

Women in High-Tech Status Report 2024

 רשות החדשנות
Israel Innovation
Authority

 אוניברסיטת
רייכמן
מכון אהרן
למדיניות כלכלית
ע"ש אהרן דוברת ז"ל

 אִיִּשָּׁה
#בַּהִיטָק

 THE TRUMP
FOUNDATION
קרן טראמפ

Foreword: Status Report - Women in High-Tech 2024



This publication deals with the state of women in Israeli high-tech under the shadow of the war that broke out on the 7th of October, 2023, and after a year in Israeli high-tech, which was characterized by a decrease in start-up investments and deceleration in the number of women employed in the field.



The analysis presented in this document shows that **in 2023 , there were 131,000 women in high-tech positions - an increase of 2.7% compared to the previous year** and a growth rate similar to that of men in the industry. Thus, it would seem that despite the state of emergency, the impact on women was not more severe. *

The proportion of women in the high-tech industry has not changed in the past few decades and stands **at a third of the jobs in the industry**. Most of the growth in women's employment in high-tech over the last decade has been in R&D positions, while the rate of women employed in product positions is stagnating.

According to the growth rate in the number of women in tech positions in 2023, **Jewish women (who are not ultra-Orthodox) are not expected to meet the goals set by the Perlmutter Committee for 2035**, and it is expected to reach a gap of about 80 thousand Jewish woman jobs below target.

Main points: A Status Report of Women in High-Tech 2024



38%

Of the women in the high-tech industry who are employed in R&D positions in 2023 - an increase from about 28% in 2014

1/3

In 2023, a third of those employed in high-tech positions and in the market were women

130%

An increase in the number of women holding R&D positions in the last decade - the main growth of women in high-tech

132K

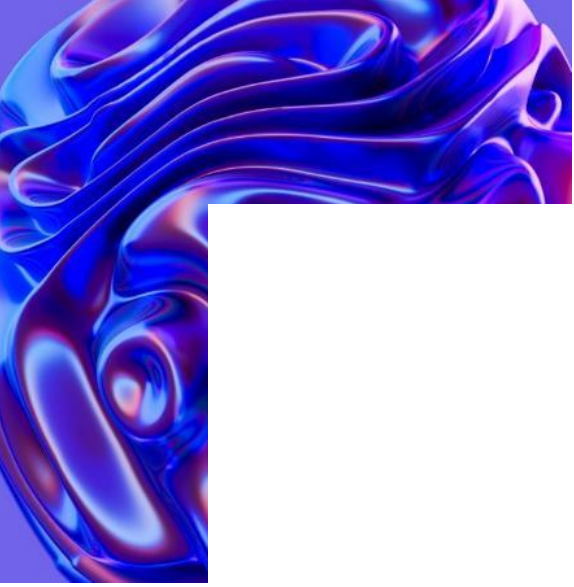
Positions of women employed in the high-tech industry

80K

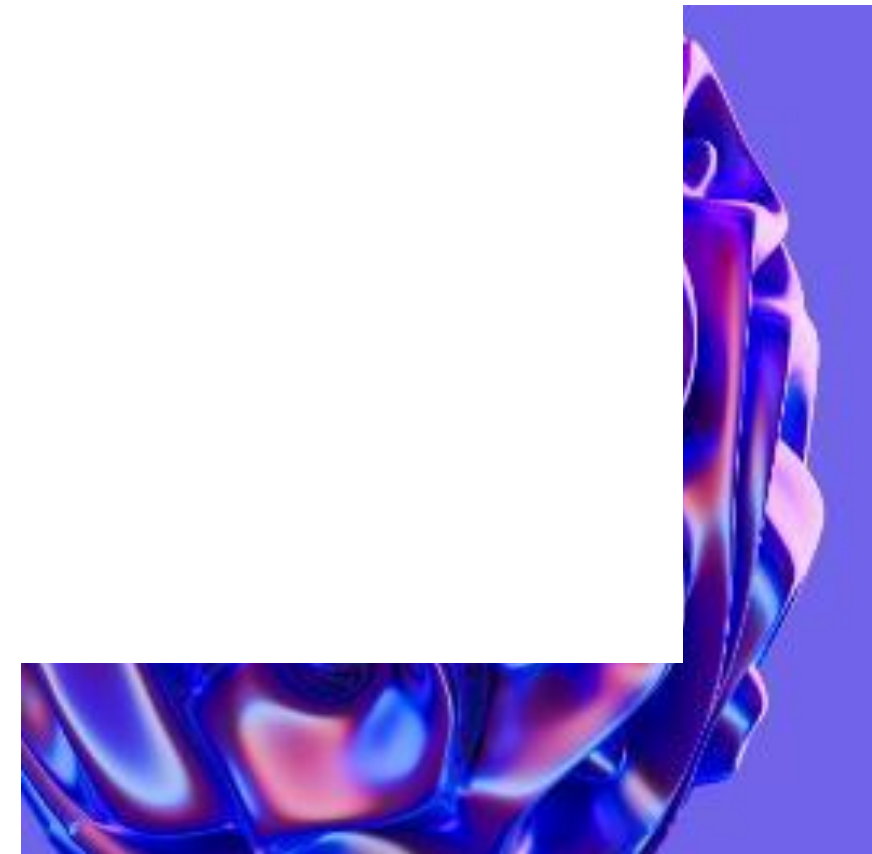
The gap in tech positions for Jewish women (non-Orthodox) at the current growth rate from the growth rate set for 2035

2.7%

The annual increase in the number of women in the high-tech industry in 2023 - is similar to the number of men in the industry



Status Report: Women in High-Tech 2024



Women in The High-Tech Industry

Women are employed in about a third of the high-tech positions in the market. Looking at the high-tech industry alone, it is possible to see that in the decade between 2014 and 2023, the number of women's positions in the high-tech industry increased by 1.7— from about 79 thousand in 2014 to 131.6 thousand in 2023.

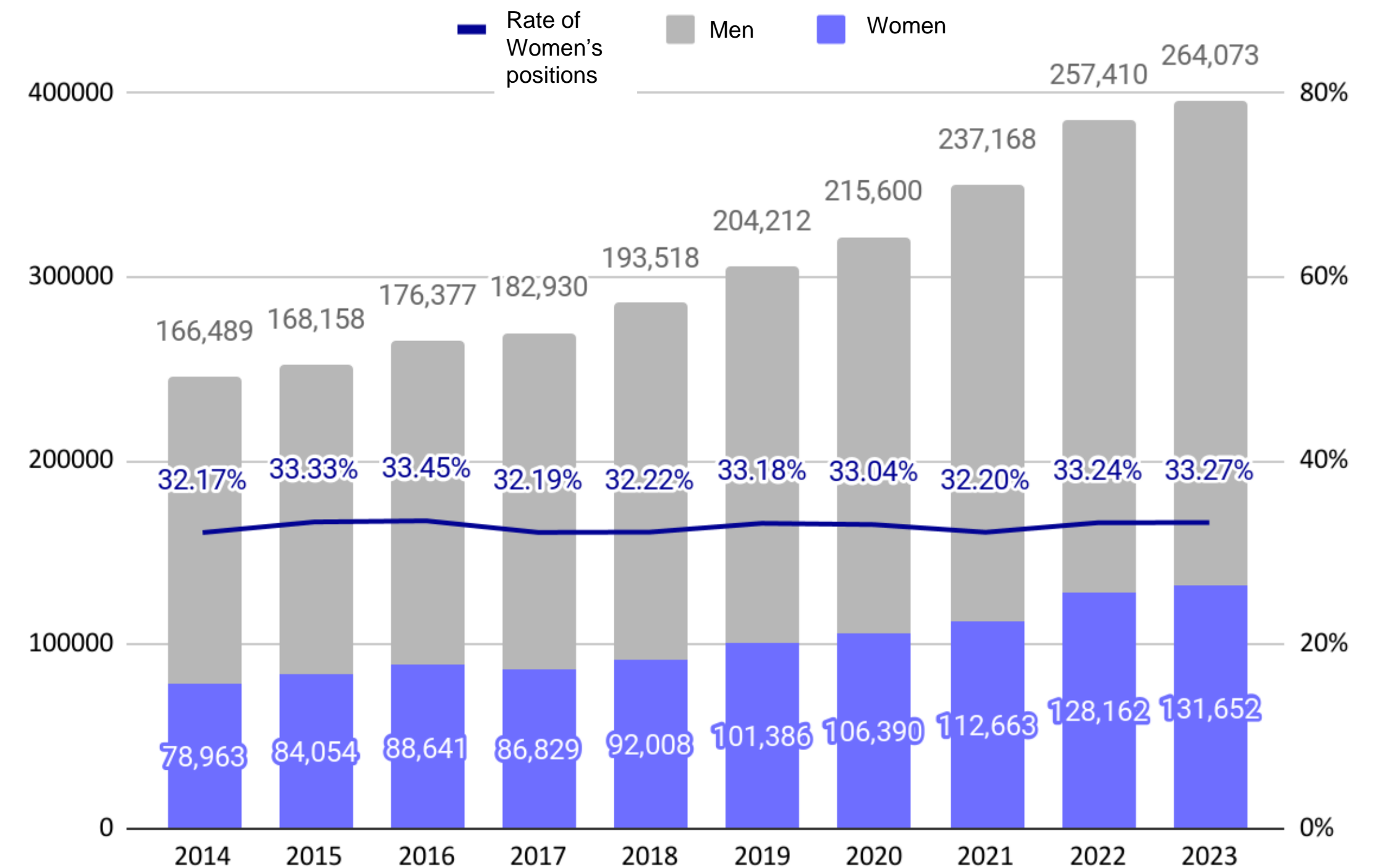
Since the growth rate of women and men in the industry over the last decade was similar, there has been no change in the mix of employees in the industry—women have maintained their share, so the underrepresentation of women in the industry did not improve.

In 2023, about 3,500 positions of women were added to high-tech, compared to nearly 6,700 men. The growth in the number of positions in the high-tech industry has decelerated in 2023 compared to the year before on the background of the war, the global crisis, and local political circumstances.

It is interesting to note that despite the deceleration, the growth rate in the number of women and men in the industry in 2023 was similar (about 2.7%). A similar phenomenon was also recorded in 2020, the year of the Corona pandemic, which was a year of a global economic crisis. This means that women were not affected to a different extent regarding the growth rate during the period.

The percentage of women in high-tech remains stagnant at one-third

Number of high-tech employees by gender and rate of women's positions



* All of the data in this section refer to employees at the ages of 25-64, in accordance with the definition of the Perlmutter Committee
 Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data

Women in High-Tech: Occupational Field

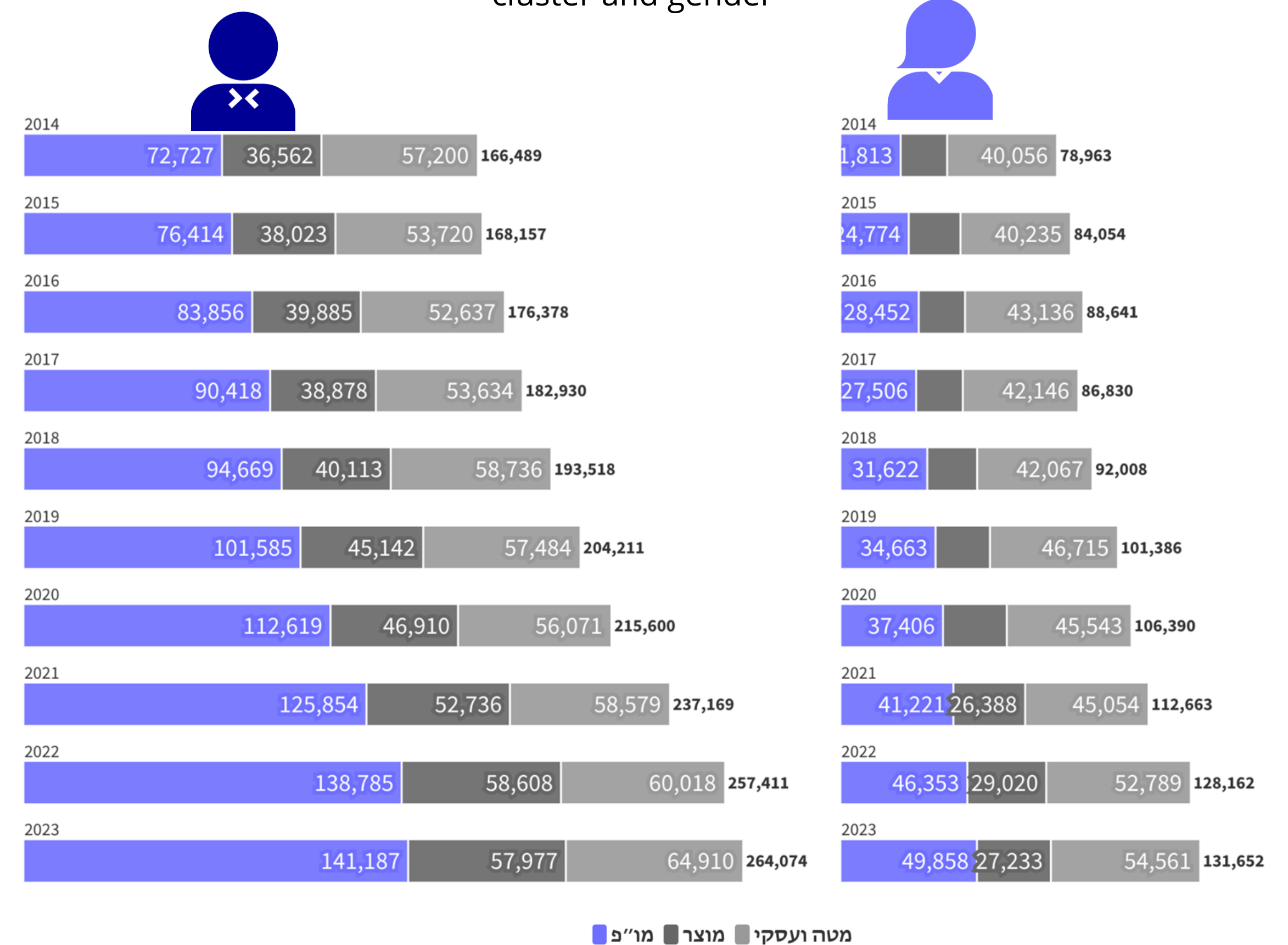
The most common occupation for women in high-tech is staff functions and business positions, with 54,500 in 2023. Meanwhile, R&D positions are the most common occupation for men in high-tech.

When we examine the source of growth in the number of women employed in the high-tech industry over the last decade, it is possible to see that **the increase in the number of women in R&D positions explains most of the growth - over a decade (2014-2023) 28,000 women were added to the field of R&D in 2023, an increase of nearly 130%**. That is an annual growth rate of about 10%. At the same time, close to 70,000 men were added to the field of R&D - meaning that the number of men employed in the field almost doubled.

A significant part of the increase can be explained by the number of female students studying for high-tech degrees, which increased in the last decade - 64%, according to [the 2022 Woman in High-Tech Report](#). The number of male students in these professions for the same period increased more moderately - about 20%. However, female students are still only about 31% of all students for bachelor's degrees in the extended high-tech professions as of the 2019-2020 academic year.

The fastest growth in the last decade: employment of women in the field of R&D

The segmentation of male and female employees in the high-tech industry by cluster and gender



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data

Women in High-Tech: Occupational Field

The increase in the number of women employed in R&D positions in the high-tech industry is part of the industry's change in trend over the last decade, during which the high-tech industry enjoyed an accelerated growth in the number of employees.

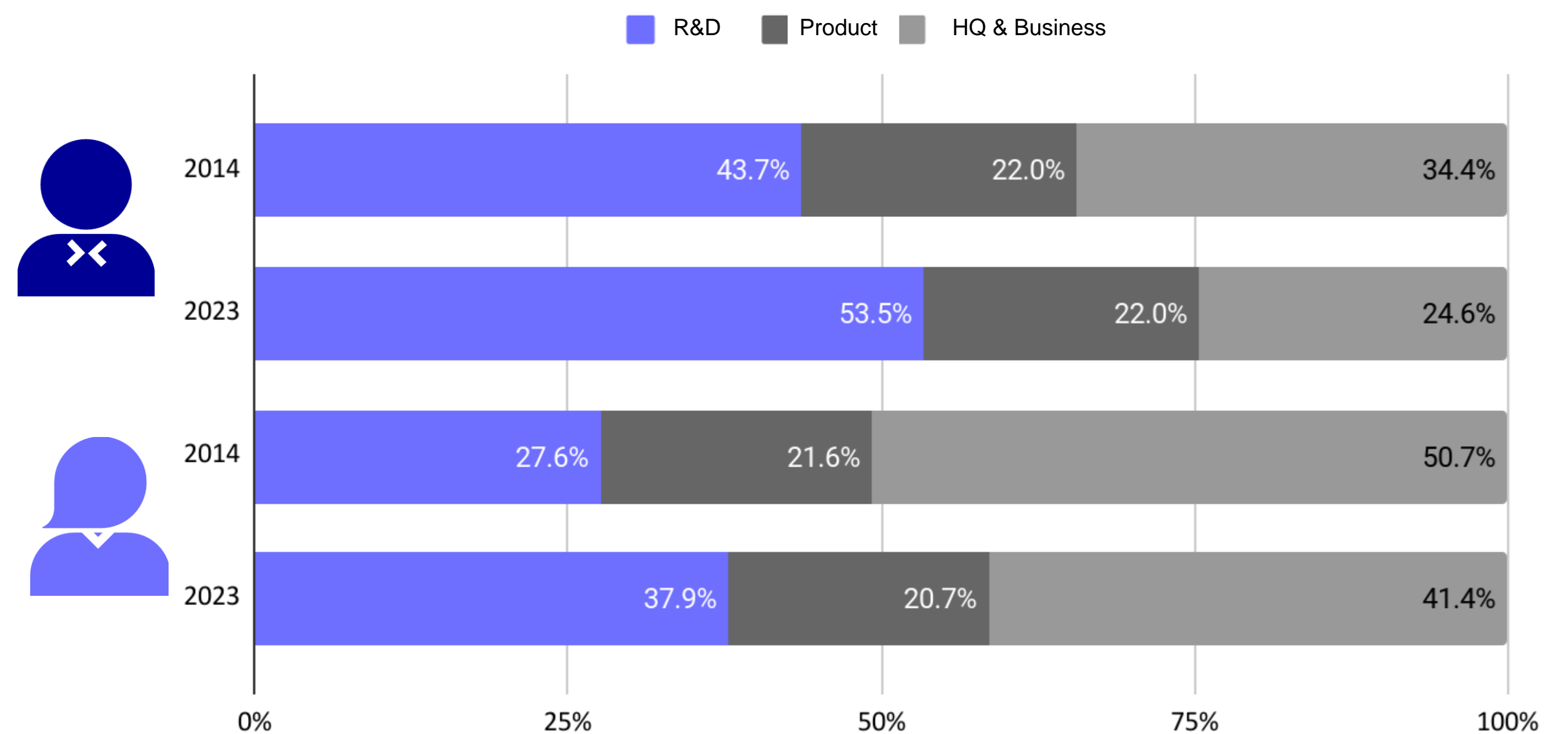
The mix of positions in the industry has changed, and the number of positions in R&D has increased. In 2014, about 28% of women in the high-tech industry were employed in R&D positions - a rate which increased to 38% a decade later. That is an increase of 37% in the share of R&D positions in which women are employed. Among men, there was also an increase in the relative share of those in R&D positions. However, it was slightly more moderate and amounted to 22% (from 43.7% of men in R&D positions in 2014 to 53.5% in 2023).

During the same period, the relative share of positions in the field of product maintained its relative share among men and women; that is, this field grew at the pace of the industry, and its share hardly changed. The significant change during the period was in the relative share of positions from the staff functions and business cluster. In this case, the decline in men was sharper than in women, whose share in these positions was higher to begin with.

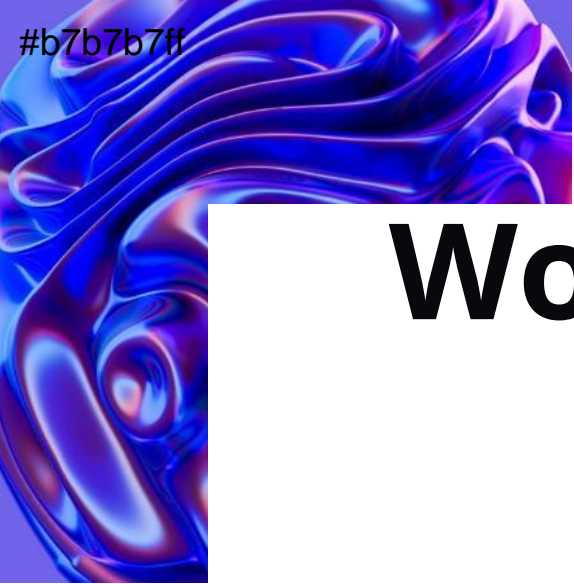
The data shows that the diversion of the high-tech industry in the direction of R&D positions widened in the last decade for both women and men.

**On the rise:
Nearly 40% of women employed in high-tech
are in R&D**

Segmentation of female and male employees in the high-tech industry according to gender and position (percentage)



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data



Women in the High-Tech Industry: International Comparison



The state of women in high-tech in Israel is similar to that of Germany, Poland and Ireland

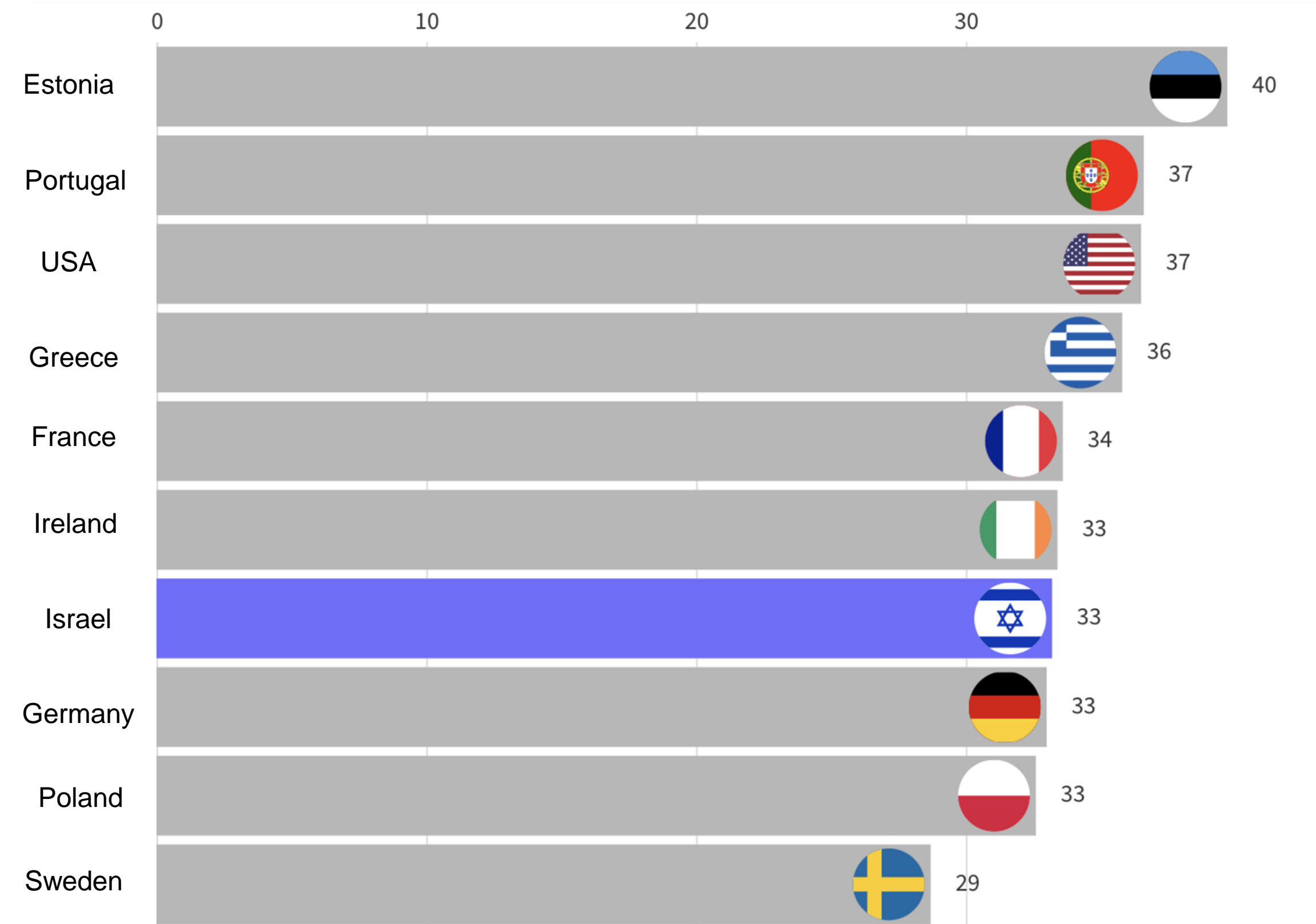
The situation of women in the high-tech industry in Israel is similar to that observed in other European countries with relatively developed industries. In Poland, Germany, Ireland, and France, the rate of women employed in the industry is also about a third.

In the United States, the rate of women employed in the high-tech industry stood at 36.5% in 2023, an increase from 33.2% in 2014.

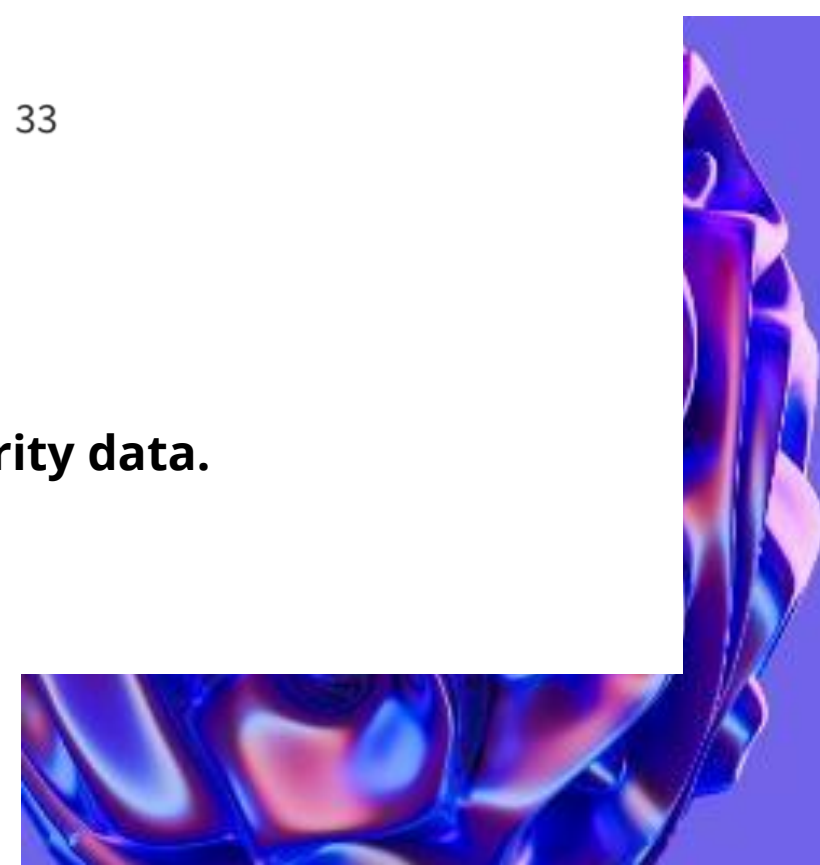
Unexpectedly, in Sweden, a country known as a leader in international equality ratings, the rate of women in high-tech is lower than in Israel—29%.

In Estonia, a leading country in digital transformation, the rate of women in high-tech is relatively high - 40%.

The rate of women in the high-tech industry in selected countries (2022, percentage)



Source: Adaptations to the Eurostat and BLS Innovation Authority data. The data of Israel and the United States refer to 2023



Women in High-Tech: Occupational Field

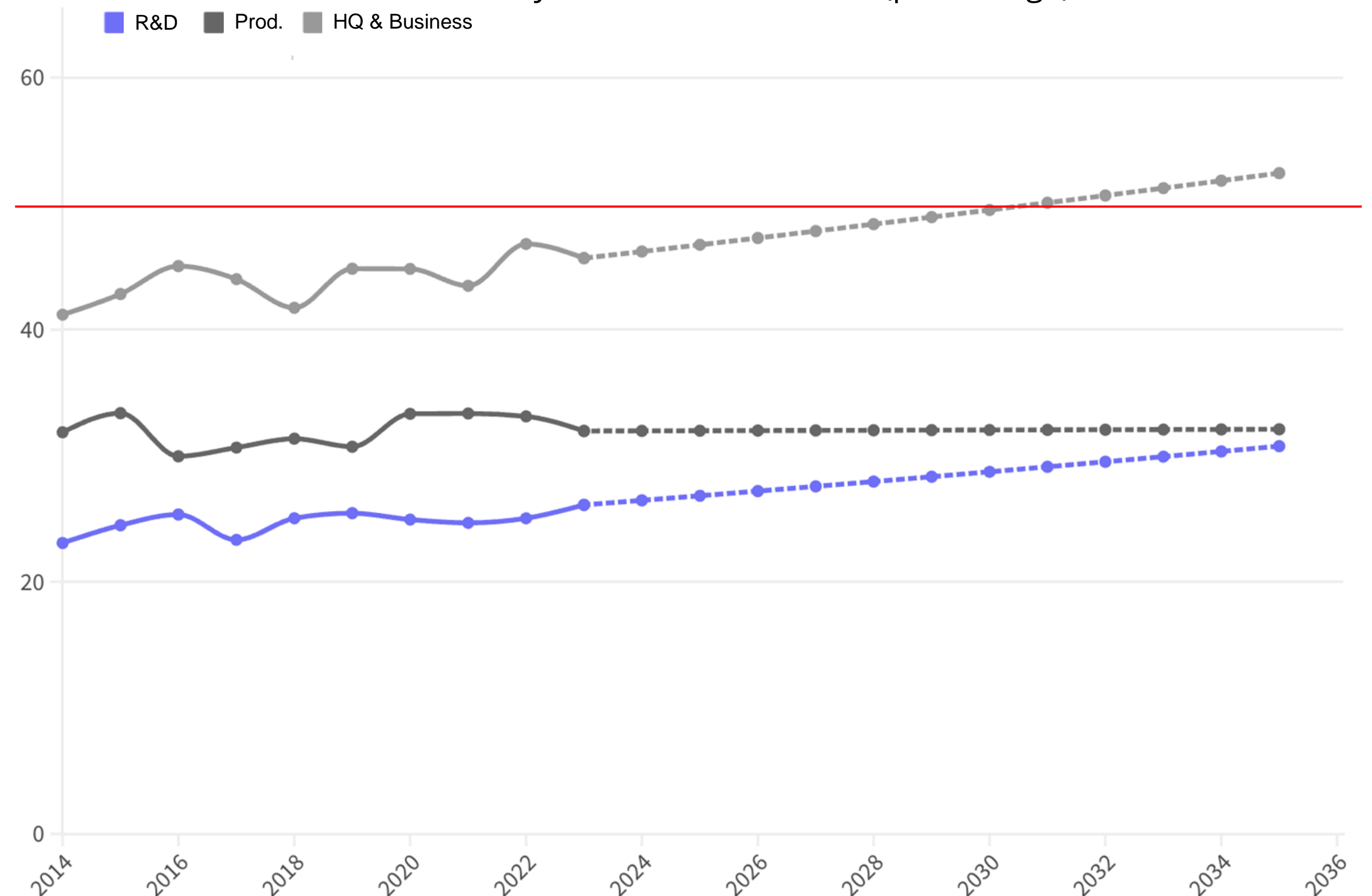
When one looks at the gender segmentation of each position cluster in the high-tech industry, interesting trends are revealed: over the decade, **the relative share of women among all the jobs in R&D positions increased by 0.3 percent - from 23.1% in 2014 to 26.1% in 2023**. Indeed, this is a slow trend, but the improvement is evident. If this trend continues, it can be estimated that by 2035, the number of women in R&D positions will exceed 30%. However, **at the current rate, it will take almost 50 years to achieve gender equality in R&D positions**.

Even in positions belonging to the staff functions and business cluster, there is a trend of improvement in the gender mix of the holders. The rate of women in all the positions in the field increased from 41.2% in 2014 to 45.7% in 2023. The staff functions and business field are approaching gender equality, and at this current rate of change, it will be reached **by 2031**.

Meanwhile, in the cluster of product professions, there seems to be stagnation. Over a decade, nearly nothing has changed in the number of women. Because of this, **gender equality in product positions cannot be expected**.

In R&D and staff functions there is a slow improvement - in product professions there is stagnation in the number of women

The current rate of women employed in the entire cluster of positions in the high-tech industry and a future forecast (percentage)



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistic's data

Women in Tech Positions in High-Tech and in the Market



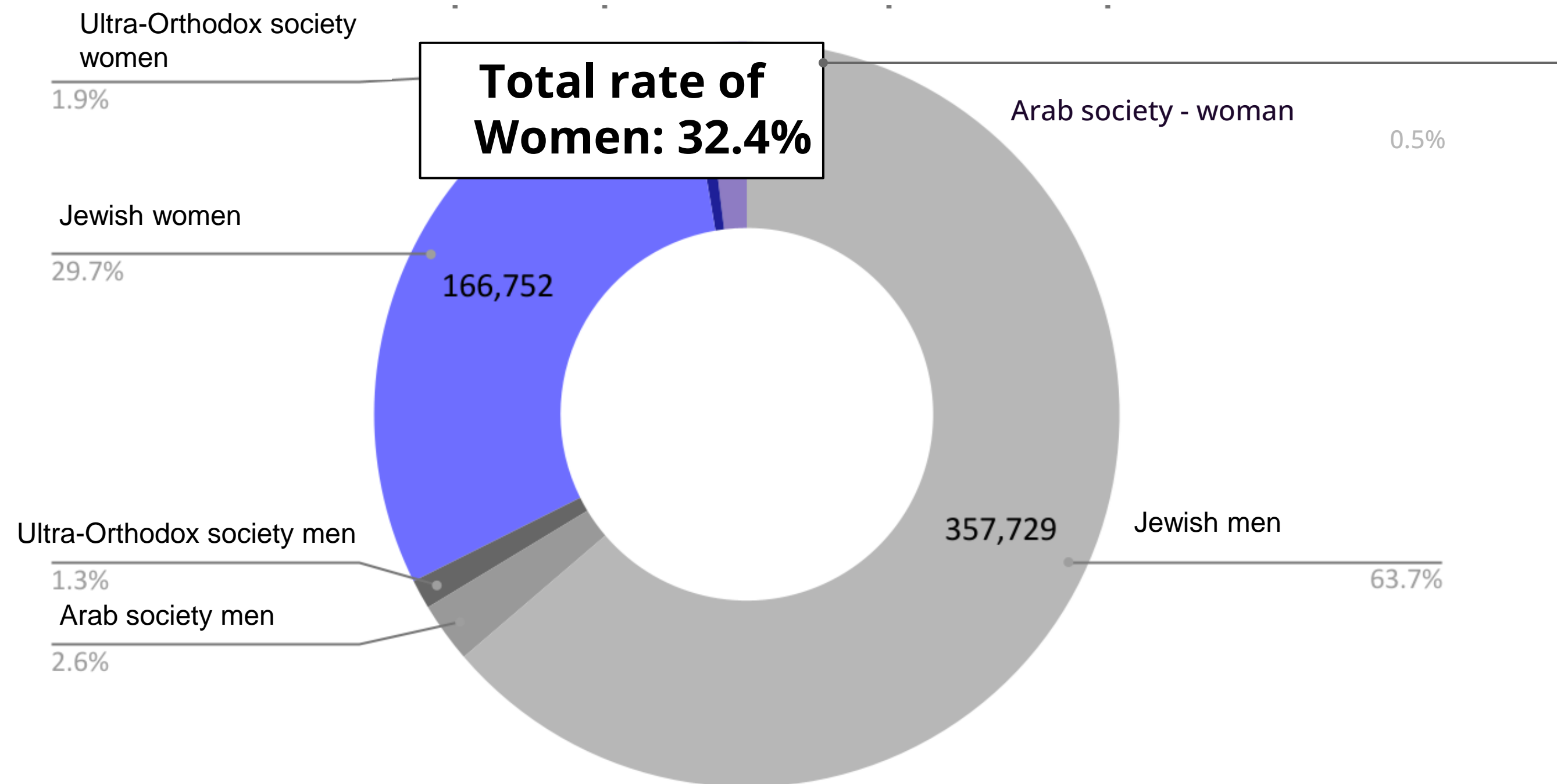
This is the second year we have published the number of female and male employees in tech positions in high-tech and the market. This refers to technological and non-technological positions in the high-tech industry and technological positions in various market industries (for example, a programmer at the bank or a software engineer at a retail company).

According to this definition, established by the Perlmutter Committee for Human Capital in High-Tech, there were about 561,000 female and male employees in these positions in Israel in 2023.* (out of which 32.4% are women - most of whom (about 167,000) are Jewish (not from the ultra-Orthodox community). According to this definition, women from the ultra-Orthodox community constitute 1.9% of all the positions (about 11,000) and women from the Arab society 0.75% only.

* For details on the definition of "Tech Positions" according to the Perlmutter Committee, see the Methodology Appendix

Less than 1% of Arab women and less than 2% of ultra-Orthodox women are employed in high-tech positions.

Distribution of employees by gender in tech positions in the high-tech sector and the general economy (2023)



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data

Women in Tech Positions in High-Tech and the Market: Meeting the Targets of the Perlmutter Committee



In the summary report of the Perlmutter Committee for Human Capital in High-Tech, a goal was defined to increase the human capital of female and male employees with the required skills for tech positions. In addition, the recommendations made by the committee are based on the assumption that the main growth potential in tech positions is among populations that are currently underrepresented (women, Arabs, ultra-Orthodox, and the periphery). In view of this, the committee formulated goals for each population group so that in 2035, the number of positions in the field will increase to 735,000, out of which about 43% will be women. Percentage-wise, the biggest increase during this period should be among women from the Arab society (an 850% increase in their numbers in tech positions).

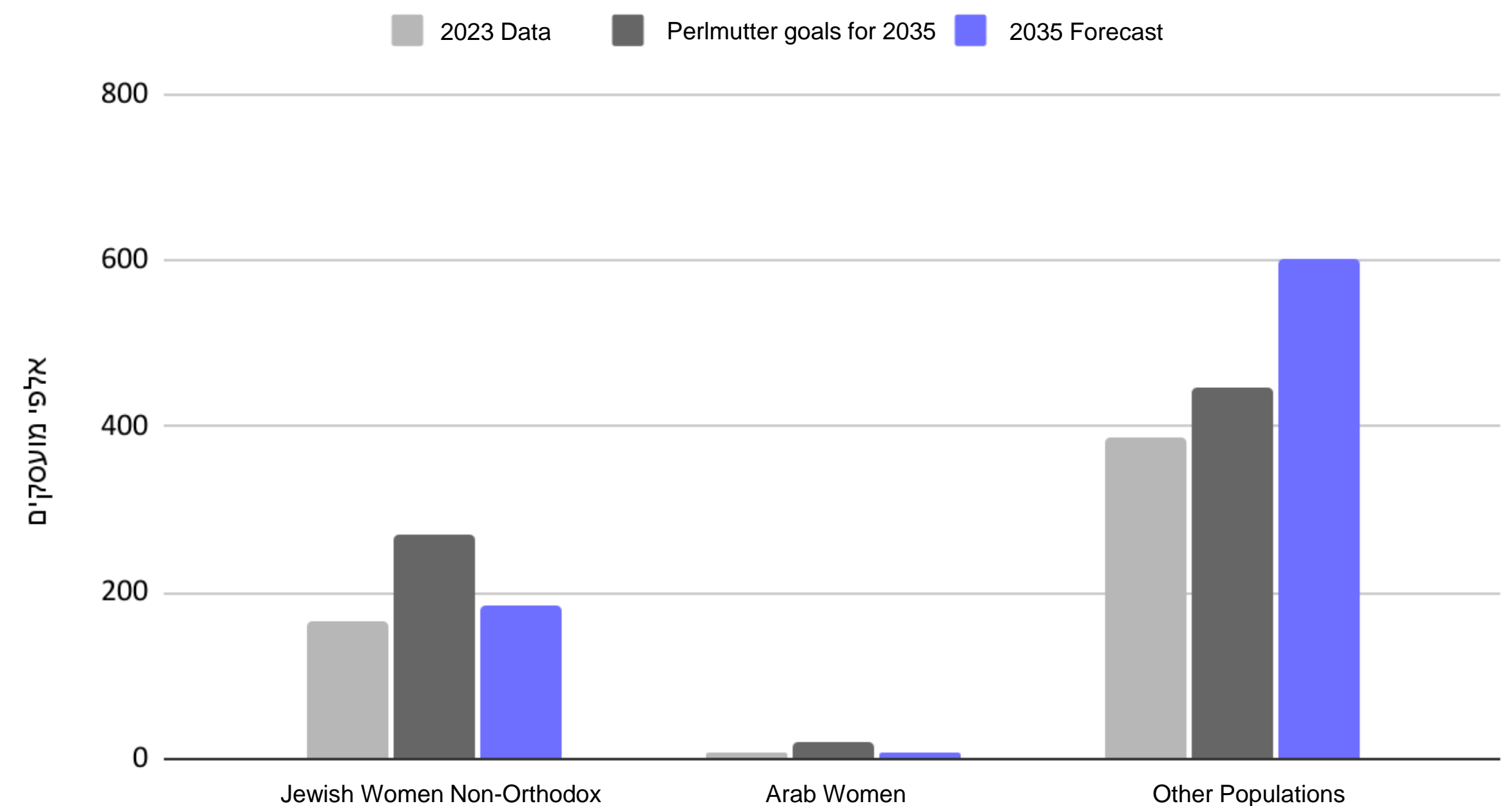
Should the growth rate in the number of tech positions increase as it did in 2023 (compared to 2022), it appears that most groups will overtake the growth rates set for them.

Two populations will not meet the growth rates set for them for 2035, should their growth forecast continue at the pace that characterized it in 2023: Jewish women (who are not ultra-Orthodox) and Arab women. At the current rate, Jewish women (who are not ultra-Orthodox) will be 80 thousand positions away from the target, and Arab women will reach at least half of the target.

At the current growth rate of tech positions, Jewish (non-Orthodox) and Arab women will not meet the growth projections

The growth projection in the number of tech positions according to gender and population by the year 2035 according to the goals of the Perlmutter Committee and the growth rate in 2021-2023 (in thousands)

Jewish women (non-Orthodox) and Arab women are not expected to meet the Perlmutter Committee's goals



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data



Women in Tech Positions in High-Tech and the Market: According to Populations

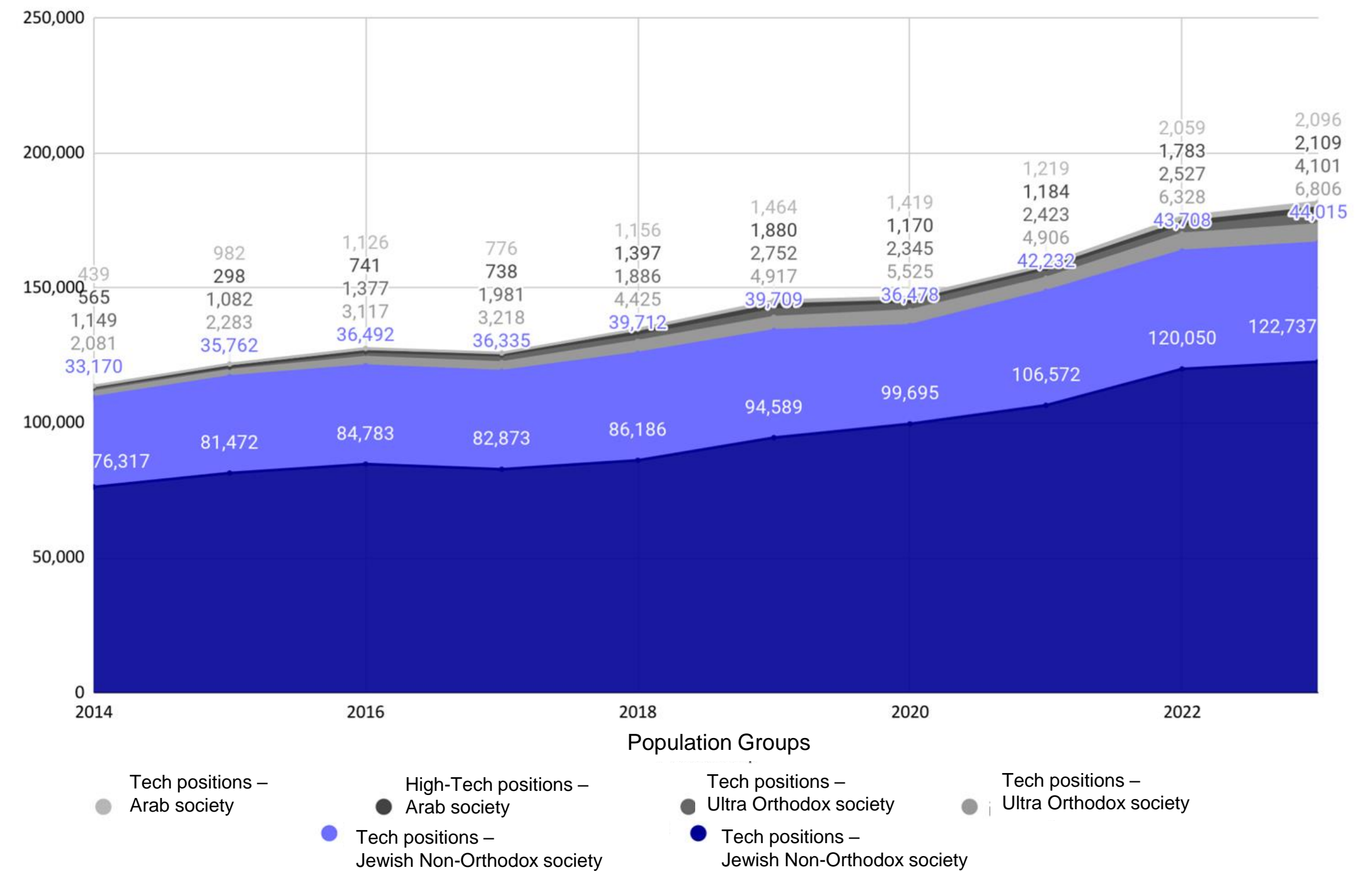
Signs of diversity: Ultra-Orthodox and Arab women still do not constitute 10% of the tech positions

The most dominant group in tech positions is Jewish women (who are not ultra-Orthodox). In 2023, the rate of all the positions of women in tech was 91.7%. However, the latter can identify the beginning of a trend in diversifying the workforce in high-tech: the share of Jewish women (who are not ultra-Orthodox) was higher and in 2014 stood at 96.3% of all tech positions.

A group that is beginning to grow is ultra-Orthodox women who hold a tech position. In 2023, they numbered about 10,900 - 6% of women tech positions that year. This is an increase from 2.8% in 2014. However, their share in tech positions is still lower than their share in the population.

The population with the highest growth rate in tech positions is Arab women - their number of jobs in the high-tech industry increased by 273% in the 2014-2023 decade, and their number in tech positions in the market increased by 377%. Nevertheless, their numbers in the industry are still low, and in 2023, summed up to about 2,100 positions in the high-tech industry and a similar number in tech positions in the rest of the market.

Number of women employed high-tech and in tech positions per population



Source: The Aaron Institute and the Israeli Innovation Authority adaptations to the Central Bureau of Statistics' data



Delving Into the Issues Related to the Employment of Women in High-Tech:

The connection between high school studies and university degrees to wages and employment in high-tech, and how transitioning from workplaces affects the gender wage gap as it is reflected by new studies of the Israeli high-tech

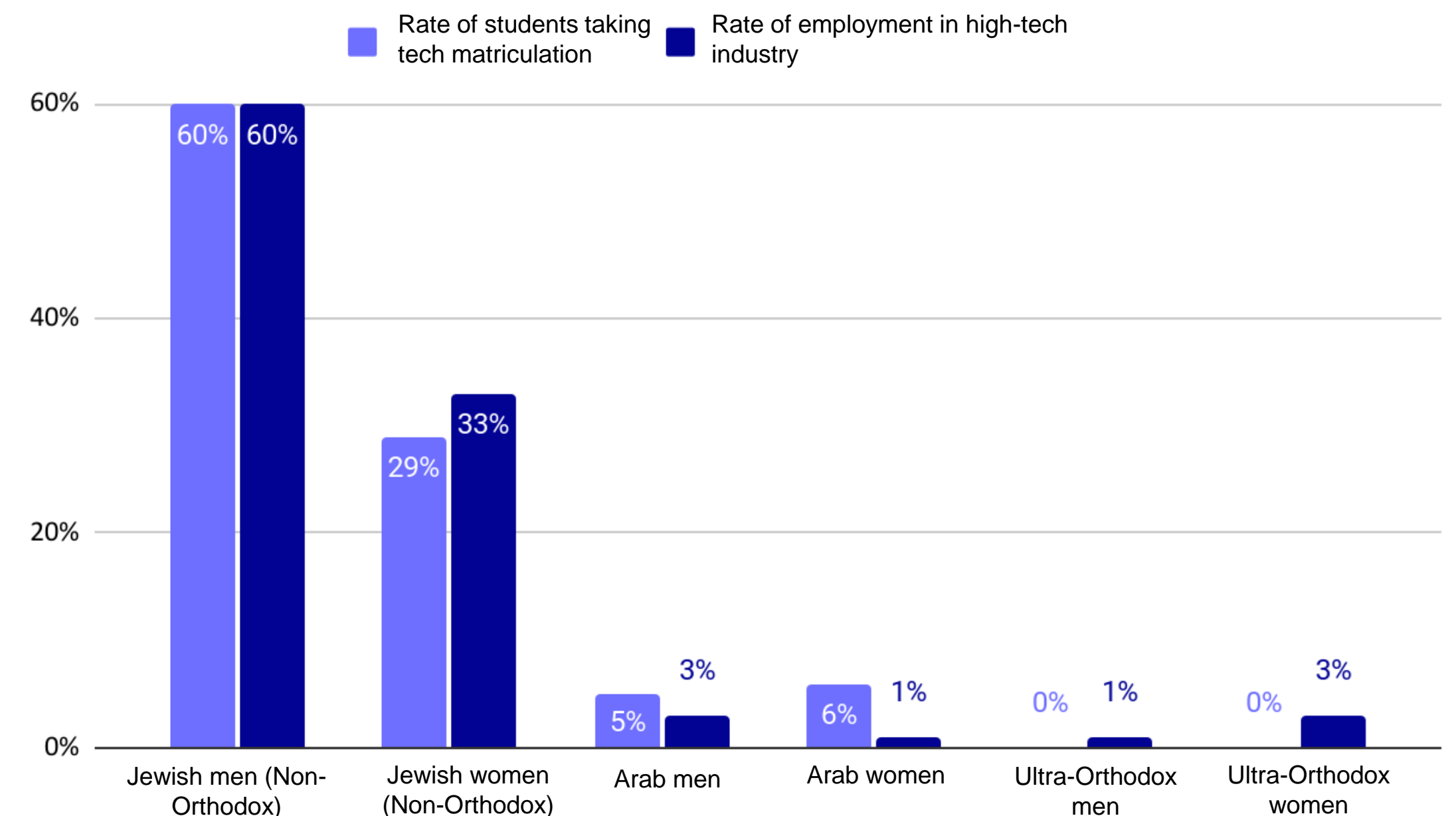
1. The Connection Between High School Studies and Wages and Employment in High-Tech

High-tech matriculation studies constitute an important step toward employment in tech positions and in the high-tech industry. Accordingly, the segmentation of female and male employees in tech and high-tech positions corresponds with the segmentation of male and female students taking the high-tech matriculation exams (matriculation which includes 5 learning units in maths, English and computer science or physics), according to the publication of "How to encourage women to choose paths of excellence which lead to employment in tech positions in the high-tech industry."*

In the Jewish (non-Orthodox) population where the rate of those taking the high-tech matriculation exams is the highest, the rate of employment in the high-tech industry is also the highest. 60% of those taking the high-tech matriculation exams are Jewish (non-Orthodox) students; in the high-tech industry, they respectively make up 60% of employees, and Jewish female students who constitute 29% of those taking the high-tech matriculation exams make up 33% of those employed in high-tech. The share of students from Arab and ultra-Orthodox societies who take the high-tech matriculation exams is significantly lower, and so is their share in the industry later on.

As more female and male students take the high-tech matriculation exams - employment in the industry increases

Distribution of high-school students and high-tech employees per population groups (2019)



Source: The Aaron Institute adaptation to the data of the Central Bureau of Statistics, for those born in 1984-1988, who studied in high school and completed their studies in the 12th grade, from a study of the Aaron Institute in collaboration with the Trump Foundation, the process to promote excellence in middle school ("TOP15") and the Innovation Authority

* Publication of the complete research is soon to be published as a policy paper of the Aaron Institute in collaboration with the Trump Foundation, the process to promote excellence in middle school ("TOP15") and the Innovation Authority

1. The Connection Between High School Studies and Wages and Employment in High-Tech

Female and male students who take the "high-tech matriculation" exams in high school earn higher wages.

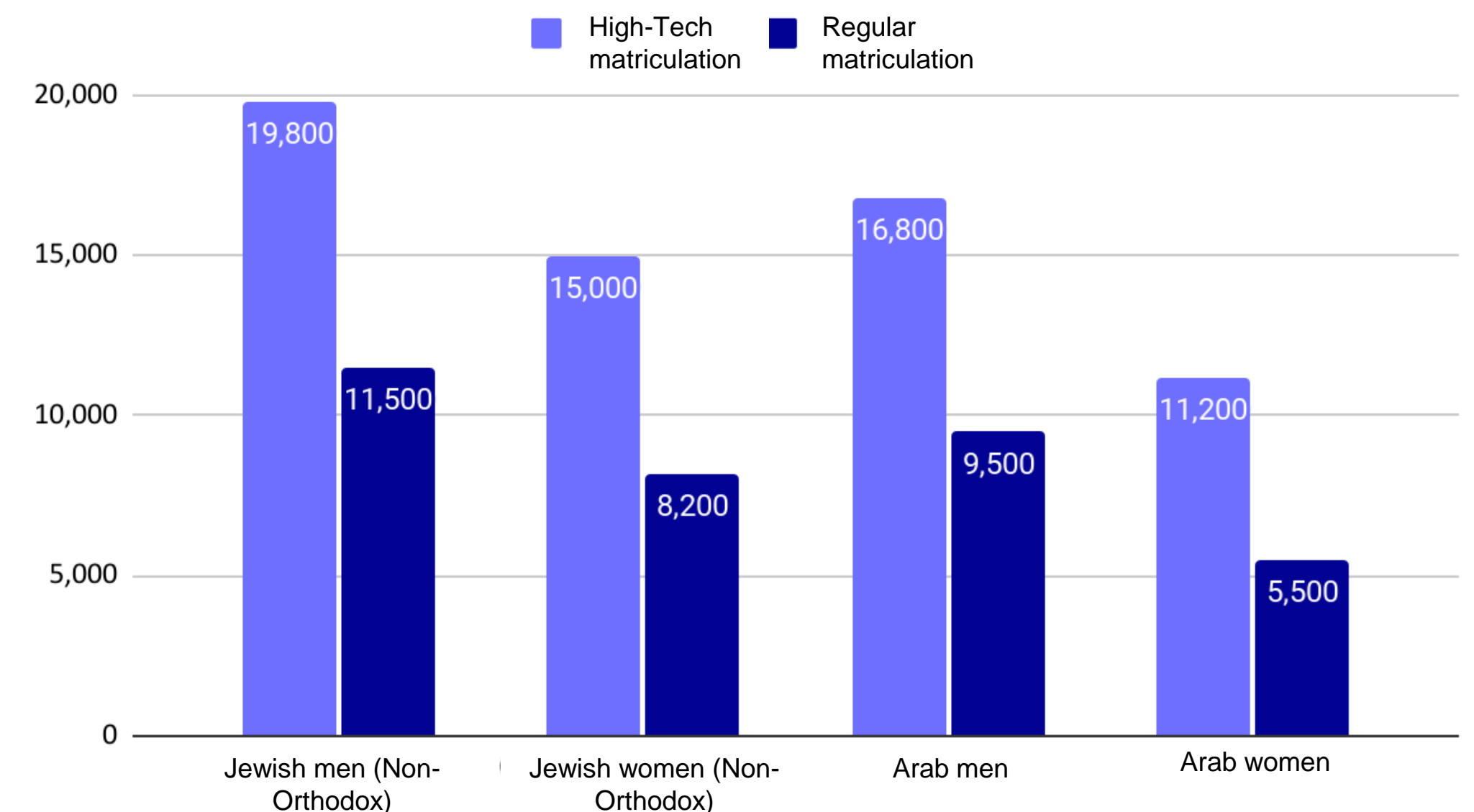
For Jewish (non-Orthodox) men with high-tech matriculation, the pay is 8,300 NIS higher than for those with regular matriculation, and for Jewish women, it is 6,800 NIS higher. In Arab society, the situation is similar as well: men with high-tech matriculation will earn 7,300 NIS more than those with regular matriculation, and women will earn 5,700 NIS more.

That is, increasing the number of female students who take the high-tech matriculation exams will contribute to economic growth.

The authors of the publication point out that **the difference between the number of male and female students who take the high-tech matriculation exams does not derive from a gap in capabilities, but rather from different choices. These choices affect the continued development of their career and wages.**

The wages of women who take the high-tech matriculation exams is higher as they get older

Average salary per population groups and type of matriculation taken, Ages 30-35 (2019)



Source: The adaptations of the Aaron Institution to the Central Bureau of Statistics' data, for those born in 1984-1988

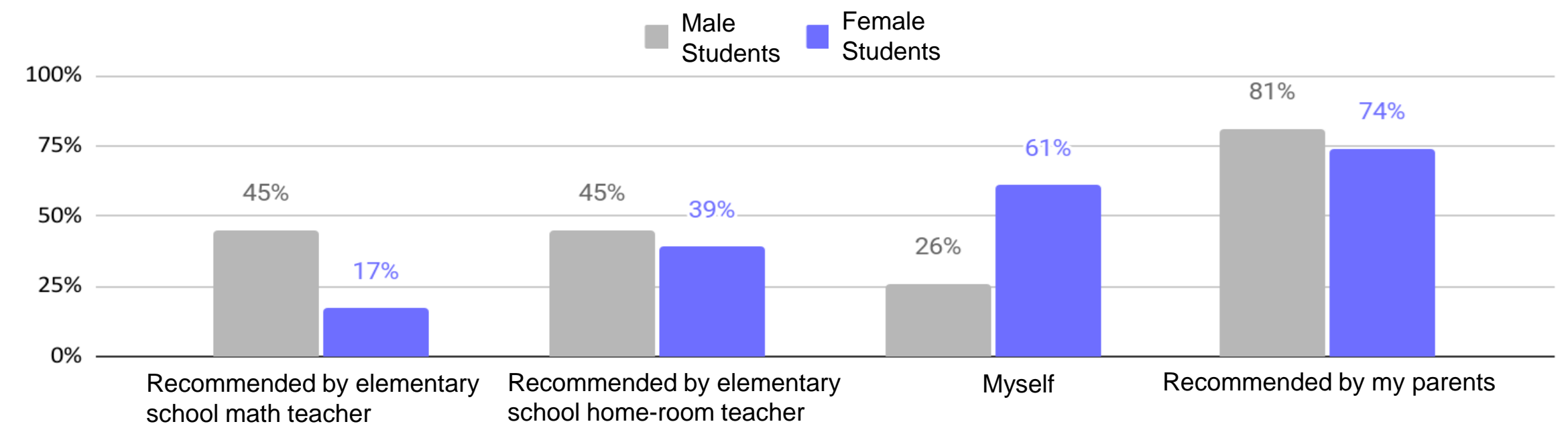
1. The Connection Between High School Studies and Wages and Employment in High-Tech

A survey of high school students conducted by the publication's authors examined how Jewish (non-Orthodox) high school students decided to study in an excellence class in middle school (which later led to a high-tech matriculation). The survey has shown that there is tracking that stems from the differences in the recommendations of the math teacher, who recommended to only 17% of the female students to select an excellence class compared to 45% of male students. In addition, a high percentage (61%) of the female students testified that the choice was theirs compared to only 26% of the male students. This means there is a significant dimension of environmental influence, which affects the various decisions of female and male students and eventually also affects the development of their careers and wages. Environment plays a significant role, and unconscious gender biases often influence the adults surrounding the male and female students.

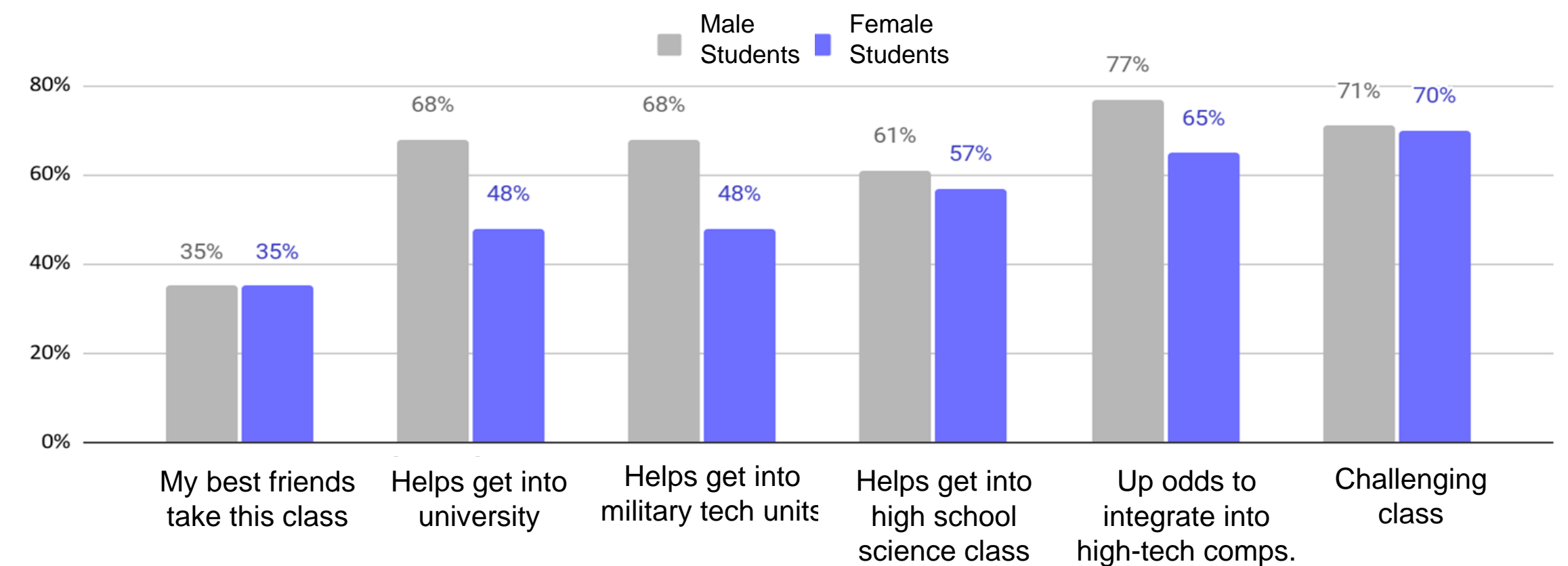
In addition, the survey shows that there are gaps in the motivations of male and female high school students - male and female students responded in identical classes that they selected an excellence class because it was challenging (about 70%) and because it was a class where their best friends attended (35%). However, it was evident that the students placed a higher value on their long-term plans - to integrate into high-tech companies, to be admitted into science classes, and to be accepted in a technological unit in the army or university. Similar findings were obtained in a similar survey conducted among high school students in excellence classes, indicating that female students place lower value on their professional future than male students.

Preference or tracking? The motivation of high school female students when selecting subjects for matriculation

Who assisted you in making the decision to choose the excellence class?



Why did you choose to attend an excellence class?



Source: Adaptations of the Aaron Institute to the survey of middle school students

1. The Connection Between High School Studies and Wages and Employment in High-Tech

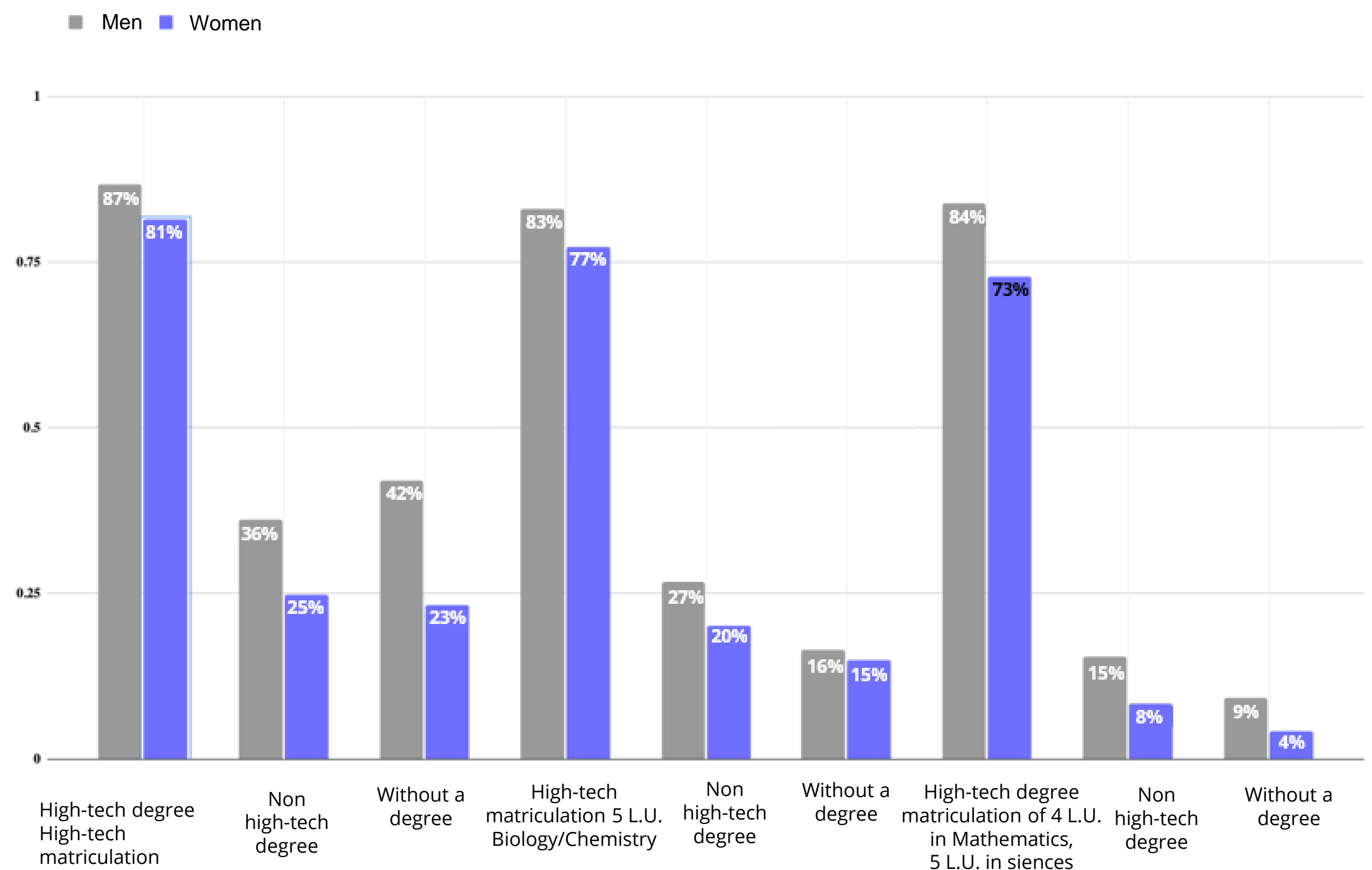
In conclusion, the matriculation and degree they are studying for are linked to the chance of obtaining employment in high-tech: among those born in 1984-1989, the chance of being employed in the industry is very high for those who have high-tech degrees — 81% of male graduates with high-tech degrees and 71% of women.

Those with high-tech degrees and high-tech matriculation have the highest chance of being employed in the industry: 87% of men and 81% of women.

The chance of those with an academic degree that is not a high-tech degree being employed in high-tech is 21% for men and 11% for women. Those who have no academic degrees have the lowest chance of being employed in the high-tech industry.

The highest chance for employment in high-tech: male and female with high-tech matriculation and degree

The rate of men and women employed in the high tech industry from the various study tracks, 2019



2. Gender Wage Gaps in High-Tech: How Do Job Transitions Affect the Gaps? <

Gender wage gaps exist in the high-tech industry in Israel. A new study, the findings of which are presented here for the first time, is still being conducted and examines how workplace transitions affect gender wage gaps in high-tech. The purpose of the study is to examine explanations for the wage gaps beyond the known reasons, which include experience, education, maternal penalties, etc.

One of the study's main findings was that even when eliminating a variety of factors recognized in the academic literature that affect wages (such as experience, education, marital status, etc.), women earn about 20% less than men in high-tech. A similar gap was also recorded when focusing only on the population with R&D degrees, where women earn, on average, 83% of the wage of men with similar characteristics.

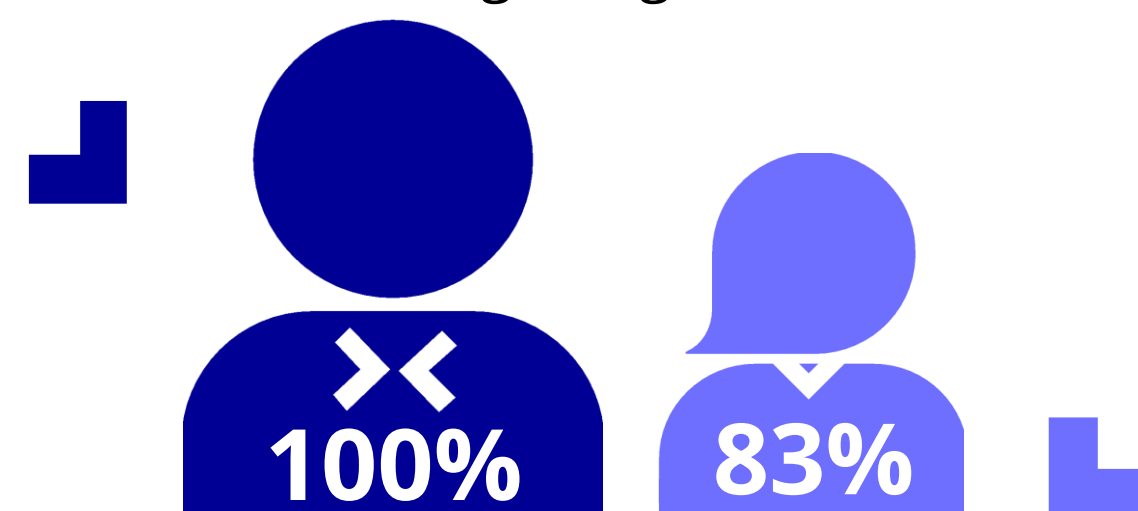
The study* was based on administrative wage data from the Tax Authority and various individual data about education, place of residence, marital status, etc. The research data refers to the years 2005-2018 and includes all employees who were 30 years old or younger on the day they entered the high-tech job market. In addition, the study separates graduates of R&D degrees** and other degree graduates or those who do not have an academic education. Below are the main insights that emerge from the research and the steps derived from them.

* The study was conducted by Professor Itai Ater (Tel Aviv University, Faculty of Management), Noa Barnir (Tel Aviv University), Dr. Noam Gruber (IMF Singapore), Dr. Sarit Weisbrod (Hebrew University, Jerusalem Business School) and Dr. Asaf Kovo (Innovation Authority)

** Under the definition of R&D degrees included are the following degrees: computer sciences, electrical engineering, communication systems engineering, space engineering, mathematics, physics, statistics, information systems , and industrial engineering and administration

In high-tech too: even those with the most sought - after education in high-tech, women earn 17% less than men

The average wage rate of women with R&D education out of the average wages of men with R&D education, multi-year data 2005-2018



Source: A paper by Ater, Barnir, Gruber, Weisbrod, Kovo, 2024

2. Gender Wage Gaps in High-Tech: How Do Job Transitions Affect the Gaps? <

Prominent conclusions from the study:

01

Changing the workplace contributes to an average wage increase of 7.8% for men, compared to 9.2% for women

03

About half of the women did not change their workplace during the study period (13 years). With men in high-tech, the rate is one-third (1/3)

02

Men are more likely to change jobs in the high-tech sector: 10% of men move jobs in a year, compared to 7% of women

04

Experience pays off, for men: every year of experience contributes an increase of 8.9% in the wages of a man working in high-tech, and 5.4% for a woman

2. Gender Wage Gaps in High-Tech: How Do Job Transitions Affect the Gaps? <

The main insight that stems from the study is that the **transition between workplaces contributes to the increase of wages in high-tech industries**. With men, the percentage contribution is slightly lower, but it is similar with men and women: 9.2% and 7.8%, respectively. Because women's wages are lower on average, the gap in NIS terms tends to favor men.

The higher the professional seniority, the more significant the gender wage gap. The analysis shows that in the first years of working in high-tech, the wage gaps exist but are relatively small and widen as seniority increases.

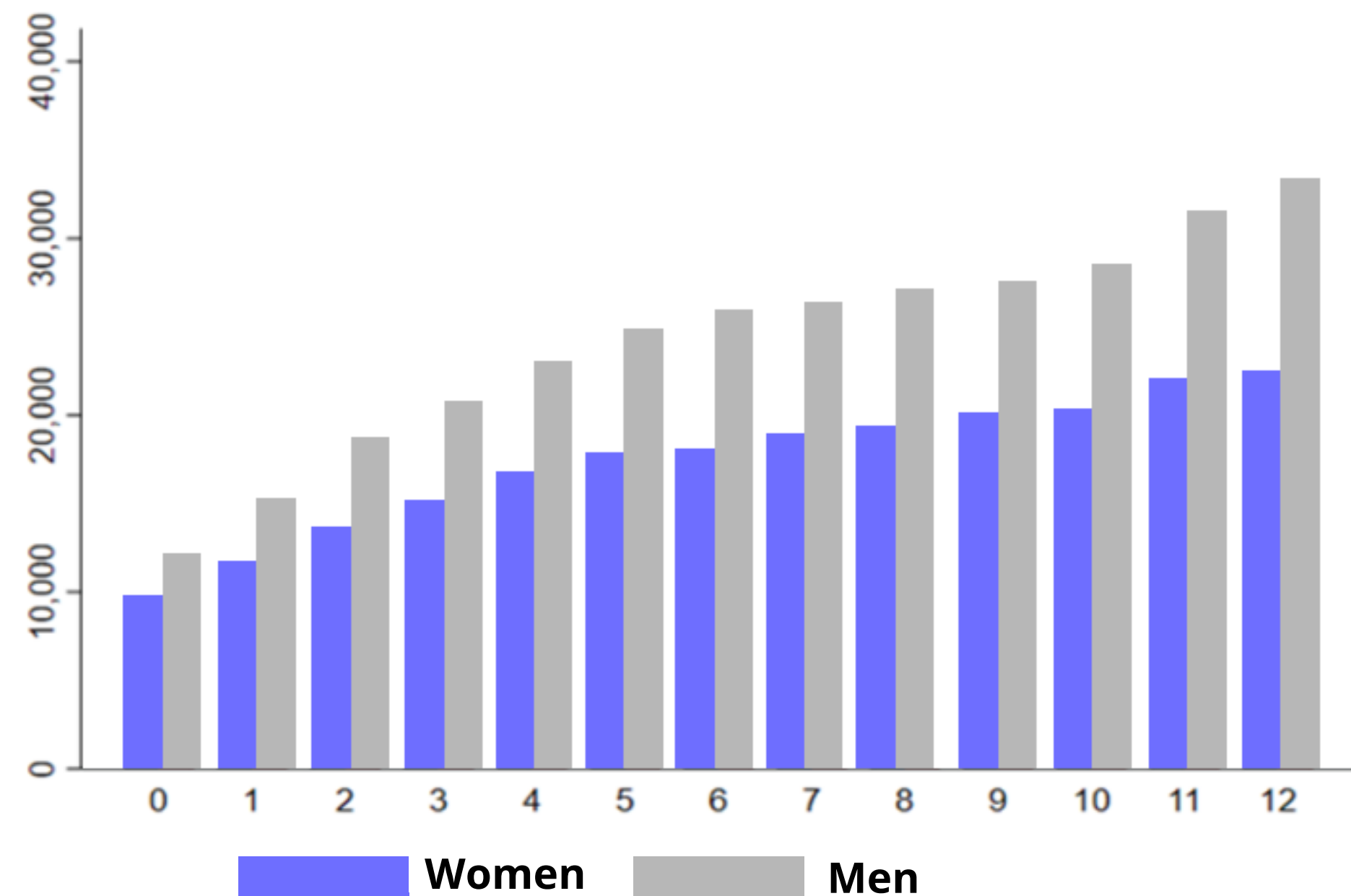
In addition, it shows that **men tend to exchange workplaces in high-tech more frequently**. According to the study, the likelihood that men will exchange their workplace is higher by 2.8 percent compared to women (10% compared to 7.2%).

The likelihood of exchanging workplaces is high, mainly with high-tech individuals aged 22-26; after that, it decreases. In all ages, men tend to exchange more workplaces than women, and the trend appears to change only when women in R&D positions reach their late thirties.

So, workplace transitions contribute to the widening of gender wage gaps, in addition to other explanations that have already been studied before (maternal fine, selecting a profession, etc).

The gap in gender wages increases with experience

Monthly wages in NIS of high-tech employees in Israel according to gender and years of experience, 2005-2018 data



Source: A paper by Ater, Barnir, Gruber, Weisbrod, Kovo, 2024

2. Gender Wage Gaps in High-Tech: How Do Job Transitions Affect the Gaps?

In addition, it was found that **in periods close to childbirth, women hardly exchange workplaces. In the three years after childbirth, the chance of women changing their place of work is half that of a man in a similar status (5% compared to 10%).** According to the study, 14% of women left high-tech in the year they gave birth, a finding that agrees with the previous work of [the Chief Economist's Division](#).

The study also showed that the lowest number of women is in the smaller companies and that more significant wage gaps characterize these companies. Generally, it was found that women tend to work in more egalitarian workplaces, where the wage gap between men and women is lower. There is also a high correlation between the number of women in high-paying positions (such as management or leading technological positions) and the percentage of women generally employed in society.

These are interesting insights for high-tech employers, as it was also found that women are less likely to leave workplaces that employ more women. Gender diversity and the advancement of women have value in retaining female employees.

In high-tech companies that employ more women - the gender wage gaps are smaller; there are more women among the highest - paid employees, and fewer women leave

Employment and wages characteristics in companies according to the number of women employed in the company, 2018

| Number of women in the company | Less than 7% | 7%-25% | 25%-45% | Over 45% |
|--|--------------|--------|---------|----------|
| Average number of employees in the company | 2.5 | 37.4 | 48.9 | 23.8 |
| Gender wage gap | 34% | 32% | 28% | 22% |
| Percentage of women out of 5% with the highest wages | 0.08% | 6% | 14% | 50% |
| Probability of women leaving per year | 12% | 11% | 9% | 6% |
| Probability of men leaving per year | 10% | 10% | 10% | 8% |

Source: A paper by Ater, Barnir, Gruber, Weisbrod, Kovo, 2024

Summary and Recommendations: Women in High-Tech



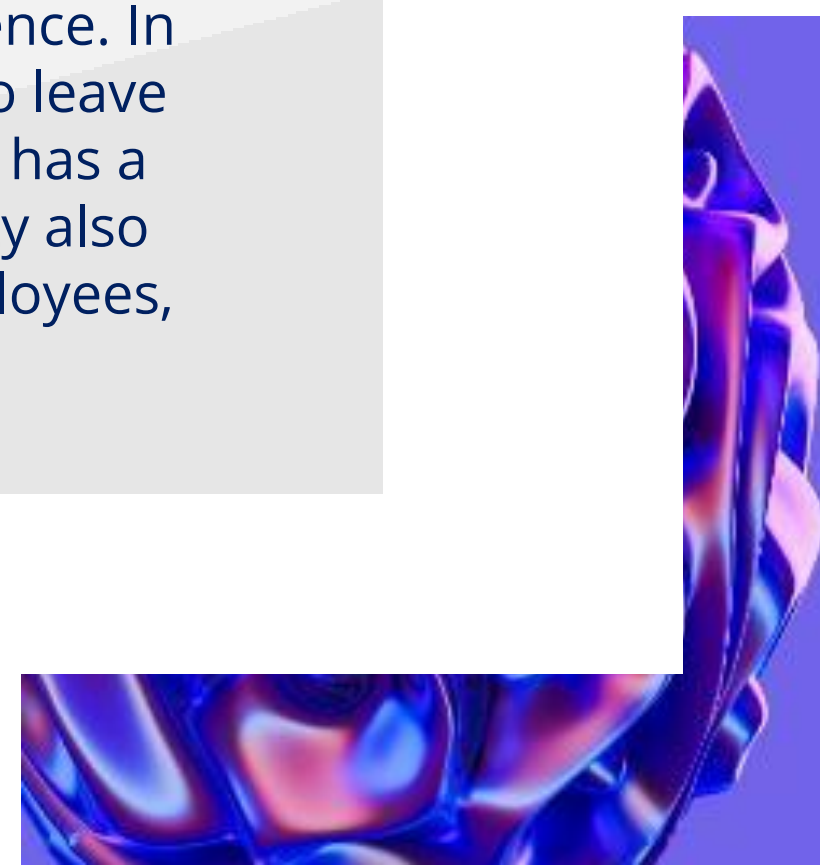
In 2023, the growth rate of women employed in the high-tech industry decreased. On a positive note, there hasn't been a more serious impact on women in terms of the number of positions they hold in the industry. It is important to continue to monitor the situation and **ensure that the war and the long reserve service will not impact the employment of women in the industry** (as reservists and as spouses of men serving in the reserve).

As shown in the study presented in this publication, **it is important to invest in resources to encourage female students to join excellence classes and to select high-tech matriculation - for the benefit of their professional careers it is best to study for high-tech degrees and integrate into the industry**.

At present, most of the growth in women's high-tech positions derives from R&D positions, and appropriate training is required for that already from the age of middle school. Increasing the potential of joining high-tech will also contribute to the economic growth of the market.

Should the growth rate that characterized the high-tech industry in recent years continue, **Jewish women (non-Orthodox) will not meet the growth target set for them for 2035 by the Perlmutter Committee** for Human Capital in High-Tech. At the same time, actions must be taken to diversify women in high-tech from other populations, emphasizing women from the Arab society, whose growth rate will not allow meeting the targets either.

It is important that women recognize the impact of changing workplaces on their wages and consider how to conduct themselves in light of this. This is in addition to processes that need to be carried out by employers to make sure there are no wage gaps between female and male employees in the same positions and with similar characteristics such as experience. In addition, the study presented shows that women tend to leave more diverse high-tech companies less, meaning that it has a greater representation of women. Thus, gender diversity also contributes to the preservation of high-tech female employees, which is also a value for employers.



Methodology Appendix: Definition of Tech Positions



According to the definition of the Committee for the Increase of Human Capital for High Tech (the "Perlmutter Committee"), when calculating the number of employees in tech positions, employees aged 25-64 must be considered. In addition, contrary to international definitions, the communication industry is not included among the high-tech industries.

In general, the definition of "tech positions" refers to all employees in the high-tech industry, irrespective of their occupation, as well as technological occupations in the rest of the market. The list of technological occupations for the purpose of this definition appears in Appendix A of the final committee report; see here:

<https://www.gov.il/BlobFolder/news/rfp20221110/he/increasing%20human%20capital%20in%20high%20tech%20Nov%202022.pdf>.

It should be noted that the manpower survey data referring to the definition of "tech professions" in this document are higher in relation to the committee's definition for technical reasons pertaining to the confidentiality of the data.

In particular, the committee's definition of the technological occupations includes 30 different occupations defined at a level of detail of 4 digits according to the definition of the Central Bureau of Statistics (for example, 2151 - Electrical Engineers). However, due to confidentiality limitations, the manpower survey for external researchers is available for analysis at a detail level of 3 digits only (such as 215 - Electrical and Electronics Engineers).

In light of this limitation, this document includes occupations not included in the committee's report's original definition of tech positions. These occupations are: 2111 - physicists and astronomers; 2133 - ecologists; 2141 - industrial and production engineers; 2142 - civil engineers; 2146 - mining engineers, metallurgical experts, and those with a similar occupation; 3112 - construction surveyor; 3113 - electrical engineer and electrical engineering technician; 3117 - mining and metallurgy engineer and technician; 3118 - draftsmen; 3521 - broadcasting and audio-visual means engineer and technician.

Credits and Partners

Writers and Editors

The Israeli Innovation Authority – Economics and Research Division

Inbal Orpaz - Consultant to the Innovation Authority and founder of the Women in High-Tech Organization

Professional consulting

Dr. Sergei Sumkin - ytisrevinU namhcieR ,yciloP cimonocE rof etutitsnl noraA eht ta rehcaeser roineS -

Quoted articles

Study 1 - How to encourage women to select excellence paths which lead to employment in tech positions and the high-tech industry?

Dr. Sergei Sumkin - Senior researcher at the Aaron Institute for Economic Policy at the Reichman University

Professor Osnat Lifshitz - faculty member at the Tiomkin School of Economics at the Reichman University

Professor Benjamin Bental - Professor Emeritus in the Department of Economics at the University of Haifa and head of Macro at the Taub Center.

Ronen Nir - Partner in the PSG Foundation.

Moshe Shalev - Entrepreneur, working to increase the technological human capital for the IDF.

Study 2 - Gender wage gaps in high-tech: the role of exchanging workplaces

Professor Itai Ater - the Kohler Faculty of Management, Tel Aviv University, Senior Fellow at the Israeli Democracy Institute

Noa Barnir – Tel Aviv University

Dr. Noam Gruber - Senior Economist at the International Monetary Fund (IMF), Singapore

Dr. Sarit Weisbrod - Senior Faculty Member at the Hebrew University, the School of Business Administration

Dr. Asaf Kovo - Chief Economist at the Israeli Innovation Authority



Thank you!