years.

Leave at a time of emergency.

32. In a period when a state of emergency exists in the State in virtue of a declaration under section 9(a) of the Law and Administration Ordinance, 5708-1948, or at a time when in the opinion of the Minister of Labour and Social Affairs the exigencies of supply in the State necessitate it, the Minister of Labour and Social Affairs may, by general or specific order, postpone the time of leave in respect of all, or a particular category of, employees; in the Minister of Labour and Social Affairs makes an order as aforesaid, he shall prescribe the time within which the leave shall be given or the manner in which the employees shall be compensated for the leave.

State employees.

33. For the purposes of this Law, a State employee shall be treated like any other employee.

Workers' contracting group.

34. In the case of a workers' contracting group, whether or not it be a corporate body, each of the members of the group shall be deemed to be an employee of the person who has entrusted any work to the group, provided he would be so deemed if a direct link existed between him and that person, and each of such members shall be deemed to be a wage-worker who has worked less than 75 consecutive days and in respect of whom a leave equivalent is payable under section 15.

Inapplicability.

35. (a) This Law shall not apply to -

- (1) an agricultural worker who receives the entire remuneration for his work in the form of a share of the produce or in services or money's worth;
- (2) repealed.
- (3) a person employed in casual employment otherwise than for the purposes of the employer's business or trade.

(b) The Minister of Labour and Social Affairs may make regulations specifying what shall be casual employment for the purposes of subsection (a)(3).



Implementation and regulations.

36. The Minister of Labour and Social Affairs is charged with the implementation of this Law and may make regulations as to any matters relating to its implementation.

Duty to Consult.

37. The Minister of Labour and Social Affairs shall not make regulations, except regulations under section 26(a), and shall not exercise his powers under section 18(a), 21, 23(a), 26(b), or 32, save after consultation with the national employees' organization representing the greatest number of employees and with national employers' organizations which in the opinion of the Minister of Labour and Social Affairs are representative and are concerned in the matter.

Saving of rights.

38. This Law shall not derogate from any right granted to an employee under any law, collective agreement or work contract, or by custom.

Commencement.

39. This Law shall come into force on the 1st of Tishri, 5712, October 1, 1951.