

Being a woman in science in Israel: Is it different than in other places?

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Structural Considerations

Universities are State Funded, Labor Unions

- Salary is dictated by rank, universal
 - Minimizes negotiating disparities?
 - Well... space, start-up etc.
 - Grant benefits
- State funded maternity leave (14 weeks)

Societal Considerations

Total fertility rate for Israeli women: 3.03 (Lower for non-religious women: ~2.3)

Highly family-oriented society

- Having children in academia is the norm
- Most people have children while in grad school
- BUT... Child rearing is still not evenly distributed across genders (the second shift)

Main challenges

Training abroad (with family in tow); post-doc specifically identified as a “leaky pipeline” for women

Funding opportunities for “young scientists” do not consider maternity leaves

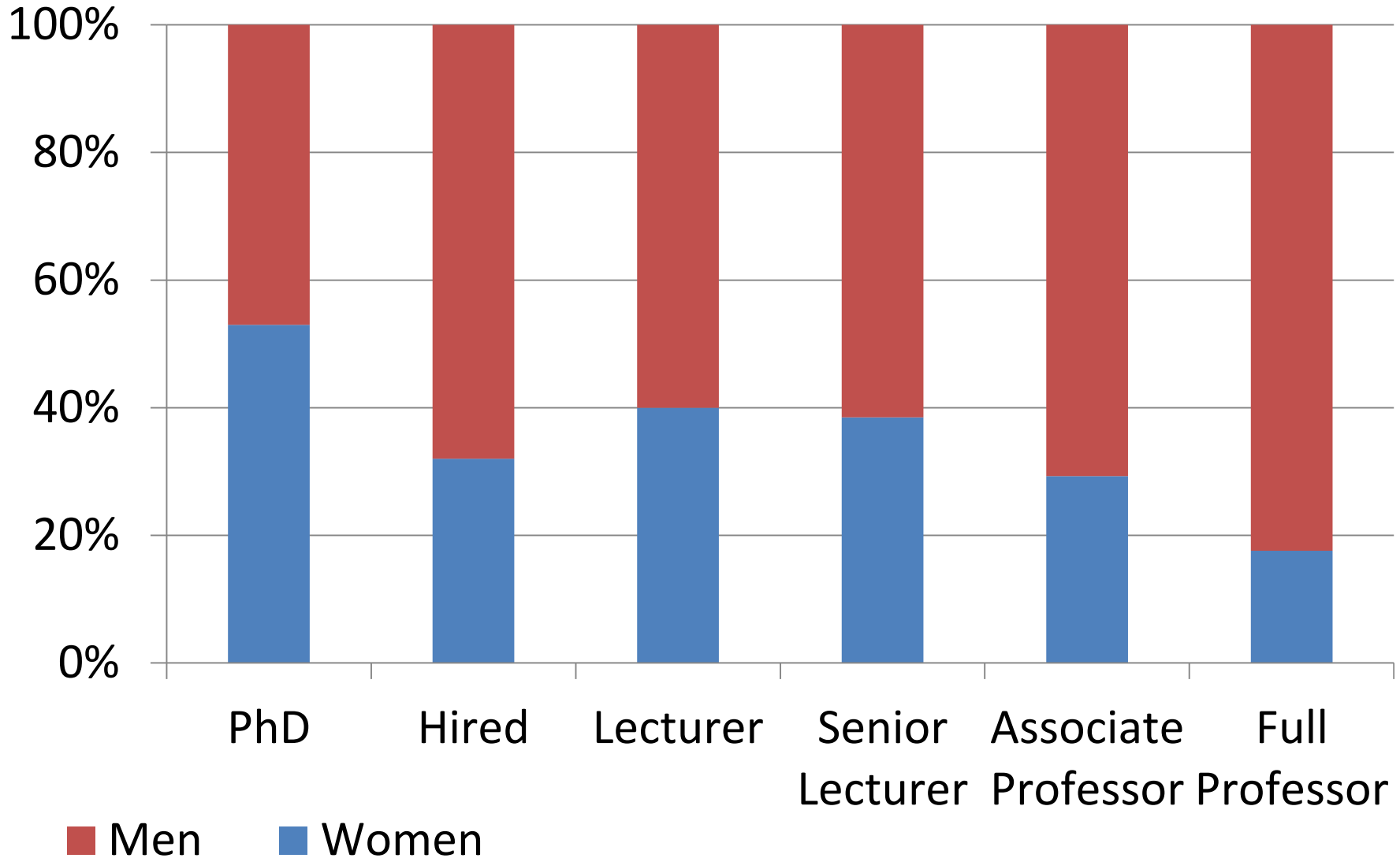
Promotions are slower for women

Some stats...

	Men	Women
Salary	100%	83%
Age at Entry	35	37
Age at Full	48	51
Grant Benefit (receive)	55%	43%
Grant Benefit (extent)	28%	24%

Data from Tel Aviv University, 2011

Percent women by rank



Family and Academics for Israeli Women

Table 1. Childbirth in Relation to Career Entrance (Percentages, Numbers in Parentheses)

	Before	After
First child	78 (29)	22 (8)
Second child	50 (14)	50 (14)
Third child	22 (2)	78 (9)
Fourth child	—	100 (2)

Toren, 1991

Family and Academics for Israeli Women

Table III. High and Low Productivity by Number of Children (Percentages, Numbers in Parentheses)

Number of children	Productivity		<i>N</i>
	Low	High	
0	100	—	(5)
1	77	22	(9)
2	47	53	(17)
3 and 4	36	63	(11)
<i>N</i>	(24)	(18)	(42)

Toren, 1991

Personal / Academic Timeline

1995 – Started studying at Hebrew University

1999 – Married Giora Unger

2000 – Submitted PhD Proposal, Noga Born

2003 – Hadas Born

2005 – Earned PhD, moved to CMU for post-doc

2007 – Maayan Born

2008 – Returned to Haifa,
Tenure track position

2010 – Shahar Born

2014 – Earned Tenure

Considerations as a woman faculty

Graduate students have / are having children
School vacations, illness, some chaos
Commitment, full perspective

Encouraging, positive and... realistic

Work/life balance as a human (not women's)
issue