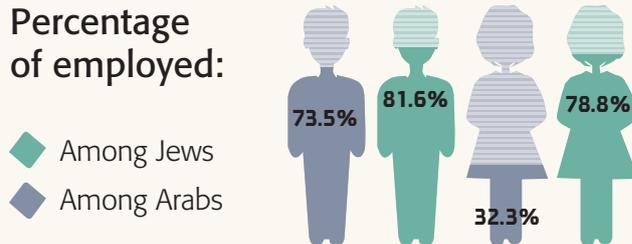


# The Problem: Arab citizens are excluded from the job market

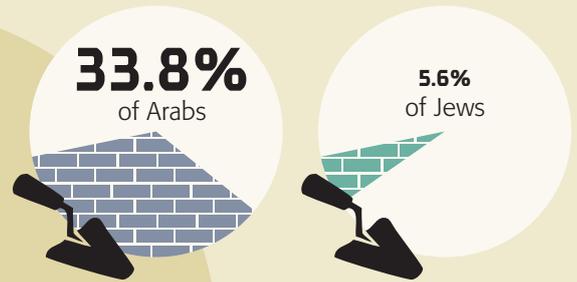
Arab men and women are tracked to lower paid occupations



## Unskilled workers:



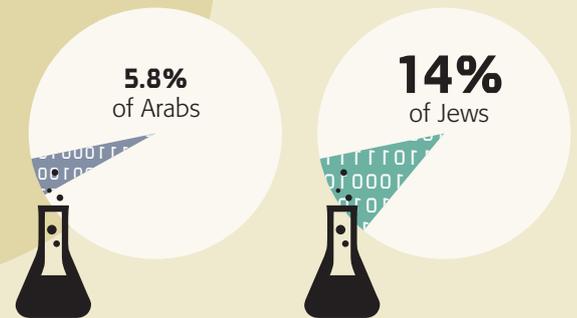
## Construction workers:



## Workers in managerial positions:



## Scientific and technical professions:



## Wage gap between Jews and Arabs:



# And the result:

## Poverty

in Arab society

**47.4%**  
of Arab families  
are  
**poor**

## Damage to the economy

According to the Authority for the Economic Development of the Arab Society, the cost to the Israeli economy of the failure to utilize the manpower potential of the Arab population in the job market is estimated at

a loss of  
**31**  
billion shekels  
annually

## The Barrier

Investing mainly in increasing the supply of Arabs workers – and very little in generating demand for Arab workers

Government investment in training Arab workers from 2010-2016:

Over

**439**

million shekels

Most of the programs deal with supply, by training workers for entry into the job market, but don't increase the demand for those workers, and therefore do not bring about the desired result.

## The Solution

Including male and female Arab workers in government tenders

In Western countries public procurement from the private sector totals 13%-20% of GDP, and in Israel

**136-157 billion shekels annually.**

Using this money to promote the creation of demand for Arab workers could lead to a breakthrough, through:

1. **Reporting** the number and rank of male and female Arab workers and creating programs to promote their integration.
2. **Preference** for companies that include Arab workers in their tenders.
3. **A requirement** mandating that companies that win the tenders must employ Arab workers.



## It works in the rest of the world

In most Western countries, government procurement contracts are used to integrate excluded populations – In the United States, Canada, and most of the countries of the European Union, including Austria, Denmark, France, Germany and the Netherlands.



**When will it happen in Israel?**

Sikkuy – the Association for the Advancement of Civic Equality is a shared organization of Arab and Jewish citizens of Israel who have taken upon themselves to advance equality in all areas and on all levels between Arab-Palestinian and Jewish citizens in Israel. The Equality Policy Department is leading Sikkuy's actions to change government policy and to reduce the gaps between Arab and Jewish citizens. Since June 2014 Sikkuy has been working to advance regulations to encourage the integration of Arab workers in private companies that win government procurement contracts.

### For information contact:

Abed Kanaaneh, Co-Director, Equality Policy Department – Sikkuy, abed@sikkuy.org.il

Shirley Racah, Co-Director, Equality Policy Department - Sikkuy, shirley@sikkuy.org.il

This document was published with the generous assistance of



[www.sikkuy.org.il](http://www.sikkuy.org.il)

