

2021

Gender Pay Gap Report for Meta in Israel

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At Meta we are committed to driving gender equality across our workforce because we believe that this is not only the right thing to do, it's also the smart thing to do for our business, so we can appropriately represent our diverse, global community of more than 3 billion people.

Gender pay gap results

Employee segmentation group	Gender pay gap % in respect of gross wages per month between all female and male workers in the group	Gender pay gap % in respect of gross wages per month between full-time male and female workers in the group
A	5.8%	5.8%
B	6.9%	6.9%
C	2.9%	2.9%
D	0.4%	0.4%
E	3.6%	3.6%
F	3.7%	3.7%
G	8.8%	8.8%
H	3.7%	3.7%
I	9.8%	9.8%
J	9.7%	9.7%
K	-4.5%	-4.5%
L	0.0%	0.0%
M	11.8%	11.8%
N	-4.4%	-4.4%
O	-8.2%	-8.2%
P	10.2%	10.2%

Gender pay gap % in respect of gross wages per month between part-time male and female workers in the group* - N/A for all groups

% of workers in the group who received income supplement to reach minimum wage - 0% for all groups

Average part-time employment in the group* - N/A for all groups

* Explanatory Note: Due to the small number of employees who work part-time, we have inserted N/A and will not be publishing data in respect of the sections marked with an asterisk. This is necessary in order to maintain employee confidentiality.

Gender pay gap results

Employee segmentation group	% of male workers with lower gross wages than the average gross wages per month for a full-time worker in the group	% of female workers with lower gross wages than the average gross wages per month for a full-time worker in the group
A	68.1%	76.5%
B	57.5%	76.7%
C	45.3%	58.1%
D	56.3%	65.2%
E	71.2%	75.0%
F	62.6%	71.0%
G	52.8%	77.4%
H	59.3%	66.7%
I	33.3%	63.2%
J	22.2%	60.0%
K	55.6%	54.5%
L	33.3%	83.3%
M	61.1%	90.9%
N	65.2%	47.4%
O	66.7%	42.9%
P	50.0%	72.7%