



Myers-JDC-Brookdale Institute
Center for Research on Immigrant
Absorption



Ministry of Immigrant Absorption
State of Israel

Patterns of Integration into Employment of New Immigrants Aged 22–64

Judith King

Abraham Wolde-Tsadick

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Executive Summary of the Findings Regarding the Integration of Immigrants into Work in 2003 and 2004 Update of the Main Trends in Immigrant Employment

In this report, which was commissioned by the Ministry of Immigrant Absorption and written in collaboration with it, we analyze the patterns of integration into employment of immigrants who have arrived in Israel since 1990. We analyze two main groups who arrived in the 1990s—one from the former Soviet Union (FSU), the other from Ethiopia—as well as immigrants from the West, whose proportion in the immigrant population has grown in recent years and who today constitute a major target for Israel's policy of encouraging immigration. In the report, the latter group is divided into three subgroups: immigrants from English-speaking countries (excluding the United Kingdom), immigrants from central and Western Europe (including the United Kingdom), and immigrants from Central and South America. The rationale for dividing the immigrants into these groups is the similarity in employment patterns within each group and the differences among the groups with regard to the immigrants' background characteristics. The report is unique in its comparative presentation of all the main immigrant groups and its extensive consideration of many dimensions of integration at work, both objective and subjective.

The analyses in this report are based on periodic surveys conducted by the Central Bureau of Statistics (CBS): the 2002 and 2003 Labor Force Surveys and the 2003 Social Survey. The Labor Force Surveys contain extensive detailed information about the characteristics of the population and various indicators regarding integration into work. The Social Survey includes additional data on the immigrants' levels of satisfaction at work, which complement the objective data in the Labor Force Surveys. With regard to immigrants from the FSU, the analysis was based on data in the 2003 Labor Force Survey, while in the case of the other immigrant groups, we combined the 2002 and 2003 surveys since the number of people sampled each year was relatively small and we wanted to ensure the reliability of the data. Nonetheless, in some cases the number of observations in the sample is small, which makes it impossible to attain statistical significance; we have indicated this where appropriate.

The report relates to different dimensions of integration into the labor market: rate of participation in the labor force, employment rate, extent of employment (full- or part-time work), and the rate and depth of unemployment. The report also examines the employment of immigrants with regard to occupation and their satisfaction with their work, their income, and their lives in Israel. The report presents the characteristics of immigrants aged 22–64 and examines the connection between background characteristics and the employment indices. It contains a comparison between the immigrants and the general Jewish population, in order to examine the extent to which the patterns of immigrant participation in the labor force and employment are becoming similar to those of Israel's general Jewish population. We have also added a special section about young people aged 22–30, which presents an in-depth picture of this group. The report contains a detailed chapter on each of the immigrant groups; in this summary, our comparison of the different groups is more general and is based on key indicators.

In the summary, we recapitulate the main findings in the report for all of the immigrant groups. We then examine further developments concerning immigrant employment in 2004. That was the year that the economy began to extricate itself from the recession and it

constituted a turning point in employment trends for the entire population. Finally, we discuss the implications of the findings for policy to promote immigrant employment.

The challenge of absorbing immigrants in the 1990s derived primarily from the enormous scale of immigration in proportion to the population of Israel. The breakdown of immigrants aged 15+ who arrived in Israel between 1990 and 2003 is as follows: 680,000 from the former Soviet Union (82% of all immigrants), 41,000 from English-speaking countries and central and Western Europe (5%), 27,000 from Ethiopia (3%), 24,000 from Central and South America (3%), and 54,000 from elsewhere (7%). Over the years, with the declining immigration from the former Soviet Union, the composition of the immigrant population has changed. Between 2000 and 2003, immigrants from the FSU constituted 65% of all immigrants coming to Israel in those years, compared with approximately 80% of immigrants arriving between 1990 and 2003.

This report includes all the immigrants who arrived in 1990 or later and were in Israel in 2003. We extended the group of Ethiopians to include those who arrived before 1990 as well as children born in Israel with at least one parent who came from Ethiopia.

1. Summary of the Findings

In this section, we summarize the main findings of the study. The summary is divided into six parts, which reflect different angles of the analysis. Firstly, we look at the employment rates by length of time in the country, compared to the Jewish population, and also examine patterns of employment by household. In the second part, we summarize the main differences in education and age among the immigrant groups. We then compare the connection between the employment indices and the background variables among the groups. We also summarize how this compares with patterns among the general population. The third part compares the extent of integration in occupations commensurate with the immigrants' education. In the fourth part, we summarize the indicators of immigrant satisfaction and the connection between them and the various background characteristics. In the fifth part, we summarize the connection between the various dimensions of integration at work and try to identify different profiles of integration among the immigrants. In the sixth part, we give a summary of the particular patterns among young immigrants (22–30), taking into account their integration not only into work, but also into studies and the army.

a. Employment Rates and Participation by Length of Time in Israel Compared to the General Jewish Population

Almost half of the immigrants of working age from the FSU arrived in Israel in the first three years of the 1990s. A considerable proportion of Ethiopian Israelis came in two waves—Operation Moses in the 1980s and Operation Solomon in the 1990s. Immigration from English-speaking countries and central and Western Europe continued at a steady rate throughout the 1990s and the early years of this century. Immigration from Central and South America continued throughout the 1990s and boomed in the early years of this decade; therefore on average, they have been in Israel for the least amount of time. Because of the small size of the sample groups of non-FSU immigrants, we could not examine length of time in Israel in detail; we could only compare two broad groups.

In making the distinction between 0–7 years in the country and 8–13 years, we see that being in Israel for a greater length of time has a positive effect on the employment and labor force participation rates of all the groups (except for immigrants from central and Western

Europe, because of a drop in the employment rate of women, while the rates for men do increase with time).

FSU immigrants have the highest employment and participation rates of all immigrant groups. However, analysis by length of time in Israel reveals similar employment and participation rates for immigrants from Central and South America who have been in Israel for 8–13 years. The participation and employment rates of both these groups who have been in Israel for 8–13 years exceed those of the overall Jewish population. The remaining groups of immigrants participate and are employed much less, regardless of length of time in Israel, than the overall Jewish population. With regard to immigrants' non-participation in the labor force, approximately 50% of immigrants from English-speaking countries and central and Western Europe explain this by saying they are studying at yeshiva.

Table 1: Indices of Employment at Ages 22–64 by Immigrant Group and Length of Time in Israel, 2003* (%)

Populations	Participate in labor force			Ranking	Employed			Ranking
	Years in Israel	0–7	8–13		Year in Israel	0–7	8–13	
FSU	73.2	82.2	78.9	1	64.6	75.4	71.1	1
Ethiopia	36.4	57.2**	53.8	6	24.0	45.2**	41.7	6
English-speaking (excl. UK)	63.5	66.9	65.2	3	55.1	62.8	58.8	3
Central and Western Europe	59.3	55.5	57.7	5	54.2	48.9	52.0	5
Francophone***	60.2	61.9	60.9	4	51.6	54.1	52.6	4
Central and South America	70.2	84.8	74.7	2	57.2	76.1	63.0	2
General Jewish population	–	–	76.2		–	–	68.8	

* Source: Labor Force Survey: 2003 data for immigrants from the FSU and general Jewish population; 2002–2003 data for other immigrants.

** Since we included all Ethiopian Israelis in the survey and not only those who have arrived since 1990, the group includes those who have been in Israel 13+ years, rather than only 8–13 years.

*** In the report itself we do not consider French speakers since the group in the Labor Force Survey is not large enough to provide detailed data.

Part-time work: This was significant among immigrant women. The proportion among most of the immigrant groups is similar to that of long-time Israeli Jewish women ¹ (approximately 30%), but is very high among Ethiopian women and immigrants from central and Western Europe (over 40%).

Household level: Integration into employment on the household level is similar for FSU immigrants and the general Jewish population. Among other groups, we find more households with no breadwinner and fewer with two, relative to the general Jewish population.

¹ In this report, “long-term Israeli” refers to those who were born in Israel or arrived in the country before 1990.

b. Main Differences in Background among Immigrant Groups and Differences in Employment Patterns based on Background Characteristics

There are differences among immigrants regarding main background characteristics. Socio-demographic characteristics of the immigrants, such as level of education, age, and gender, affect the patterns of their participation in the labor force, but in a complex manner.

- ◆ **Education:** The level of education of most of the immigrants—with the exception of the Ethiopians—is considerably higher than that of the general Jewish population. For example, among English-speaking immigrants, the percentage of people with 16+ years of education is around 64%, while the figure for the general Jewish population is only 25%. Among all the immigrant groups, the employment rates increase correspondingly to the number of years of education, Ethiopian men being the exception. However, among most of the groups, the immigrants are less successful integrating into employment than the general Jewish population at all levels of education. FSU immigrants are the main exceptions: Men from the FSU who have been in Israel over three years have a higher integration rate than the general population at all levels of education; and women from the FSU who have been in Israel over eight years, with a low or medium level of education, have a higher integration rate than the general population.
- ◆ **Age:** There are differences in the age profile of the immigrant groups. Immigrants from the FSU and South and Central America are similar in having a relatively small proportion of young people among them. In contrast, among the Ethiopians, the immigrants from English-speaking countries, and those from central and Western Europe, the proportion of young people (22–34) is relatively high. In most of the immigrant groups, the highest employment rate is among the 35–54 age cohort, excluding women from Ethiopia and from central and Western Europe. However, apart from immigrants from the FSU and from Central and South America, the immigrants have a lower rate of integration into employment than the general Jewish population in all age cohorts. FSU immigrants have a lower rate in the 55–64 age cohort only.
- ◆ **Gender:** Among all immigrant groups there are differences between the integration of men and women. For example, we see a faster and more intense integration into employment among men from the FSU than women. There are particularly large disparities between male and female immigrants from English-speaking countries and central and Western Europe when it comes to the integration of college graduates into high-level positions (academic, professional, technical, and management positions); the extent of integration is far higher among the men than the women. Among women there is the special case of single mothers from the FSU, who are employed less than Jewish women as a whole. Immigrant women also tend to work in part-time positions more than immigrant men and more than women in the general Jewish population.

c. Occupation

There are considerable differences among the groups in the percentage of immigrants working in occupations commensurate with their education. The comparison among the groups varies between men and women. Male immigrants from English-speaking countries and from central and Western Europe integrate more successfully in professions commensurate with their education—even more successfully than the general Jewish population. In contrast, male immigrants from the FSU and Central and South America integrate considerably less well. The women in all the groups integrate less well than the women in the general Jewish population. Among the female immigrants, those from English-speaking countries integrate with most success and those from the FSU have the least success. The disparities between men and women are particularly great among immigrants from English-speaking countries and from central and Western Europe.

Table 2: College Graduates Aged 22–64 Employed in Academic, Liberal, Technical, and Management Occupations by Gender and Immigrant group*, 2003 (%)**

	Men	Women	Total	Ranking
Former Soviet Union	46.8	42.9	44.6	4
English-speaking countries (excl. UK)	85.3	64.3	75.1	1
Central and Western Europe	92.1	55.5	68.8	2
Central and South America	60.5	(58.2)***	59.6	3
General Jewish population	75.2	70.7	72.8	

* Among the Ethiopians, the number of observations in the sample that fulfill the criteria is somewhat small and therefore they do not appear in the table.

** Data from the Labor Force Survey—2003 data for FSU immigrants and general Jewish population, and 2002–2003 for other immigrants.

*** The figures in parenthesis indicate data with low statistical reliability.

d. Satisfaction with Work, Income, and Life in Israel

There is no uniformity among the groups regarding the immigrants' satisfaction with their work, their income, and their lives in general. FSU immigrants are less satisfied than the general Jewish population in all areas, whereas immigrants from English-speaking countries and from central and Western Europe are more satisfied with all areas. The Ethiopians are less satisfied with their work and income but their satisfaction with life in general is equal to that of the general Jewish population. Among immigrants from Central and South America, the level of satisfaction from work and income is low; the level of satisfaction with life in general is higher, albeit lower than that of the Jewish population in general. Satisfaction among all the groups grows as the length of time in Israel increases, but does not necessarily equal that of the general Jewish population, even after many years, as can be seen in Table 4, regarding FSU immigrants.

Table 3: Satisfaction with Work, Income, and Life by Immigrant Group Aged 22–64, 2003 (%)

Satisfaction with:	FSU	Ethiopia	English-speaking countries	Central and Western Europe	Central and South America	General Jewish population
Work	73.1	71.7	95.3	93.6	68.0	84.1
Income	35.0	28.6	56.9	65.3	43.6	48.0
Life	66.5	80.4	91.7	96.7	86.1	82.9

Table 4: Satisfaction with Work, Income, and Life of FSU Immigrants Aged 22–64 by Length of Time in Israel, 2003 (%)

Satisfaction with:	0–3 years	4–7 years	8–10 years	11–13 years	Total
Work	51.6	64.3	78.9	79.2	84.1
Income	30.9	31.8	33.8	38.0	48.0
Life	55.3	58.7	65.3	74.1	82.9

e. Profiles of Integration of Immigrants into Work in Relation to the General Jewish Population

Several profiles of integration of immigrants into work emerge.

1. **Higher or similar rates of employment and participation, but less employment in high-level occupations (academic, professional, technical, and management) and a lower level of satisfaction:** FSU immigrants and immigrants from Central and South

America. Altogether, FSU immigrants are employed more than any other group in the population. Notwithstanding, their integration into work does not match the level of their education, and many are employed in low-level positions. The men from the FSU have integrated into employment and into academic professions more quickly than the women. Immigrants from Central and South America are similar to the general Jewish population in most of the integration indices, but for them, too, the rate of employment in academic, professional, technical, and management occupations is relatively low. FSU immigrants are less satisfied than the general Jewish population in all the indices (work, income, and life), whereas immigrants from Central and South America are less satisfied with their work and income only.

2. **Low employment rates, but in the high-level occupations and a high degree of satisfaction:** Immigrants from English-speaking countries and central and Western Europe. Among immigrants from English-speaking countries and central and Western Europe, the rates of employment and participation are low despite the high proportion of educated people among them. The men report that the main reason is that they are studying—most of them at yeshiva. However, the rates of those employed in academic, professional, technical, and management occupations is relatively high among these immigrants and the level of their satisfaction with work, income, and life is proportionately high.
3. **Low rates of employment, fewer immigrants in higher-level occupations and more in unskilled occupations, and a low level of satisfaction:** Ethiopians. Ethiopian Israelis still find it hard to integrate and are far from fulfilling their employment potential. The rates of their participation in the labor force and employment are low and unemployment among them is significantly higher than among the general Jewish population. The high unemployment rate reflects the fact that a considerable proportion of Ethiopian Israelis who are in the labor force and want to work are not working. Among those who are employed, there is a high percentage of people in low-level jobs. The participation and employment rates of Ethiopians who have been in Israel longer are similar to those of immigrants from central and Western Europe.

f. Young Adult Immigrants

In the report we also examine the special patterns among young immigrants (aged 22–30), taking into account their integration not only into employment but also into studies and military service.

Even when work, military service, and studies are all taken into account, there are still disparities among the immigrant groups. In this case, both male and female FSU immigrants have the highest rates, which are similar to those of long-time Israelis. Immigrants from the West have the lowest rates. The rate for Ethiopian men is greater than for immigrants from the West, but is lower among women.

It is particularly interesting to identify the group of people who are not working, studying, or seeking work. This group accounts for 13% of the general long-term Israeli Jewish population (the percentage is similar for men and women). Among male immigrants from the FSU, the percentage is lower than that of the non-immigrant population and among women it is a little higher. Among the Ethiopians, the percentage for men is similar to that of the non-immigrant population, but among women the percentage is much higher, reaching 39%. Among Western immigrants, the percentage is high among men and women.

Thus it appears that among all groups of immigrant women, the rate is higher than that of long-time Israelis. This is evidently partly related to the differences in the percentage of women who have children up to age 4 and, among these women, the question of the ability to pay for childcare outside the home. The highest percentage of young mothers with children up to age 4 is among the Ethiopians (56%) compared with 48% of women from the West and 40% of those from the FSU. Among long-time Israeli Jewish women, the rate is significantly lower (34%).

Among the young immigrants there are also considerable differences in the level of education. The lowest level is found among Ethiopians and the highest among Western immigrants.

Among immigrants and non-immigrants alike, the lower the level of education, the lower the rate of those working or studying. At the same time, the rate of those who are not studying, not working, and not looking for work increases as the number of years of education declines and accounts for 25% of all young people who have not completed high school.

Among young people, the patterns among those with 13+ years of schooling were also examined. In contrast to the general population of 22–30-year-olds, among the educated, the percentages of immigrants from the FSU and Ethiopia who are working or studying are similar and resemble the percentage of non-immigrants. In contrast, the percentage is much lower among Western immigrants.

Among employed young immigrants with 13+ years of schooling, the rate of those employed in academic, professional, technical, and management occupations is similar among FSU immigrants and other immigrants but is low compared with the non-immigrant Jewish population (approximately 42% compared with 55%).

Table 5: Patterns of Employment among Young People Aged 22–30 by Gender and Immigrant Group, 2002–3 (%)

	Not working, not studying, not seeking work		Not working, not studying, but seeking work		Working* or studying		Studying	
	Men	Women	Men	Women	Men	Women	Men	Women
FSU	8	17	8	9	84	74	17	17
Ethiopia	(15)**	39	(14)	17	71	44	(15)	14
From the West***	34	34	(7)	(8)	59	58	25	21
Long-time Israeli Jews****	12	13	9	9	79	77	25	24

* The figure includes those doing military service.

** Figures in parenthesis indicate that they have a low statistical reliability.

***Includes immigrants from English-speaking countries, central and Western Europe, and Central and South America

**** Comparison to long-time Israeli Jews and not to the general Jewish population.

Source: Labor Force Surveys 2002–2003, CBS

2. Developments in 2004

In this section, we examine major developments that occurred between 2003 and 2004. We present data by country of origin and by gender. In the appendix there is a table presenting the employment indices for all the immigrants (men and women together). In general, it can be noted that there is a trend towards improvement in the employment indices among the general population. Most of the immigrant groups were party to this trend. However, the changes are not large enough to alter the picture presented in this report.

a. Men

Table 6: Employment Indices between 2003 and 2004 among Men Aged 22–64 by Country of Origin (%)

	Employment		Participation		Unemployed	
	2003	2004	2003	2004	2003	2004
FSU	76.1	77.6	83.3	84.1	8.6	7.8
Ethiopia	51.3	56.5	65.3	66.9	21.5	(15.6)
English-speaking countries	62.2	50.1	72.0	58.1	(13.7)*	(13.7)
Central and Western Europe	50.1	54.9	57.4	63.1	(12.6)	(13.1)
South and Central America	70.3	64.1	77.8	77.3	(9.6)	(17.1)
Total Jews	71.9	72.9	79.2	79.8	9.2	8.6

* The figures in parenthesis indicate that they have a low statistical reliability.

- ♦ **General Jewish population:** Among all Jewish men, there are slight increases in the employment and participation rates and slight declines in the unemployment rate.
- ♦ **Immigrant groups:** There is no uniform trend among immigrant groups. There is an increase in the employment and participation rates among FSU immigrants, Ethiopian Israelis, and newcomers from central and Western Europe, while among immigrants from English-speaking countries and Central and South America, there is a decrease.
- ♦ **Immigrants from the FSU:** Among men from the FSU the trend is also positive: The employment rate has grown, the participation rate is increasing slightly, and the unemployment rate is going down.
- ♦ **Ethiopian Israelis:** A positive trend in employment has developed among Ethiopian men. The employment rate has grown, the participation rate is increasing slightly, and the unemployment rate is going down.
- ♦ **Immigrants from central and Western Europe:** The employment and participation rates are going up, but participation has grown more than employment, meaning that unemployment has also risen (although it is impossible to say by exactly how much because of the problem of statistic significance).
- ♦ **Immigrants from English-speaking countries:** Deterioration in employment—the employment and participation rates are going down and the unemployment rate is unchanged (although it is impossible to say by exactly how much because of the problem of statistical significance).
- ♦ **Immigrants from South and Central America:** Deterioration in employment—the employment and participation rates are going down and the unemployment rate is rising (although it is impossible to say by exactly how much because of the problem of statistical significance).

b. Women

Table 7: Employment Indices between 2003 and 2004 among Women Aged 22–64 by Country of Origin (%)

	Employment		Participation		Unemployment	
	2003	2004	2003	2004	2003	2004
FSU	67.7	70.1	75.3	77.2	10.1	9.2
Ethiopia	34.7	35.0	48.1	50.4	27.7	30.7
English-speaking countries	54.7	49.2	59.0	53.3	(7.3)*	(7.8)
Central and Western Europe	55.2	59.8	62.5	66.9	(11.8)	(10.6)
South and Central America	55.6	58.1	71.2	72.0	(21.9)	(19.3)
Total Jewish women	65.7	66.4	73.3	73.9	10.3	10.2

* The figures in parenthesis indicate too small a number of observations in the sample.

- ♦ **Jewish women in general:** The employment rate has increased slightly and the participation rate has increased slightly more, so that the unemployment rate has also risen slightly.
- ♦ **Groups of female immigrants:** Generally, there is an increase in the employment and participation rates among all groups of female immigrants, apart from immigrants from English-speaking countries, where there has been a decrease.
- ♦ **Women from the FSU:** Positive trend—the employment and participation rates are rising and the unemployment rate is declining as it is for men.
- ♦ **Ethiopian women:** The trend is mixed—the employment and participation rates are rising, but the participation rate has increased more than the employment rate, so that unemployment has also risen. (This is not the case among Ethiopian men, where the unemployment rate is going down.)
- ♦ **Women from Central and Western Europe:** Positive trend in employment. The employment and participation rates are rising, similarly to the men. The increase in the participation rate is larger, so that unemployment has also risen (but accurate figures cannot be given due to the problem of statistical significance).
- ♦ **Women from English-speaking countries:** Relatively stable in employment, unlike the situation for men. There is no change in the employment rate and the participation rate has increased slightly.
- ♦ **Women from South and Central America:** Similarly to the men, there is a decline in employment—the employment and participation rates are going down. The decline in participation is slightly higher.

3. General Implications

The findings show considerable success in integrating each of the immigrant groups into employment in Israel, among men and women alike.

However, there are major challenges in expanding and intensifying the integration rate and shortening the period between the immigrants' arrival in the country and their integration into the labor market.

It should be emphasized that the goal is not only to attain a situation in which the integration rate of immigrants reaches the same level of long-time Israelis. The integration statistics for

the general population do not necessarily indicate an ideal situation; the unemployment rate in Israel is high and the rates of employment and participation in the labor force are low compared with other countries. It is currently a national goal to amplify the integration of all population groups into the labor market. For a new immigrant with no other private means, integration into work is particularly vital financially.

The findings in the report illustrate the major differences between the patterns of integration of the various groups of immigrants and underline the importance of adapting the employment policy to meet the needs of each. This goes without saying regarding the differences between Ethiopians and FSU immigrants. The Ethiopians are characterized by low participation rates, particularly among the women, as well as high unemployment rates. But there are also very substantial differences among the diverse groups of immigrants from the West. For example, South American immigrants have a high employment rate and, in addition, a considerable percentage of them are looking for work, compared with low participation rates among other Western male immigrants, mainly because they attend yeshiva.

The findings also underscore the importance of taking account of the different dimensions of integration into employment. There are groups, such as FSU immigrants, where the main problem is that they are not integrated in jobs that match their education and professional experience. This is also a serious problem for educated young immigrants. For certain groups, the problem is non-participation in the labor force; this applies to immigrants from Western countries and women from Ethiopia, who require encouragement and help to participate. In other groups, such as immigrants from South and Central America, the problem is that there are many jobseekers who do not find work.

The findings reveal several key differences between men and women. Notably, consideration should be given to the fact that women integrate into the labor market at a later stage of their absorption process, and therefore length of stay in Israel is a particularly important factor for them. What this means is that it is necessary to implement programs to promote employment and to provide assistance to women at a later stage of their stay in Israel. Women are also characterized by a high percentage of part-time workers—not always from choice—and consideration should therefore also be given to enlarging the scale of their employment.

Among young immigrants (aged 22–30), there are relatively high percentages of women who are not working, not studying, and not seeking work. This reinforces the importance of considering this age cohort and its particular needs, chiefly with regard to childcare arrangements.

With regard to young immigrants in general, the findings illustrate the importance of a combined analysis of military service, employment, and studies, since the reason that they are not employed could be that they are doing their military service (delayed) or are studying. The analysis reveals the high percentage of young immigrants who are neither working, nor studying, nor seeking work, particularly among those with a low level of schooling. This underscores the need to pay special attention to vocational guidance and training and to broadening the opportunities open to them.

Some sections of the report have already been presented at government forums and conferences on the employment of immigrants and already constitute the basis planning programs to promote immigrant integration into employment.

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- 3.6. General Satisfaction with Life

4. Immigrants from English-speaking Countries (excluding the United Kingdom)

- 4.1. Background Characteristics
- 4.2. Employment, Participation in the Labor Force, Unemployment, and Part-time Work
 - a. Integration into Employment on the Household Level
- 4.3. Employment Patterns by Background Characteristics
- 4.4. Comparison of Disparities in Employment and Participation between Immigrants from English-speaking Countries and the General Jewish Population by Gender, Length of Time in Israel, Education, and Age
- 4.5. Integration into Employment by Occupations where the Immigrants are Employed and Satisfaction
- 4.6. General Satisfaction with Life

5. Immigrants from Central and Western Europe

- 5.1. Background Characteristics
- 5.2. Employment, Participation in the Labor Force, Unemployment, and Part-time Work
 - a. Integration into Employment on the Household Level
- 5.3. Employment Patterns by Background Characteristics
- 5.4. Comparison of Disparities in Employment and Participation between Immigrants from Central and Western Europe and the General Jewish Population by Gender, Length of Time in Israel, Education, and Age
- 5.5. Integration into Employment by Occupations where the Immigrants are Employed and Satisfaction
- 5.6. General Satisfaction with Life

6. Immigrants from Central and South America

- 6.1. Background Characteristics
- 6.2. Employment, Participation in the Labor Force, Unemployment, and Part-time Work
 - a. Integration into Employment on the Household Level
- 6.3. Employment Patterns by Background Characteristics
- 6.4. Comparison of Disparities in Employment and Participation between Immigrants from Central and South America and the General Jewish Population by Gender, Length of Time in Israel, Education, and Age
- 6.5. Integration into Employment by Occupations where the Immigrants are Employed and Satisfaction
- 6.6. General Satisfaction with Life

7. Young Adult Immigrants Aged 22–30

- 7.1. Young Adult Immigrants who are Working or Studying (Table 7a)
- 7.2. Young Adults who are neither Working nor Studying (Table 7a)
- 7.3. Work Patterns by Level of Education among Young Adult Immigrants (Table 7b)
- 7.4. Work Patterns among Young Adult Immigrants with 13+ Years of Schooling (Table 7c)
- 7.5. Conclusion

Appendix: Employment Indices between 2003 and 2004 by Country of Origin