

Meta Israel 2025 Gender Pay Gap Results

**Explanatory Notes:**

*\*Since no employees worked part-time, we have inserted "N/A" and will not be publishing data on this aspect.*

- *Gender pay gap % is 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 that received income supplement to reach the minimum wage – 0% for all groups*
- *Average part time employment in the group – N/A for all groups*

**\*\*** A negative result indicates a gap in favour of men and a positive gap indicates a gap in the favour of women.

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 all full time female and male workers in the group
A	-8.1%	-8.1%
B	-6.7%	-6.7%
C	-5.6%	-5.6%
D	-7.4%	-7.4%
E	3.7%	3.7%
F	1.2%	1.2%
G	0.1%	0.1%
H	-0.1%	-0.1%
I	-9.9%	-9.9%
J	2.5%	2.5%
K	8.1%	8.1%
L	6.6%	6.6%
M	5.3%	5.3%
N	3.4%	3.4%
O	-13.4%	-13.4%

Group	% of male workers with lower than the average gross wages per month for a full time worker in the group	% of female workers with lower than the average gross wages per month for a full time worker in the group
A	65.7%	75.8%
B	41.9%	59.1%
C	34.6%	68.4%
D	44.9%	73.3%
E	66.7%	58.3%
F	54.3%	45.5%
G	45.6%	40.0%
H	50.8%	55.6%
I	20.0%	60.0%
J	50.0%	50.0%
K	57.1%	57.1%
L	71.4%	63.6%
M	61.3%	51.9%
N	57.1%	58.8%
O	55.0%	77.8%