

**State of Israel
Civil Service Commission**

**The Fair Representation of Arabs
including Druze and Circassians
in the Civil Service**

2003

Supplement to the Report presented in May 2004

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Supplementary Report on the Fair Representation of Arabs including Druze and Circassians in the Civil Service

Work Year 2003

Introduction

This report is presented to the Knesset as a conclusion to the meeting of June 1, 2004 in which we were asked to present data on the integration of Arabs in the Civil Service division in the same way that the issue of integration of women in the civil service is disclosed. This report is issued as a supplement to the report issued by us on May 6, 2004. Regarding the integration of the Arab citizens, updated information is only available for 2003 in comparison with the general data of the employees in the civil service.

Until the end of December 2003, 2,798 Arab and Druze employees worked in the Civil Service division. This data does not include security staff.

**Table 1: Distribution of Arab Citizens According to their Employment Position Level
Compared to the General Distribution for 2003**

Employment Level	Total Number of Employees	Number of Arab Employees		
		Total	Druze	Arab
46 HSS ¹ and corresponding	556	0	0	0
45 HSS and corresponding	566	0	0	0
44 HSS and corresponding	970	20 (2.06%)	4 (0.41%)	16 (1.64%)
43 HSS and corresponding	2,776	22 (0.79%)	3 (0.1%)	19 (0.68%)
42 HSS and corresponding	4,251	58 (1.36%)	11 (0.26%)	47 (1.10%)
41 HSS and corresponding	4,648	147 (3.16%)	42 (0.9%)	105 (2.26%)
40 HSS and corresponding	6,026	213 (3.53%)	48 (0.79%)	165 (2.73%)
39 HSS and corresponding	30,589	2338 (7.64%)	183 (0.59%)	2155 (7.04%)
Total	50,382	2798 (5.55%)	291 (0.51%)	2507 (4.97%)

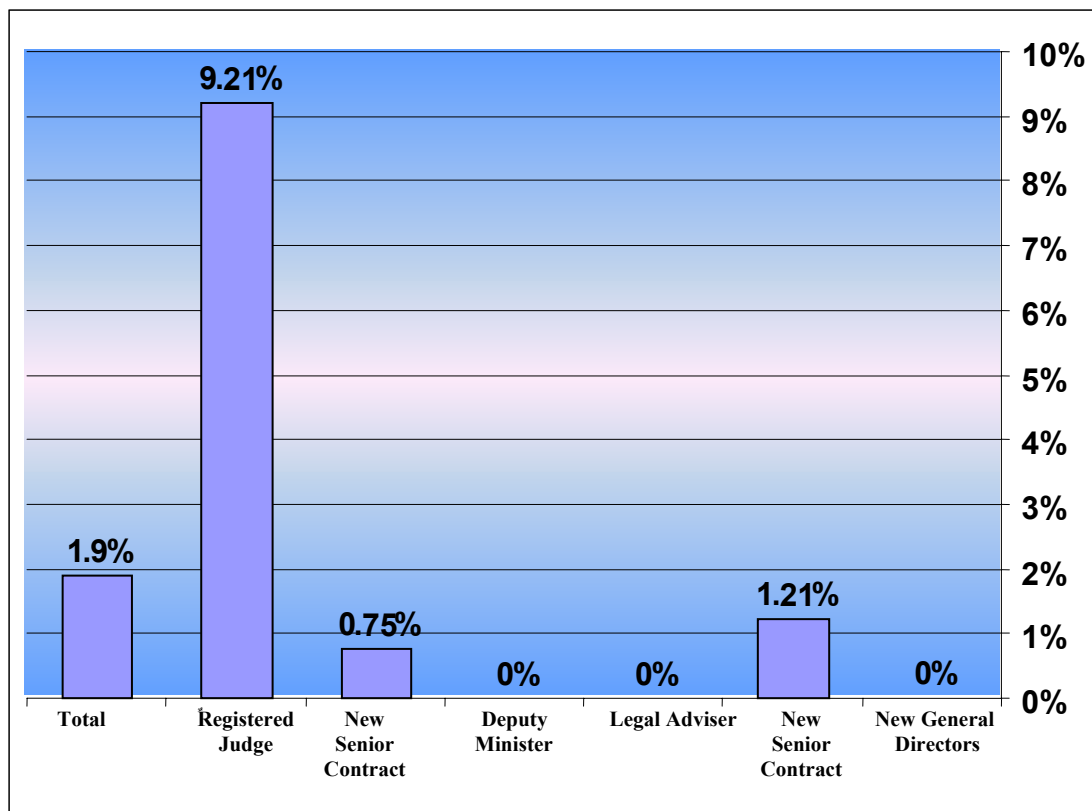
The table above depicts data on the distribution of Arab employees and their percentages according to employment position levels compared with the general distribution of jobs in these levels in the civil service. From this report, it is clear that about 60% of employees in the civil service are in the employment level of 39 and below, while about 83% of Arab employees are in the level of 39 and below.

¹ Humanities and Social Sciences

An assessment of employees with contracts classified as 'high level' indicated the following:

- a. 614 employees in the civil service have high level contracts. These employees constitute 1.2% of the total employees in the civil service.
- b. 12 employees (of 614) are Arab and Druze citizens, constituting 0.4% of total Arab employees in the civil service.
- c. 12 Arab and Druze employees constitute about 1.9% of total employees with high level contracts.

Graph 1: Percentage of Arab Citizens with High Level Contracts According to Position

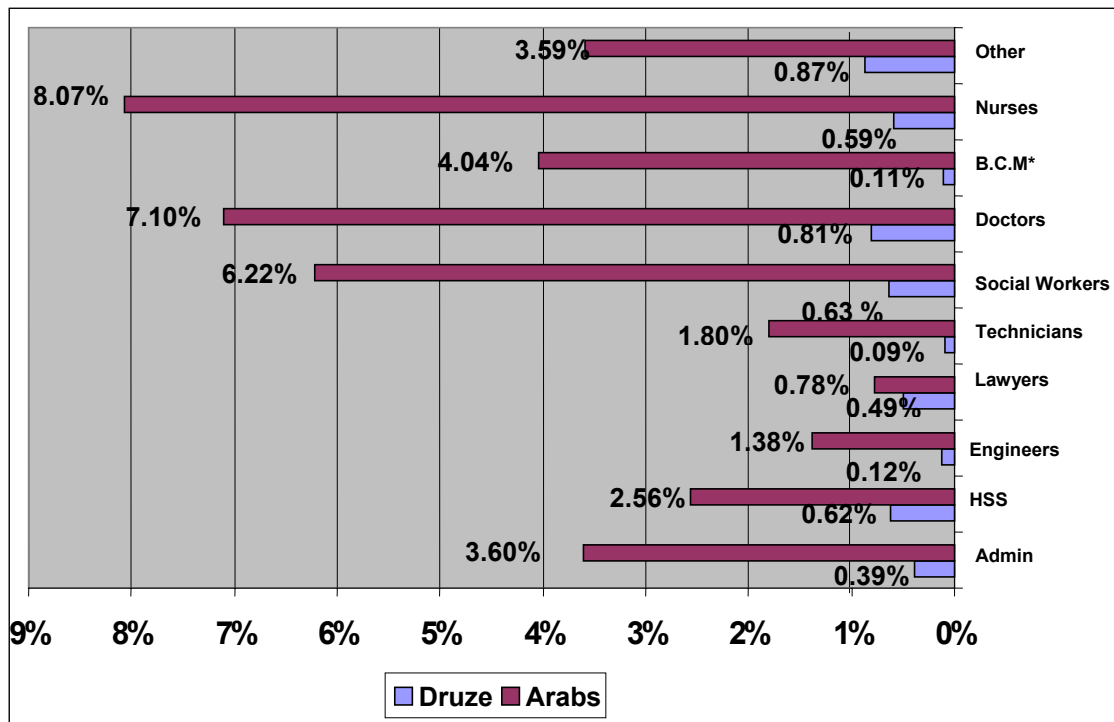


An assessment of employee distribution according to type of position (Graph 2) indicated the following:

- 45% of the total employees in the civil service hold administrative positions, of whom 4% are Arab.
- 22% of the total employees in the civil service are nurses, of whom about 8.6% are Arab.
- 7% of the total employees in the civil service are doctors, of whom 8% are Arab.
- 3% of the total employees in the civil service are social workers, of whom 6.8% are Arab.

From the above data, it is evident that in certain professional positions, the representation of Arabs correlates with their population number.²

Graph 2: Percentage of Arabs and Druze of Total Employees in Same Position



* B.C.M = Biologists, Chemists, Microbiologists

² Adalah Note: As the percentage of Arab citizens in Israel is close to 20% of the population, the above mentioned deduction is incorrect.

The following tables present the distribution of Arabs and Jews according to their employment level:

Table 2: Distribution of Arab and Druze Employees in Administrative Positions in Comparison to the General Distribution

Employment Level	Total Number of Employees	Number of Arab Employees		
		Total	Druze	Arab
24	1	0	0	0
23	110	2 (1.81%)	0	2 (1.81%)
22	203	7 (3.44%)	0	7 (3.44%)
21	729	26 (3.56%)	4 (0.55%)	22 (3.01%)
20	1,707	68 (3.98%)	18 (1.05%)	50 (2.92%)
19	1,976	70 (3.54%)	11 (0.55%)	59 (2.98%)
18	3,298	143 (4.33%)	10 (0.3%)	133 (4.03%)
17 & Below	15,166	612 (4.03%)	48 (0.31%)	564 (3.71%)
Total	23,190	928 (4%)	91 (0.39%)	837 (3.6%)

Until the end of December 2003, the Arabs constituted 4% (928 employees) of the 23,190 employees in civil service positions in the levels above. Internal data indicates that of the 928 Arab employees, 837 (3.6%) are Arab and the rest are Druze (91). The employees in the above levels constitute 45% of the total number of employees in the civil service.

Graph 3: Administrative Positions

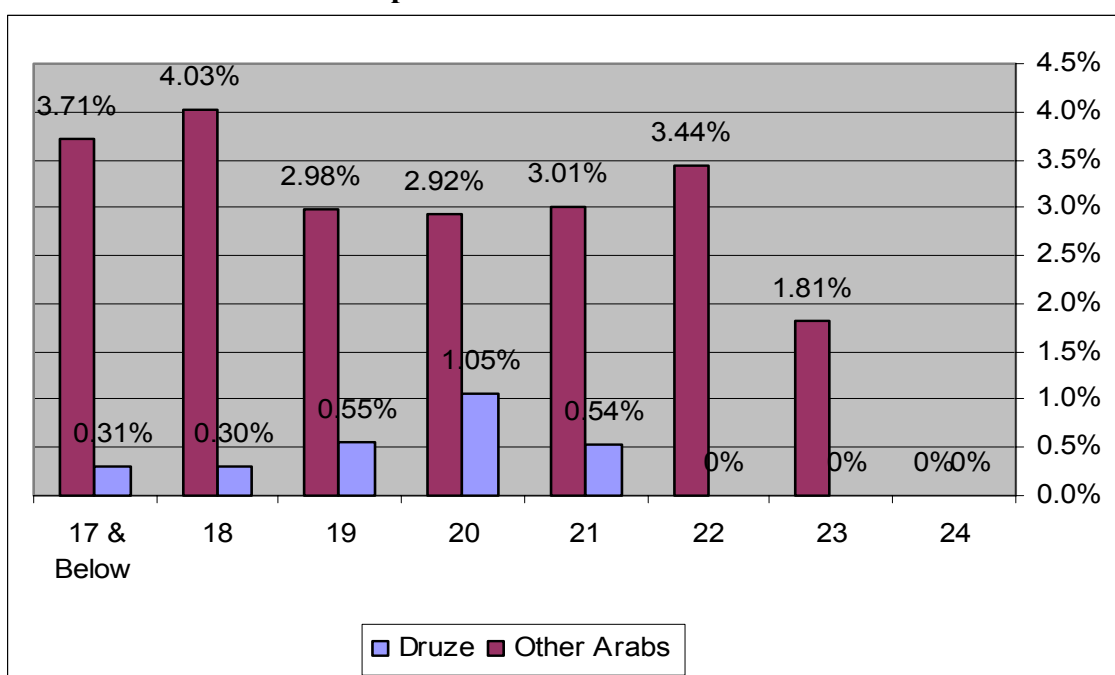


Table 3: Distribution of Arab and Druze Employees in the Humanities and Social Sciences Compared to General Data

Employment Level	Total Number of Employees	Number of Arab Employees		
		Total	Druze	Arab
46	26	0	0	0
45	24	0	0	0
44	256	0	0	0
43	290	1 (0.34%)	0	1 (0.34%)
42	595	6 (1%)	1 (0.16%)	5 (0.84%)
41	745	27 (3.62%)	7 (0.94%)	20 (2.68%)
40	729	23 (3.15%)	6 (0.82%)	17 (2.33%)
39 and below	994	60 (6.03%)	9 (0.9%)	51 (5.13%)
Total	3,659	117 (3.19%)	23 (0.63%)	94 (2.57%)

Until the end of December 2003, the Arabs constituted 3.19% (117 employees) of the 3,659 employees in the civil service in positions in the levels above. Internal data indicates that of the 117 Arab employees, 94 (2.57%) are Arab and 23 (0.63%) are Druze. The employees in the above levels constitute 7% of the total number of employees in the civil service.

Graph 4: Employment Levels in the Humanities and Social Sciences

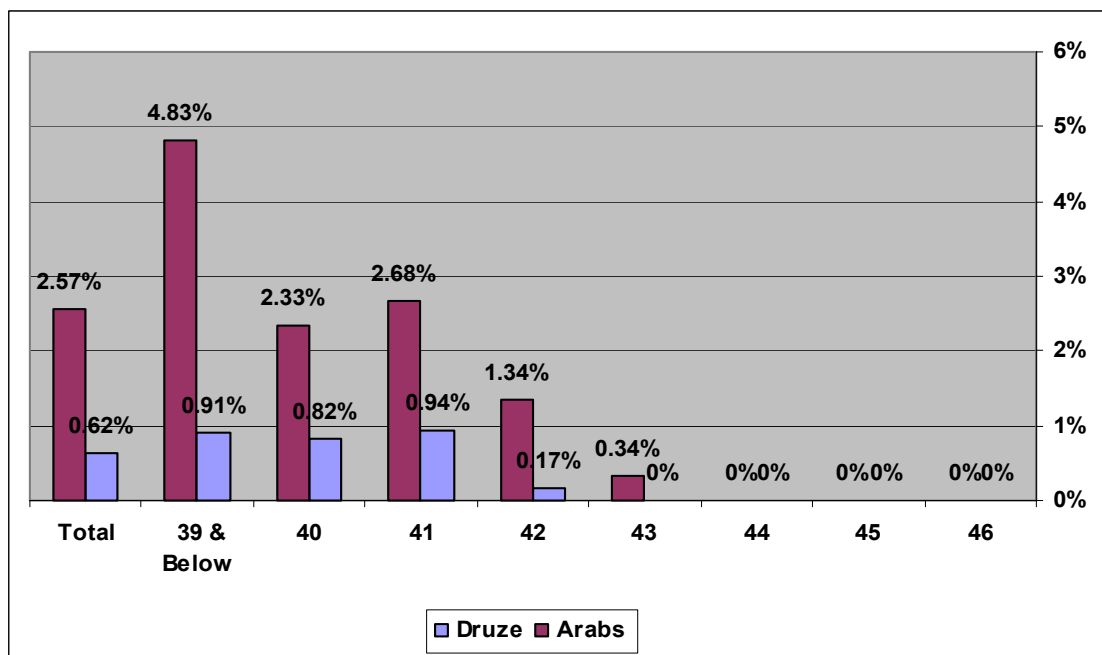
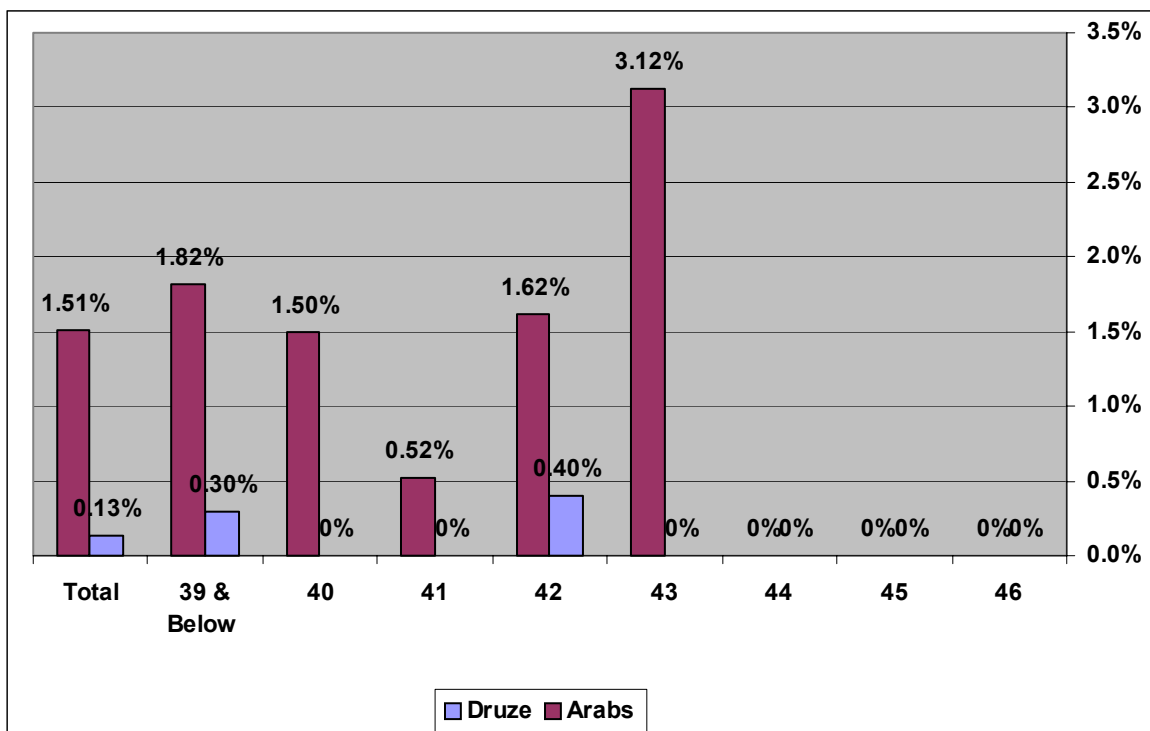


Table 4: Distribution of Arab and Druze Employees in Engineering Positions Compared to General Data

Employment Level	Total Number of Employees	Number of Arab Employees		
		Total	Druze	Arab
46	3	0	0	0
45	7	0	0	0
44	69	0	0	0
43	96	3 (3.12%)	0	3 (3.12%)
42	247	5 (2.02%)	1 (0.40%)	4 (1.61%)
41	573	3 (0.52%)	0	3 (0.52%)
40	666	10 (1.5%)	0	10 (1.5%)
39 and below	656	14 (2.13%)	2 (0.3%)	12 (1.82%)
Total	2,317	35 (1.51%)	3 (0.13%)	32 (1.38%)

Until the end of December 2003, the Arabs constituted 1.5% (35 employees) of the 2,317 employees in the civil service in positions in the levels above. Internal data indicates that of the 35 Arab employees, 32 (1.38%) are Arab and 3 (0.13%) are Druze. The employees in the above levels constitute 5% of the total number of employees in the civil service.

Graph 5: Engineering Positions Levels

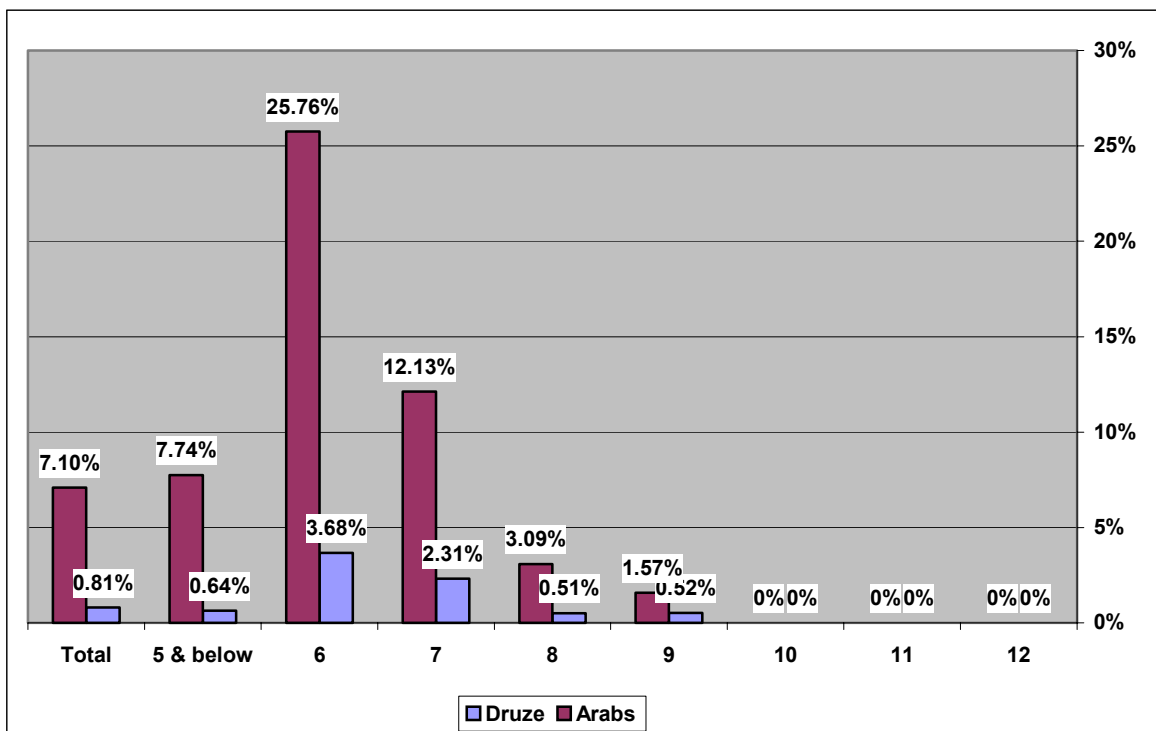


**Table 5: Distribution of Arab and Druze Employees
in Medical Doctor Positions Compared to General Data**

Employment Level	Total Number of Employees	Number of Arab Employees		
		Total	Druze	Arab
12	2	0	0	0
11	30	0	0	0
10	75	0	0	0
9	381	8 (2.09%)	2 (0.52%)	6 (1.57%)
8	582	21 (3.6%)	3 (0.51%)	18 (3.09%)
7	173	25 (14.45%)	4 (2.31%)	21 (12.13%)
6	163	48 (29.44%)	6 (3.68%)	42 (25.76%)
5 and below	2,028	170 (8.38%)	13 (0.64%)	157 (7.74%)
Total	3,434	272 (7.92%)	28 (0.81%)	244 (7.1%)

Until the end of December 2003, the Arabs constituted 7.92% (272 employees) of the 3,434 employees in the civil service in positions in the levels above. Internal data indicates that of the 272 Arab employees, 244 (7.1%) are Arab and 28 (0.81%) are Druze. The employees in the above levels constitute 7% of the total number of employees in the civil service.

Graph 6: Medical Doctor Positions Levels



Distribution of High Level Administrative Positions in the Civil Service

Level “A”: Includes positions equivalent to General Directors, Acting General Directors, and Directors of public hospitals with more than 600 beds.

Level “B”: Includes positions equivalent to Deputy General Directors, Department Heads at high levels and Directors of small to medium public hospitals.

Level “C”: Includes positions equivalent to Administrative Directors in hospitals, Department Heads and Directors in high level fields.

The following detail employees according to their employment level:

Level “A”: We did not find any Arab or Druze representation at this level. There are 165 employees at this level, of whom 97 are in the legal profession.

Table 6: Level “B” in the Civil Service

Level “B”: Includes 652 employees, of whom 179 are in the legal profession. The following data indicates the Arab and Druze distribution in this level (11 employees):

Position Type	Total Number of Employees	Number of Arab Employees		
		Arab	Druze	Total
Administrators	110	2	0	2
HSS	256	0	1	1
Engineers	69	1	0	1
Lawyers	135	7	0	7
State Attorneys	44	0	0	0
Social Workers	18	0	0	0
Doctors	19	0	0	0
Nurses	1	0	0	0
Total	652	10	1	11

Table 7: Level “C” in the Civil Service

Level “C”: Includes 764 employees, of whom 88 are in the legal profession. The following data indicates the Arab and Druze distribution in this level (14 employees):

Position Type	Total Number of Employees	Number of Arab Employees		
		Arab	Druze	Total
Administrators	203	8	0	8
HSS	256	1	1	2
Engineers	96	1	0	1
Technicians	5	0	0	0
Lawyers	50	0	0	0
State Attorneys	38	0	0	0
Social Workers	20	0	0	0
Doctors	75	3	0	3
Nurses	21	0	0	0
Total	764	13	1	14

Table 8: Distribution of Arab and Druze Employees in Government Ministries

Ministry	Total Number of Employees	Number of Arab Employees	Percentage of Arab Employees
Religious Affairs	391	304	77.75
Labor & Social Welfare	1,492	104	6.97
Education	1,757	111	6.32
Health	27,050	1,595	5.90
Science	47	2	4.26
Justice	2,249	79	3.51
Agriculture	553	16	2.89
Infrastructure	142	4	2.82
Interior	1,244	32	2.57
Tourism	198	5	2.53
Communications	136	3	2.21
Environment	344	6	1.74
Prime Minister’s Office	403	6	1.49
Transportation	880	13	1.48
Internal Security	109	1	0.92
Housing	602	5	0.83
Foreign	985	7	0.71
Industry & Trade	438	4	0.91
Absorption	542	3	0.55
Finance	743	3	0.40
Total	40,305	2,303	5.71

The above table presents the distribution of Arabs in the various main governmental ministries. The percentage of employees in the civil service who work in governmental ministries is about 70% and about 80% of Arab employees in the civil service work in governmental ministries.

This data includes the office of Religious Affairs Ministry, which was cancelled during 2004.

It is worth mentioning statistics for the following ministries:

- The Ministry of Social Welfare: about 7% of its employees are Arab.
- The Ministry of Education: about 6.3% of its employees are Arab.
- The Ministry of Health: about 5.9% of its employees are Arab.

Table 9: Distribution of Arab Employees in Governmental Agencies

Governmental Agency	Total Number of Employees	Number of Arab Employees	Percentage of Arab Employees
Therapeutic Services	1,135	86	7.58
Income Tax Authority	3,329	192	5.77
Governmental Printing	94	4	4.26
Awareness Center	30	1	3.33
Courts Administration	3,470	112	3.23
Public Works	604	17	2.81
Agricultural Research Org.	750	21	2.80
Educational Television	224	6	2.68
Professional Consultation	227	5	2.20
Meteorological Service	98	2	2.04
Settlements & Education	371	7	1.89
Planning Authority	273	5	1.83
Civil Service Commission	172	3	1.74
Rural Construction Admin.	86	1	1.16
Veterinary Services	262	3	1.15
Central Bureau of Statistics	621	7	1.13
Customs	1,769	17	0.96
Israel Lands Administration	659	5	0.76
Mechanized Processing Services	250	1	0.40
Nativ	45	0	0
Rabbinical Courts	284	0	0
Central Rabbinical Office	38	0	0
Water Commission	110	0	0
Trade Restrictions Authority	59	0	0
Fire and Rescue Commission	18	0	0
Hadera Port	7	0	0
Geological Institute	101	0	0
Electric Corporation	18	0	0
Total	15,104	495	3.27

Table 9, above, presents the distribution of Arab employees in governmental agencies. The percentage of employees in the civil service who work in these agencies is about 30%, and about 20% of Arab employees in the civil service work in these agencies. Hospitals do not appear in the list above.

List of Reserved Positions for 2003

Reserved for Bedouins		
Office	Level	Number of Positions
Israel Lands Administration	Administrator	2
Courts Administration	Administrator	2
Income Tax Authority	Administrator	1
Professional Consultation	Engineer	1
Total positions reserved for Bedouin		6
Reserved for Arabs		
Finance	HSS	2
Prime Minister	HSS	1
Health Ministry – Northern District	HSS	1
Health Ministry – Northern District	PDN ³	0.5
Internal Security Board	HSS	2 x 0.5
Customs	Administrator	2
Geological Institute	Engineer	0.5
Rambam Hospital	Radiology	0.5
Rambam Hospital	PDN	0.5
Health Ministry Office – Jerusalem	Nurses	1
Justice Ministry	Legal	6
Health Ministry Office – Haifa	Legal	1
Health Ministry	Radiology	0.5
Rambam Hospital	Social Worker	1
Hillel Yaffa Hospital	Social Worker	1
Mental Illness – Jaffa	Social Worker	0.5
Mental Illness – Jaffa	Nurses	0.5
Health Ministry Office – Center	Social Worker	1
Mental Illness – Beer Sheva	Doctors	1
Industry & Trade	HSS	1
Environmental Quality	Engineer	1
Infrastructure Ministry	Engineer	1
Total positions reserved for Arabs		25.5
Reserved for Druze		
Agriculture Ministry	Engineer	1
Income Tax Authority	Administrator	2
Housing Ministry	Administrator	1
Infrastructure Ministry	Administrator	1
Total positions reserved for Druze		5

Out of the 36.5 positions reserved for Arabs in 2003, 6 Arabs were employed and 30.5 positions are in different stages of bidding.

³ Psychologists, Doctors and Nurses

Positions Reserved According to Employment Level

Employment Level	Number of Positions	Arabs	Bedouins	Druze
Administrators	11	2	5	4
Engineers	4.5	2.5	1	1
HSS	6	6		
Lawyers	7	7		
Radiologists	1	1		
Nurses	1.5	1.5		
Social Workers	3.5	3.5		
Doctors	1	1		
PDN	1	1		
Total	36.5	25.5	6	5