

UDC: 331.5, 378

INEQUALITY IN THE HIGHER EDUCATION AND LABOR MARKET OF ISRAEL

**INEGALITATEA ÎN DOMENIUL ÎNVĂȚĂMÂNTULUI SUPERIOR ȘI PIAȚA MUNCII
DIN ISRAEL**

*AWADA Saleh, PhD student,
Free International University of Moldova, Chisinau
HAJAJRA Mohamed, Manager, PhD student
Free International University of Moldova, Chisinau*

*AWADA Saleh, doctorand,
Universitatea Liberă Internațională din Moldova, Chișinău
HAJAJRA Mohamed, Manager, doctorand,
Universitatea Liberă Internațională din Moldova, Chișinău*

Annotation: *Israel is a democratic country declaring the equality of rights for all. Israel is also the third one of the OECD countries in the field of education. It is true that Israel promotes the higher education for Arab population, which is a minority. However, the labor market is still not ready to give equal opportunities for all.*

Adnotare: *Israelul este o țară democratică care declară egalitatea de drepturi pentru toți. De asemenea, Israelul este a treia din țările OCDE în domeniul educației. Este adevărat că Israelul promovează învățământul superior pentru populația arabă, care este o minoritate. Cu toate acestea, piața forței de muncă nu este încă pregătită pentru a oferi șanse egale tuturor.*

Keywords: *higher education, Jewish majority, Arab minority, equality, inequality.*

Cuvinte-cheie: *învățământul superior, majoritatea evreiască, minoritatea arabă, egalitatea, inegalitatea.*

Introduction

Equality is a central term in the democratic regime, and it must be a basic value of any fair society. In many countries, the equality is considered to be an ideal that must be achieved [3]. In the Israeli independency declaration, it is written: “The state of Israel will strive to develop the country in favor of all its members and will keep on social and state equality of rights for all its citizens without a difference of gender, religion, ethnicity and nation. The state of Israel will promote a freedom to choose a religion, values, language, education and culture. We call to all the Arabs living in Israel to prefer piece and build a full and equal citizenship based on the appropriate representation in all the institutions” [3].

Materials and methods of foresight research

Is this paper, the authors review a general economic situation in Israel in general and in higher education in particular and its contemporary problems, using scientific journals in the field and newspapers.

Results and considerations

In last years, there is a stable increase of employment at the labor market of Israel. According to data published by OECD, average unemployment rate of OECD countries is 6.7% while in Israel it is no higher than 5.2% [4].

Table 1 and figure 1 present a comparative analysis of OECD countries in labor market employment for citizens aged 15 to 64 in 2016.

Table 1. Rates of employment of some countries and Israel in 2016 [4]

Countries	2016
USA	69.4%
Canada	72.6%
Europe countries	67%
Israel	69%
Iceland	86%

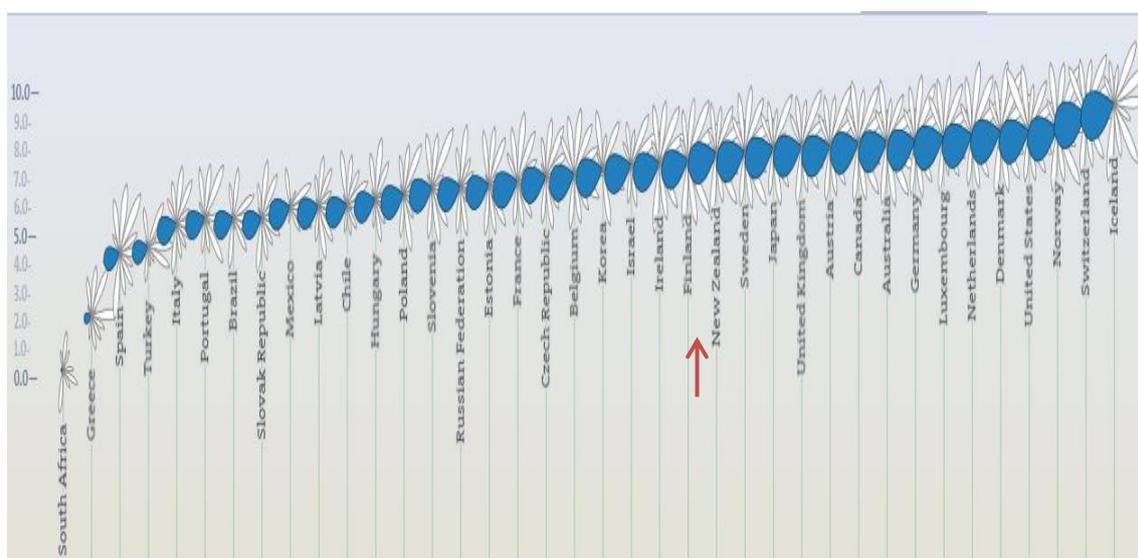


Figure 1. Employment level in different countries in 2016 [4]

Israeli success is even more significant when we talk about the long-term unemployment, of period more than a year. In Israel the percent of "chronic" unemployed gets to 10.8% out of the total labor power, whereas in OECD countries every third citizen (32.7%) is looking for a job for a year or more. Only Southern Korea and Mexico are better in this parameter than Israel [4].

Employment rate of Israeli population is by 2.4% higher than the average rate in the OECD countries – 68.6% versus 66.2%. The difference is especially high in the age group of 55-64: 67.1% in Israel versus 58.2% in OECD countries.

According to Israeli CBS, in the second quarter of 2018 the unemployment in Israel kept decreasing: from 3.8 % in the first quarter to 3.7% in the second one. CBS also informs that the unemployment level in January of 2018 decreased in 0.3% to the level of 3.7%, which is the lowest one since 1970-s [4; 5].

For comparison: according to OECD data, unemployment rate of 2018 in Japan is 2.8%, USA- 4.1%, Australia- 5.5%, Canada- 5.9%, France – 9.8%, Italy-11.4%, and common index of 28 Europe countries is about 8%.

In January 2018 only 148,000 of Israeli citizens who are able to work were not employed, when the total number of the population able to work in the ages of 15 to 64 is 4,008 millions. The unemployment rate of males is 3.5%, of females is significantly higher- 3.9% [5].

However, situation in Israel looks less brilliant when we neglect the general data and look deeper at the social aspects of the labor market. For example, there is a distinct difference between males' and females' salaries in Israel. On average, a male's salary is 21.8% higher than the one of a female, the average difference in the OECD countries is 15.3%, the smallest one belongs to New Zealand – 5.6%.

According to a research conducted by Industrial Organizations Union, in 2016 49,4 thousands of women participated in the Israeli labor market, and more of them got managerial positions. The market grew its demands towards women: for example, often a higher education is required. Generally, the number of working women grew up by 2.9% and got to 1,764,900 women. More women became independent business leaders, from 2015 to 2016 their number grew up to 149,100, an increase of about 4.9%. In 2016 there were 450,300 private businessmen registered, third part of whom are women. The number of women working in higher education professions grew up by 2.7% (teachers, lecturers, engineers, doctors, lawyers, taxes clerks etc.), the number of women working in the industry and building grew up by 1.7% [5].

The Arab sector in Israel is quite different from the Jewish majority. The gap in the knowledge level begins already in a high school: in 2004 only 82% of Arab young men and women aged 17 kept on visiting a school, when in the Jewish sector this number is 92%. At the same time, the number of Arab students of high education institutions is rapidly growing. In 1991, after graduating a school, only 10.7% of Arabs got accepted in higher education. In 2002, their proportion grew up to 18.8% [2, 6].

In the beginning of 90-s, there were 5,000 Arab students in all the higher education institutions in Israel. In 2005 this number was three times bigger. Moreover, the most outstanding results were noticed in the Arab females sector. Lots of academic colleges were open at the periphery region at this time, which made the higher academic education much more available, especially for women at the Arab sector. Figure 2 presents a proportion of high education young graduates, by population group [2].

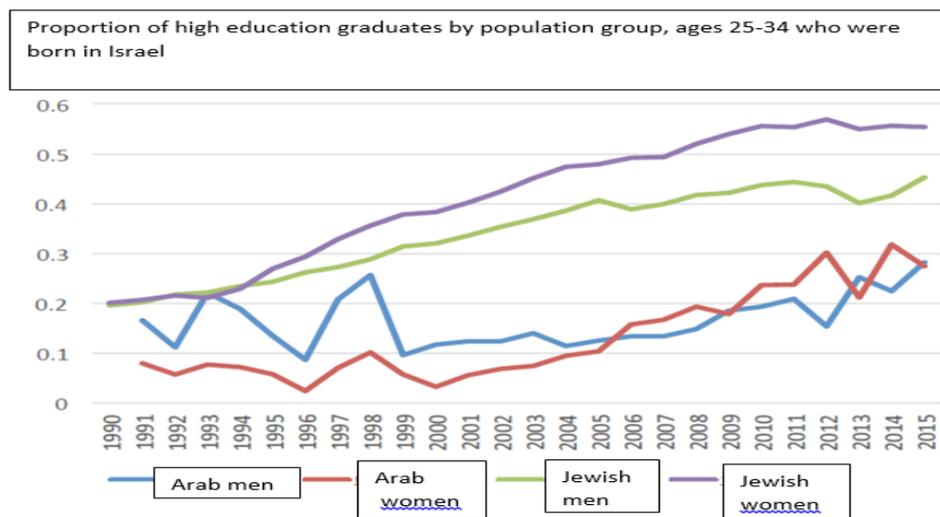


Figure 2. Proportion of high education graduates by population group [2]

Proportion of Arabs aged 20-24 is about 20% of the Israeli population of this age, and Table 2 presents the growth of BA Arab students.

Table 2. Percentage of Arabs in the BA students population [7]

2014	2015	2016	2017
10.2%	11.3%	13.1%	16.1%

Between 2010 and 2017 the proportion of Arab students for the MA degree almost grew twice, and the percent of Arab students for the PhD degree grew up in 60%. In general, the total number of Arab students for all the degrees increased in 78.5%, from 26,000 in 2010 to about 47,000 in 2017, according to the data of Higher education committee [6], in order to examine the success of a program to get a higher education more available to Arab sector [7]. Although the program is definitely successive, the proportion of Arabs in the Israeli high education is still much lower in relation to its part in the population (20%) and lower than the relevant age group studying for the first degree (26%). Fields of study preferable by Arabs are mostly teaching and pro-medical professions. Figure 3 presents a percentage of Arabs in the BA studies in Israeli institutions.

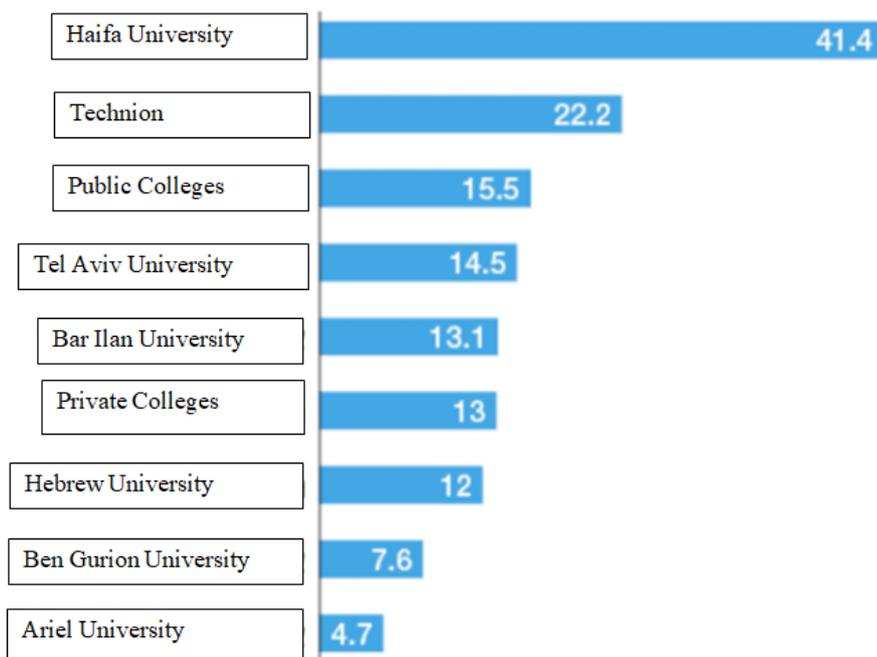


Figure 3. ARAB students proportion by universities [1]

The major component of higher education budget is human resource, which is about 65% - 70% out of the total budget of higher education system. Number of academic job positions in high education institutions financed by the government gradually increased throughout the years from about 2,000 positions in 2001 till about 3,600 positions in 2017. In total, about 8,000 persons are hired in 2017 in the academic institutions, of which 4,585 are senior academic staff, 2,142 are junior academic staff and the rest are external lecturers and teachers [1].

Conclusions

Although the number of Arabs in Israel who got an academic degree is getting bigger throughout the years, there is a social and economic question: does the academic degree help the Arab graduates to get the same opportunities at the labor market as the Jews get? A research conducted by the Representation of Equal Labor Rights [8] reviewing the participation of minorities at the labor market, presents very poor results: in the 20 fields of market in which the representation and salary of the minority were examined, it was found that Arabs having an academic degree are not hired a lot and paid definitely less than the majority.

Although combining Arabs with academic degree in the high education institution is important, it does not happen in reality: a research by Sheldor institution found out that more than 70 thousands of Arabs with an academic degree are in a problematic employment situation. Many of them are unemployed, many work part-time, many take jobs that do not fit their qualifications.

So, the improvement in the education rates of Arab population is not enough, since there is still a gap in opportunities and salaries between Jews and Arabs [8].

The state can motivate the private market to hire Arabs with academic degrees, and this could be a chance to reduce the inequality existing in the Israeli society and economy.

Bibliography

1. Ayalon H., Yogev A. Field of study and students' stratification in an expanded system of higher education: The case of Israel. In: *European Sociological Review*, 2005, nr. 21, p. 227-241.
2. Kril Z., Geva A., Aloni Z. (2016). Not all the degrees are born equal – Investigation of education premium to the salary, as a function of a field of studies. In: Finance Ministry. <http://mof.gov.il/en>
3. Weinryb E. About equality and inequality. Philosophical view. Haifa: University of Haifa, 2007. 62 p.
4. <http://www.oecdbetterlifeindex.org/topics/jobs/>
5. <https://www.vesty.co.il/articles/0,7340,L-5137205,00.html>
6. <http://che.org.il/>
7. <https://www.themarker.com/news/education/1.5762853>
8. <https://www.themarker.com/opinion/1.5883250>