רשות החדשנות
Israel Innovation Authority

2025 High-Tech Employment: Status Report

April 2025

Preface and Highlights: 2025 Trends in High-Tech Employment

From 2017 to 2022, Israeli high-tech enjoyed rapid growth and prosperity, positioning itself as the most significant industry in Israeli economy due to its share in the Israeli economy's GDP, amounting to 20% in 2023, and amounting to more than half of Israel's exports.

As noted in the Authority's previous reports, the high-tech sector's main contribution to the Israeli economy stems mainly from employment and its associated taxes. Israel Innovation Authority therefore presents this analysis of primary trends that affect the status of high-tech employment in recent years, based on the understanding that **trends in high-tech employment will affect state revenues and the entire Israeli economy.**

The most prominent conclusion is that since 2022, there has been stagnation in high-tech employment. The growth rate in the industry's total employees has come to a halt, with the last year even recording a 5,000-employee decrease.

The ratio of high-tech employees among overall employees has also remained unchanged for the past 4 years, standing at 11.5%. Stagnation in this indicator brings the high-tech employment growth rate to similar levels of the overall economy, in contrast to the high-tech's rapid growth rate in previous years.

This stagnation in high-tech employment was precipitated by several events that had a significant impact on the industry, mainly the global economic crisis of 2022 that brought about a decline in startup investments, the judicial reform, and the war that broke out on October 7th, 2023.

Looking ahead, we identify early signs of resumed growth in the number of available positions, particularly in software high-tech companies, and we can assume that this trend will continue as long as Israeli startups' funding rounds bounce back.

An examination of the high-tech industry's employment composition reveals a significant change, reflected in **an increase in the ratio of R&D employees in the industry – currently about half of all high-tech employees.** At the same time, other roles – administrative and product – have decreased. Furthermore, the report indicates that in private Israeli high-tech companies, about half of all R&D personnel are employed overseas. In 2024 specifically, private Israeli high-tech companies recruited some 4,500 R&D employees overseas. Consequently, further examination of this issue is necessary to optimize the employment of technological human capital in Israel, and to ascertain whether and how to increase the recruitment of technological employees within Israel.

Overall, there are about 400k employees in the Israeli high-tech industry, while private and public Israeli high-tech companies employ about 440K additional employees overseas.

An analysis of the roles assumed by employees in private Israeli high-tech companies indicates that there is a higher representation of senior management (VP and higher) in Israel compared to overseas, with Israel employing more than two-thirds of the employees in these positions. In addition, about 57% of product employees are employed in Israel. However, in marketing, sales, and customer success, about 75% of Israeli companies' employees are located abroad, where the bulk of the growth in these fields continues.

This report attempts to examine the extent of another phenomenon that affects Israeli high-tech employment, and that has captured much of the public discourse in the past two years: the relocation of high-tech employees from Israel. The analysis was conducted based on data about departures from Israel. **According to the estimate specified herein, the number of high-tech employees who have departed Israel for long-term relocation since the beginning of the war and until July 2024 stands at about 8,300 people.**

Recommendations: 2025 Trends in High-Tech Employment

In light of the trends presented herein and long-term trends that characterize Israeli high-tech, and to meet the demand for human capital in the industry, **high-tech skills in Israel must be further improved** – including math, computer science, and English. It is imperative to **invest in education** in these fields **for all population groups and all ages, throughout all areas of Israel.** It is imperative to invest in all the education of these fields in all populations, at all ages, and across the country. This need becomes ever clearer in view of the increasing demand for employees in technological companies, as reflected in the number of open positions in Israeli high-tech. As mentioned, Israeli high-tech companies are "relocating" R&D positions abroad even today.

In the long term, to maximize Israeli high-tech companies' growth potential within Israel, and enable them to recruit employees in roles that are currently growing abroad and are on the decline in Israel, the **required skills for client-oriented positions must be enhanced, particularly English-speaking proficiency.**

There is also demand for high-tech skilled human capital in other sectors as well as the public sector. Integrating such employees can contribute to improving Israel's labor productivity. To this end, **it is necessary to increase the number of technologically skilled employees for employment in a variety of technological positions, even in non-high-tech industries.**

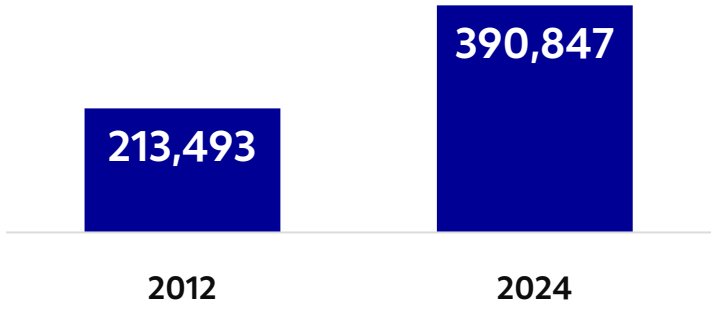
Another aspect affecting high-tech employment with potential long-term impact is the **emergence of artificial intelligence technologies.** This change, which is not discussed in-depth in this report, impacts technological employees and others in the tech industry. Given its significant potential impact, **preparations by all relevant entities, including the government, private sector, and the education and higher-education systems are paramount.**

To stop the "brain drain" of high-tech employees from Israel, it is important to **stabilize the uncertain business environment stemming from the current security and political situation in Israel.** Moreover, there is also room to look into **updating the structure of tax benefits and incentives for returning Israelis,** which currently provides incentives for them to remain overseas for prolonged periods.

2025 High-Tech Employment: Status Report

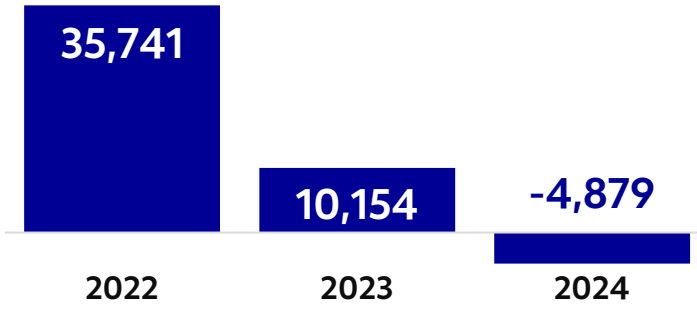
More than 80% increase in number of high-tech employees since 2012

Number of high-tech employees



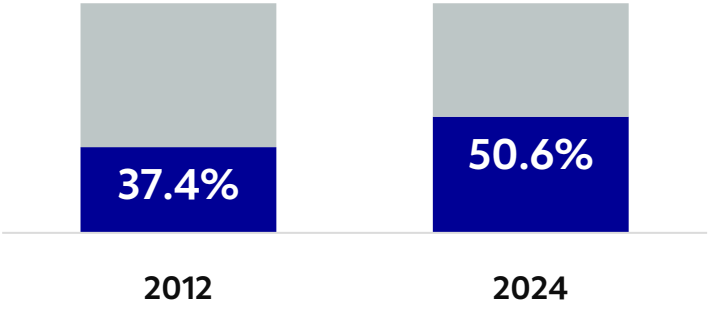
Since 2022, decline in total high-tech employees' growth rate

Annual increase in number of high-tech employees



Rate of R&D employees increases to half of overall industry employees

Rate of high-tech employees in R&D positions



44% of employees in private Israeli high-tech companies located in Israel

17,000 Open positions in high-tech as of December 2024

8,300 High-tech employees on long-term relocation from Israel during 10/23-07/24

Source: Innovation Authority and Aaron Institute adaptation of CBS data and Innovation Authority adaptation of IVC and Dealigence data

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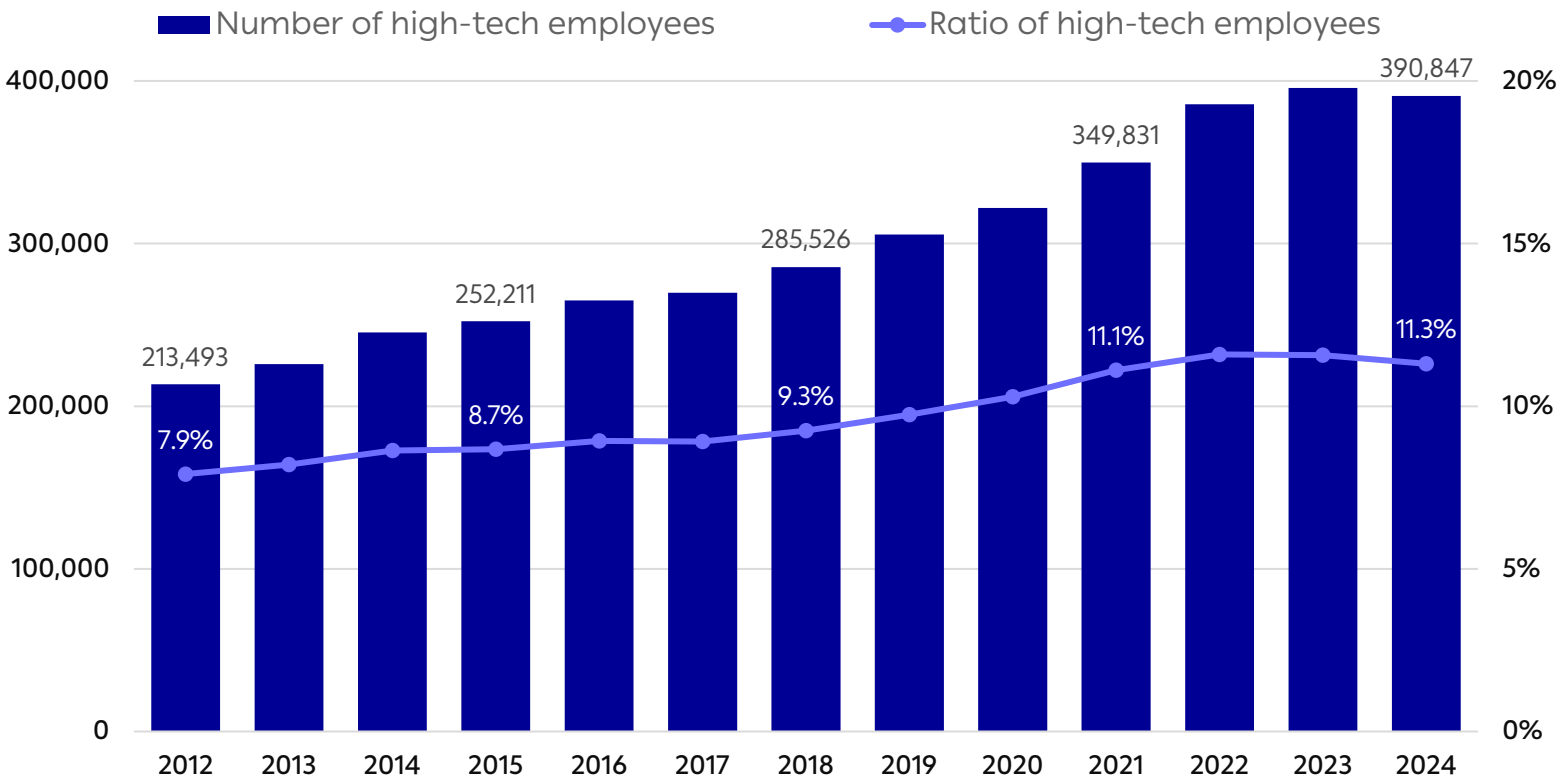
Snapshot: Stagnation in Israeli High-Tech Employment

In 2024, the number of total employees in Israeli high-tech amounted to about 391K, a decrease of about 5,000 employees (1.2%) compared to 2023. **For the first time in at least a decade, a decrease in high-tech employment was recorded,** signaling stagnation in the growth rate that previously characterized the industry.

After about a decade of increases in the relative ratio of high-tech out of overall employment in the Israeli economy (by 1.5, from 7.9% of all employees in 2012), in the last three years, **high-tech's relative ratio has remained unchanged at around 11.5%,** exhibiting a similar growth rate to that of the overall Israeli economy.

Number of high-tech employees per year, and their ratio among overall employees



Source: Innovation Authority and Aaron Institute adaptation of CBS data

Data pertains to overall population in main working ages (25-64)

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High-Tech Employment Composition:
50% in R&D roles, decrease in HQ positions

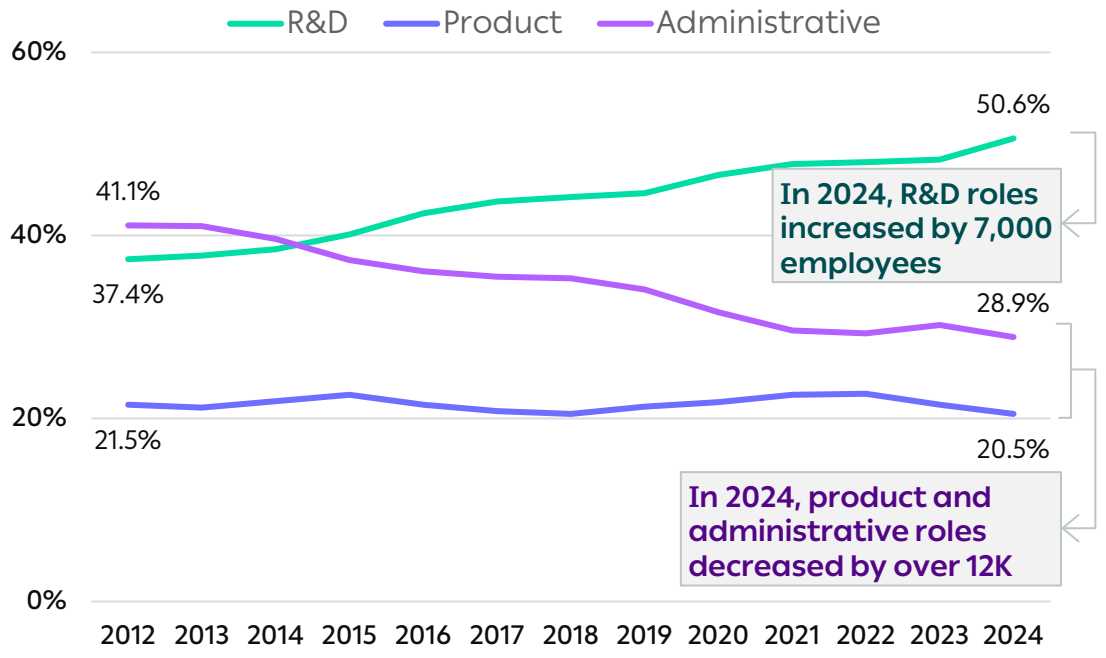
While the total number of employees in Israeli high-tech has almost doubled over about a decade, the composition of positions in this industry has changed dramatically.

In 2012, the industry employed about 213K individuals, with the lion's share employed in HQ roles – 41% of all high-tech employees, about 37% held R&D positions, and the remaining 22% in product-related roles.

12 years later, in 2024, the situation is reversed: the entire high-tech industry has grown to about 391K, with the largest group being R&D employees - about 51% of all industry employees (some 200K). The ratio of HQ employees decreased to 29%, while product employees have nearly retained their relative ratio.

This means that R&D roles have become more central to Israeli high-tech, while HQ roles (including HR, marketing, sales, and others) have been downsized. In 2024, **the number of R&D employees grew by about 7,000 compared to 2023. In contrast, the number of employees in product and HQ roles has decreased by about 12K.**

Distribution of high-tech employees by role over time, out of overall high-tech employees



Source: Innovation Authority and Aaron Institute adaptation of CBS data

Data pertains to averages of first 3 quarters in all years, and includes overall population in main working ages (25-64)

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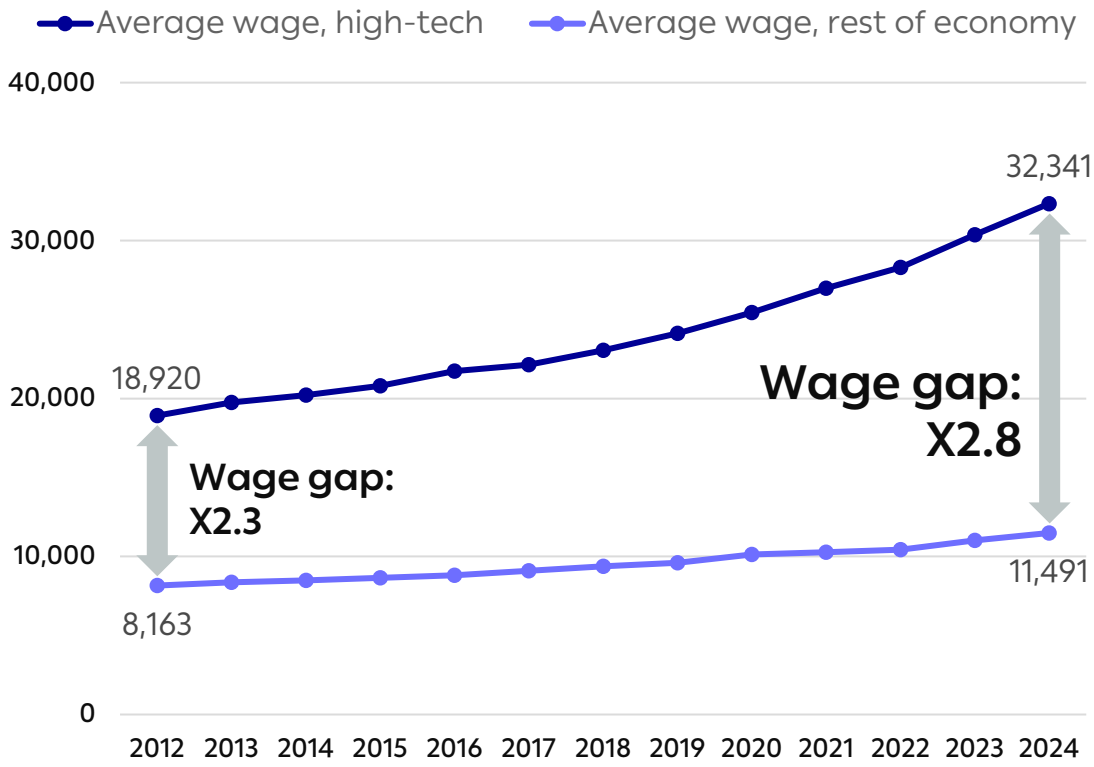
High-Tech Wages: Continue to Rise, Increasing economic gap

The average wage gap between high-tech and other industries continues to grow: In 2024, the average high-tech wages stood at NIS 32.3K – 2.8 times the average wages across other industries. In 2012, the average high-tech wages, of NIS 18.9K, was 2.3 times higher than the rest of the market's average. Therefore, the **wage gap between high-tech and other industries continues to widen.**

In 2024, the average high-tech wages increased by about 6.5% compared to the previous year. The wages' increase trend persists despite the industry's decreasing number of employees and stagnating employment growth in recent years. This disparity is explained by the change in employee composition as previously shown – an increased ratio of R&D employees who characteristically earn higher wages even in comparison with the average high-tech wage. In other words, while the industry itself has not grown, the ratio of employees with the highest wage has increased.

Average monthly wages in high-tech and the rest of the economy, by year (NIS)



Source: Innovation Authority and Aaron Institute adaptation of CBS data

2024 data pertains to the period up to and including October

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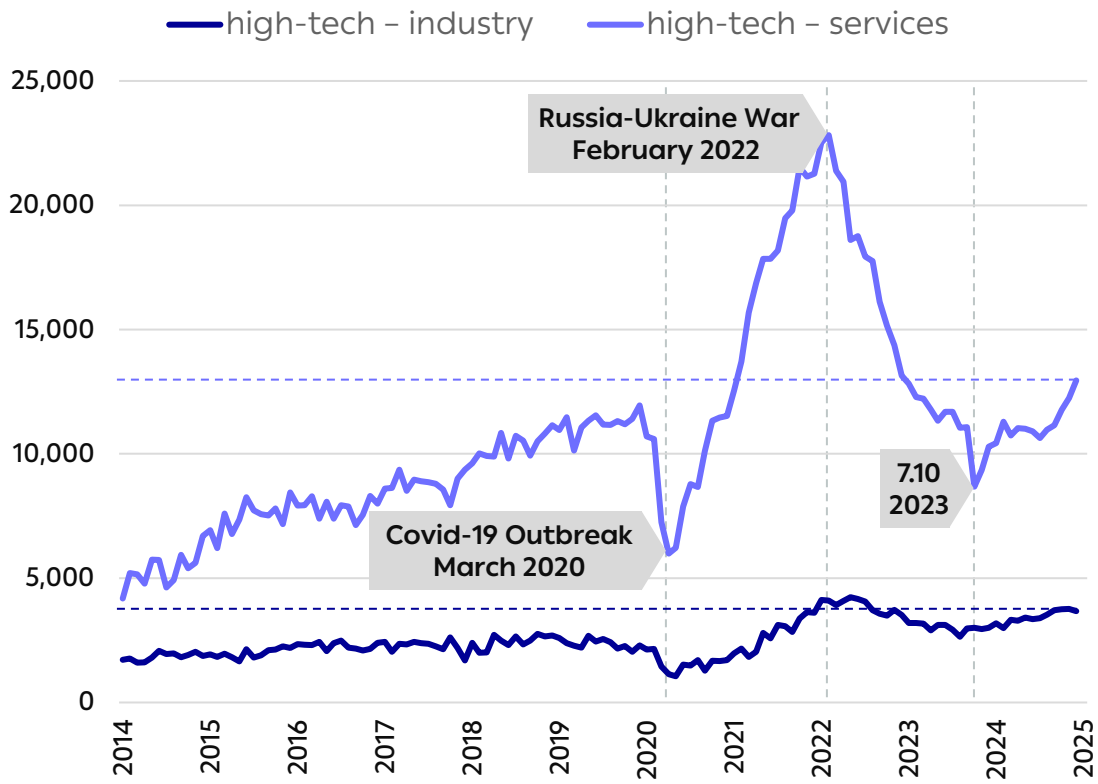
Available Positions in High-Tech: Back to Early 2023 Levels

The number of available positions in high-tech reflects the demand for employees during each period, as affected by events in Israel and worldwide. In the past decade, most of the growth in available positions was in high-tech services companies (mainly software companies), while growth in industrial companies was slow. 2020 to 2022 saw a sharp increase in this index – hand in hand with a sharp growth in high-tech employment as part of the global increase in demand for technology companies. With the onset of the 2022 financial crisis, this index started to decline, then took another hit when the war broke out.

However, **the second half of 2024 saw resumed growth in the number of available positions, corresponding with the pre-COVID trend.** At the same time, the number of available positions in the high-tech industry (companies that manufacture a tangible product) maintains its relative ratio out of overall available positions.

Number of open positions in high-tech per month, by segments



Source: Innovation Authority adaptation of CBS data

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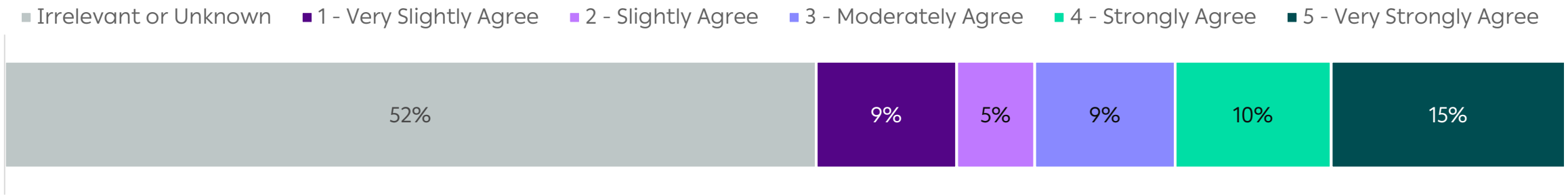
Long-Term Relocation Analysis: Preface

Ample public discourse and media attention have been allotted in the past two years to the issue of Israelis leaving the country on relocation. Such discourse often took place in the context of Israeli high-tech – a competitive industry with relatively low barriers to employee relocation.

However, data from the Innovation Authority's third high-tech companies survey conducted in November 2024 indicates that **only 25% of the survey responders reported at that time an increase in the number of requests for relocation by employees within their company.** Correspondingly, 65% of responders reported that they slightly to very slightly, agree, with the statement or that the statement is completely irrelevant to them.

To what extent do you agree with the following statement? (Rate of respondents)

This year saw an increase in the number of company employees requesting relocation



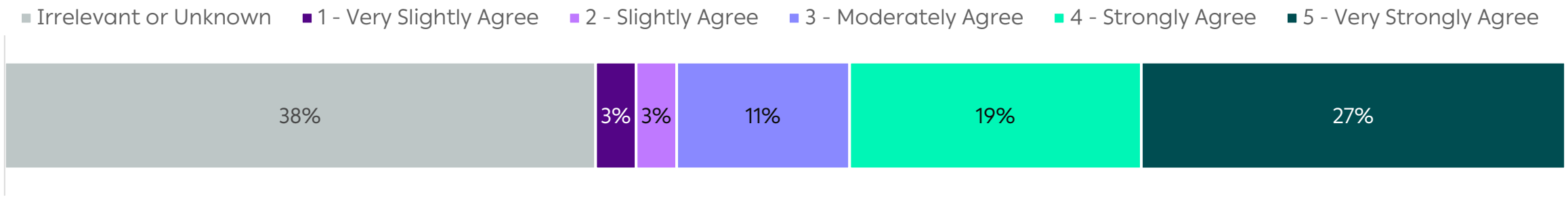
Source: Innovation Authority adaptation of data from high-tech companies' survey, November 2024

However, the survey reveals a significant disparity between the ratio of companies in which employees requested relocation, and between the general discourse about relocations in high-tech: according to the survey, 46% of responders – startup founders and CEOs – strongly agreed or very strongly agreed that they believe 2024 saw an increase in the number of relocation requests in Israeli high-tech. 43% reported that they slightly agree, very slightly agree, or that they believe the claim is irrelevant to them.

Considering this disparity between discourse about relocation and actual company reports about relocation, this report presents a first attempt to assess the scope of this phenomenon based on actual data about high-tech employees who have left Israel for long periods (one year and longer) since 2022. The data is based on adaptations of census data and actual data on departures from Israel provided by the Population and Immigration Authority.

To what extent do you agree with the following statement? (Rate of respondents)

This year saw an increase in the number of relocation requests in Israeli high-tech



Source: Innovation Authority adaptation of data from high-tech companies' survey, November 2024

Methodology: calculating the number of high-tech employees who made overseas relocation for long periods

The analysis made use of the Population and Immigration Authority data on departures of working-age Israelis (25-64) from country. The departure status was updated in CBS data for those who had departed Israel for a successive three-month period during which they have not returned to Israel. From among this group, those who spent a cumulative nine months or more abroad during the year since their first departure from Israel for a period of three months were additionally updated to the status "long-term departure".

E.g., an Israeli citizen who departed from Israel on 01/01/2021 and did not return by 01/04/2021, is updated to status "spent at least three months abroad". If by 31/12/2021 the citizen will have spent 9 months or more abroad, the status will be updated to "long-term departure" – a definition used in this report as well.

This division enables us to methodically monitor long-term departures from Israel (also known as relocations). The most updated information the CBS provides is therefore dated 13 months back, with the most updated information in this analysis covering those who first departed in October 2023.

To identify the high-tech employees from among the population of departures from Israel, the data was cross-checked with the CBS 2022 census data. The census includes data about employment, allowing the identification of high-tech employees. The census was conducted in April-December 2022, and about 5.6% of Israeli households had responded to it. From among those who departed from Israel, the rate of census responders is higher, and information exists from more than 10% of all those departing from Israel for a period of three months, and from about 7.7% of all long-term departures*.

Finally, the ratio of high-tech employees who departed Israel out of all those who departed Israel and participated in the census was calculated for each month. This figure was used to estimate the number of long-term departures in the high-tech industry out of all departures.

* See information under "Sample" in the census's Definitions and Explanations Chapter https://census.cbs.gov.il/he/extra-info. The census sampled about 7% of Israeli households, but only about 82% responded fully or partially.

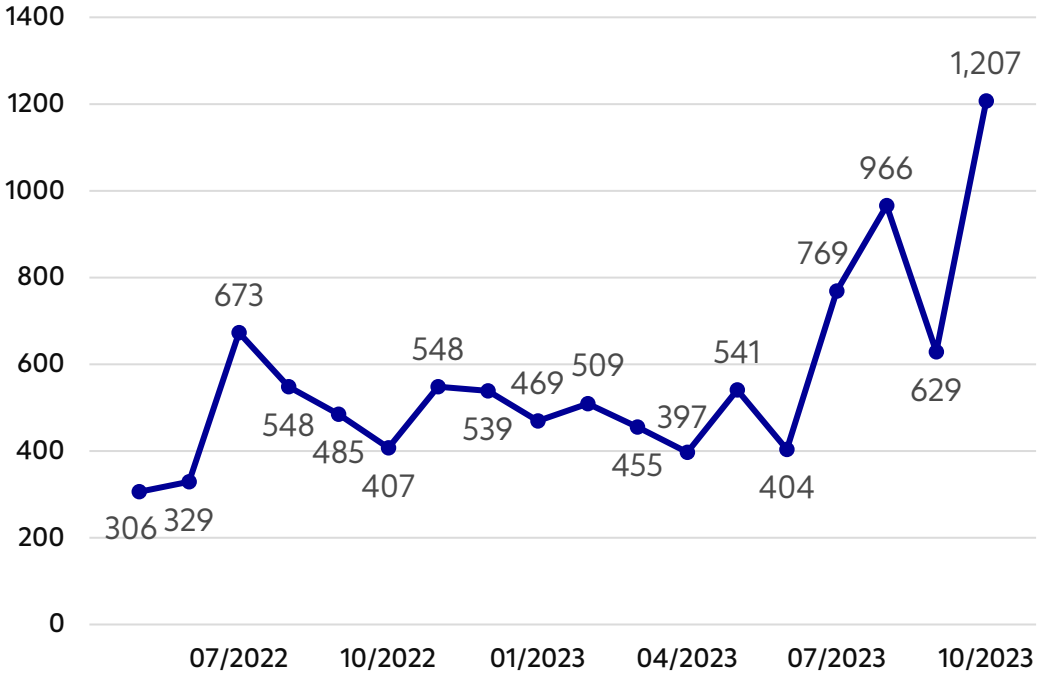
Long-Term Departures from Israel: Between 1-9/2023 about 5,100 High-tech employees departed for long-term relocation

Data regarding departures of high-tech employees is available starting April 2022 – when the census was conducted – and onwards, with the last available data relating to long-term departures at the time of this analysis being October 2023.

During May-December 2022, the average number of high-tech employees who went on long-term relocation was 479 per month. **During January-September 2023, this average went up by about 20%, to 571 high-tech employees who went on long-term relocation per month. In total, from January to September 2023 some 5,140 high-tech employees went on long-term relocation.**

Until the Covid outbreak, departures from Israel for three-month and long-term periods (as previously defined herein) were characterized by an annually-repeating seasonal pattern similar to that of the general population. As of 2020, this cyclical pattern changed, with a steady increase in the number of employees departing for three-month and long-term periods (additional details in appendix).

Number of high-tech employees leaving Israel on long-term departures per month



Source: Innovation Authority adaptation of CBS data

Data pertains to overall population in main working ages (25-64)

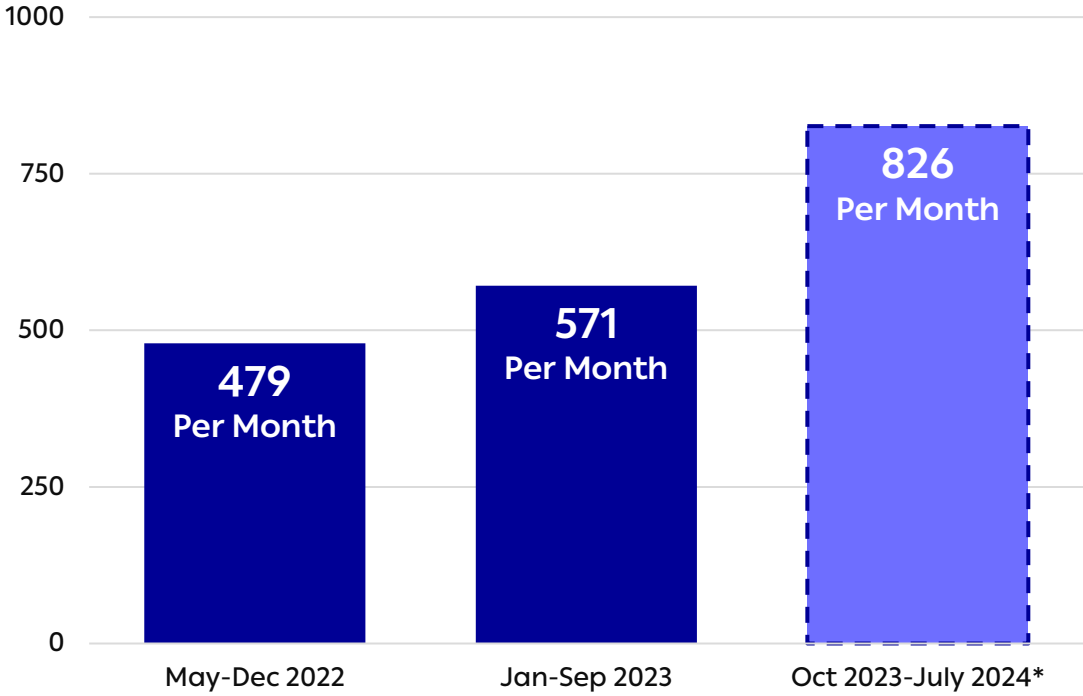
Long-Term Departures from Israel: ~8,300 high-tech employees have left Israel on long-term relocations between 10/23-7/24

In October 2023, the number of high-tech employees on long-term relocation doubled and reached a measuring-period peak of 1,207 individuals per month. Higher than the previous peak recorded in August 2023, of 966 high-tech employees.

As October 2023 is the last month for which verified data is available, we have extrapolated a future estimate according to which some **8,300 high-tech employees are estimated to have left Israel on long-term relocation from the beginning of the war until July 2024. This group constitutes about 2.1% of all high-tech employees in 2024.**

The estimate was calculated as follows: since the beginning of the war, from October 2023 to July 2024, about 72K high-tech employees have left for three-month periods. During the peak month of January 2024, some 7,800 high-tech employees departed. Of these, we have estimated that the ratio of long-term departures is 11%, similar to the ratio of long-term departures among the three-month departures during the first ten months of 2023 (a conservative estimate, as during October 2023, the last available verified data, this ratio was closer to 16% among high-tech employees).

Monthly number of high-tech employees on long-term departures from Israel



Source: Innovation Authority adaptation of CBS data

* Estimate

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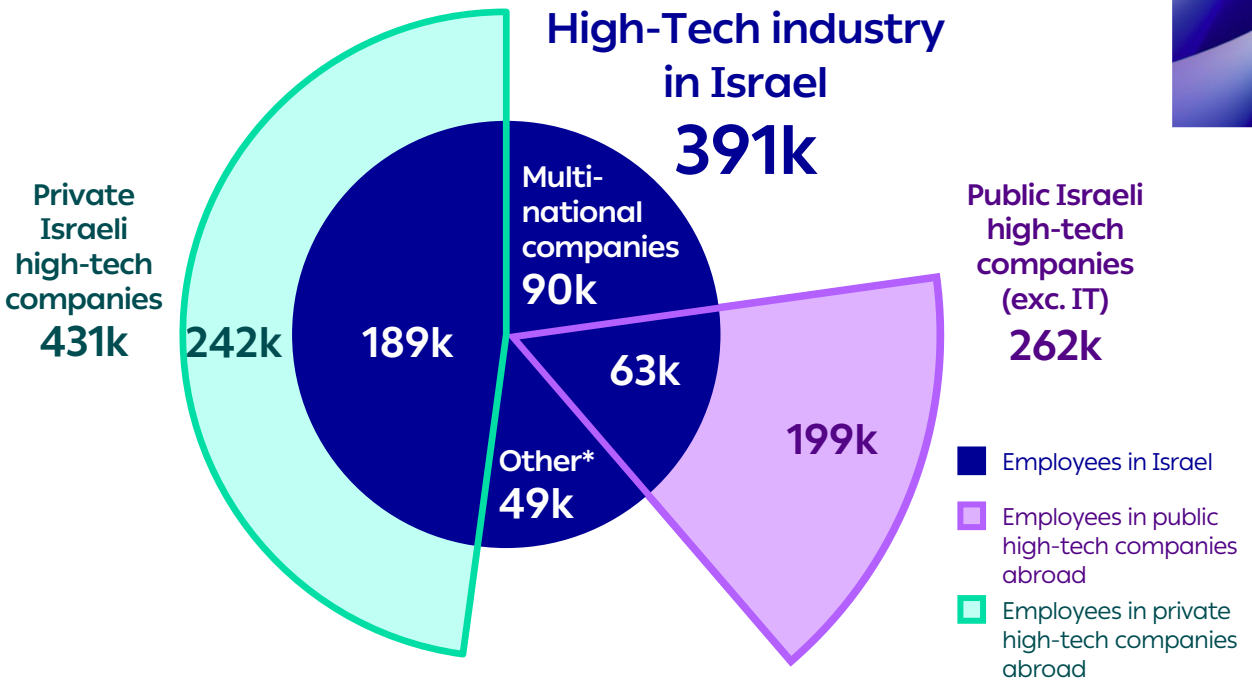
Preface: Israeli high-tech companies employ over 400K employees abroad

Israeli high-tech is comprised of several types of employers and companies. As aforesaid, the Israeli high-tech sector comprises about 391k employees in Israel. Among these, about 90K work in multinational companies, about 190K in private Israeli high-tech companies, and about 60K in public Israeli high-tech companies. Additionally, about 50K work in IT companies, providing additional services to the industry.

The following analysis is the first comprehensive snapshot that also includes human capital employed by Israeli high-tech companies abroad. Private Israeli high-tech companies employ about 430K employees in total, some 190K in Israel and the rest abroad. Public Israeli high-tech companies have fewer employees, about 260K, but the ratio of employees abroad is significantly larger at 75% (about 60K in Israel, and another 200K abroad).

The following slides will present an in-depth analysis of employment in Israeli high-tech companies, both in Israel and abroad, to identify opportunities to expand Israeli employment potential in specific fields.

Number of employees by employer type and location



Source: Innovation Authority adaptation of PitchBook, IVC, Dealigence, and CBS data

Data true for 2025 Q1, and in some items to 2024

* Israeli IT companies employ additional employees abroad.
Due to a lack of data, it is not possible to estimate their number

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Methodology: calculating the distribution of high-tech employees across various employer types

Several databases were used to map the distribution of employment in Israeli high-tech. Overall employment in Israeli high-tech is based on the CBS's human capital survey, representing the average monthly number of high-tech employees in 2024.

Private high-tech companies: the information is based on a representative sample of Israeli high-tech companies, consisting of about 1,100 startups from IVC's database. The sample comprises about 100 sample layers divided by sectors and various recruitment stages. Employee data was obtained from Dealigence's database. Dealigence's data source is the LinkedIn accounts of the employees in these companies. Data includes distribution by the employees' reported place of residence, as well as distribution by roles and senior positions. In the case where Israeli companies employ additional outsourced employees either in Israel or overseas, they will be counted only if those employees reported the Israeli company as their place of work on LinkedIn. Employees "elsewhere" includes employees who reported "remote work" on their LinkedIn accounts (about 4% of employees), as well as employees for which location data was not available (about 0.3% of employees). The sampled companies have more than 40K employees, of which about 20K are in Israel. Data is updated as of February 2025.

Public high-tech companies: the total number of employees in these companies is based on the data of 73 public high-tech companies identified in the Innovation Authority's 2024 State of High-Tech report as employing the largest number of employees, amounting to about 90% of all employment in public Israeli high-tech companies. The total number of employees in each company was derived from PitchBook's database, based on the financial reports published by the companies. Data was retrieved in March 2025, and pertains to the date of the last available report by these companies. The data about public high-tech companies is presented without the big public IT companies (Formula, Matrix, One Technologies, MalamTeam, Hilan, and EMET).

The distribution of employees by geographic location was performed based on LinkedIn data. The employee location data presented herein pertains to 43 companies for which at least 75% of the total employee number reported in PitchBook appeared on LinkedIn. These companies employ about 53% of all public company employees. No significant statistical differences were found between the 43 companies used to calculate the employees' geographic location distribution and between the 30 companies not included in the analysis. The data was retrieved manually from the companies' LinkedIn pages as of March 2025.

Multinational companies: the total number of employees in these companies is based on IVC data, as of March 2025.

Please note that as several databases were used, each updated at different times, there may be certain gaps between the data presented here and the actual status.

Employment in private Israeli high-tech companies: 75% of sales activity and half of R&D conducted overseas

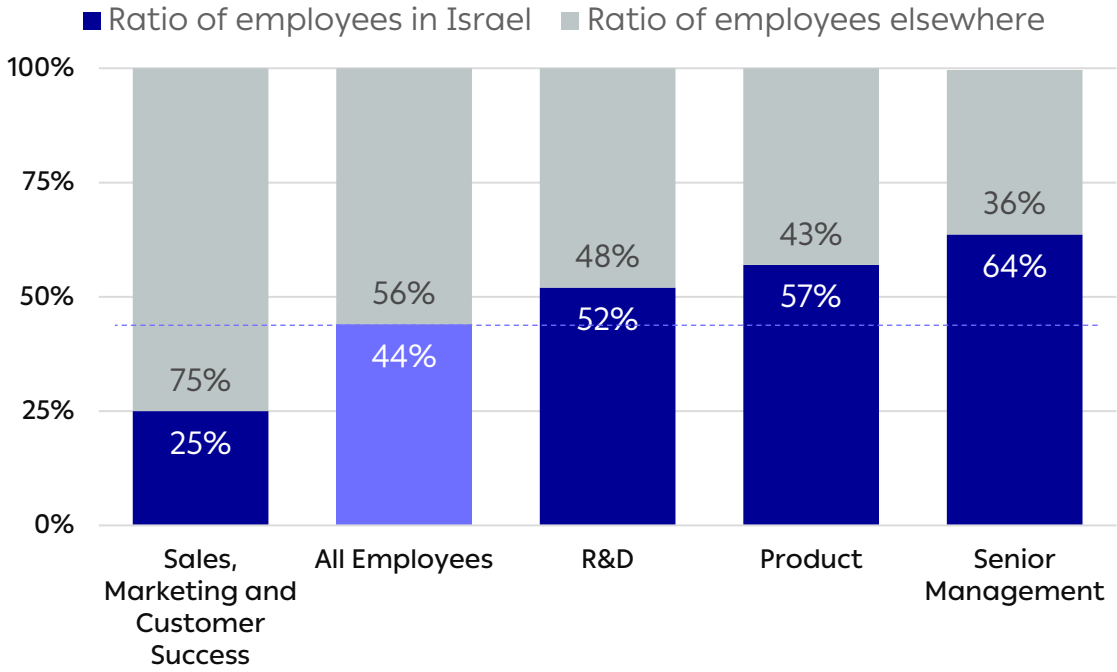
In the long term, employment in Israeli high-tech will be impacted by Israeli high-tech companies' growth trends and by where they choose to recruit their human capital. To understand the situation and growth trajectories across different locations, we have established a representative sample of private Israeli high-tech companies. Information about employee location, role, and seniority is based on self-reports on their LinkedIn accounts.

Our analysis indicates that **44% of private Israeli high-tech company employees have reported Israel as their place of residence on LinkedIn, as of February 2025.** The companies' management teams are more highly represented in Israel: about 64% of senior management (VP and higher) are based in Israel.

Slightly more than half (52%) of R&D employees – the companies' technological core – are employed in Israel. In product departments, the ratio of Israelis is higher at 57%. In addition, about 49% of employees in other departments (finance, operations, HR, etc.) are employed in Israel.

In contrast, only about 25% of the sales, marketing, and customer success employees are located in Israel.

Distribution of employees in Israeli high-tech companies, by employee location, department, and seniority



Source: Innovation Authority adaptation of Dealigence data

Data as of February 2025

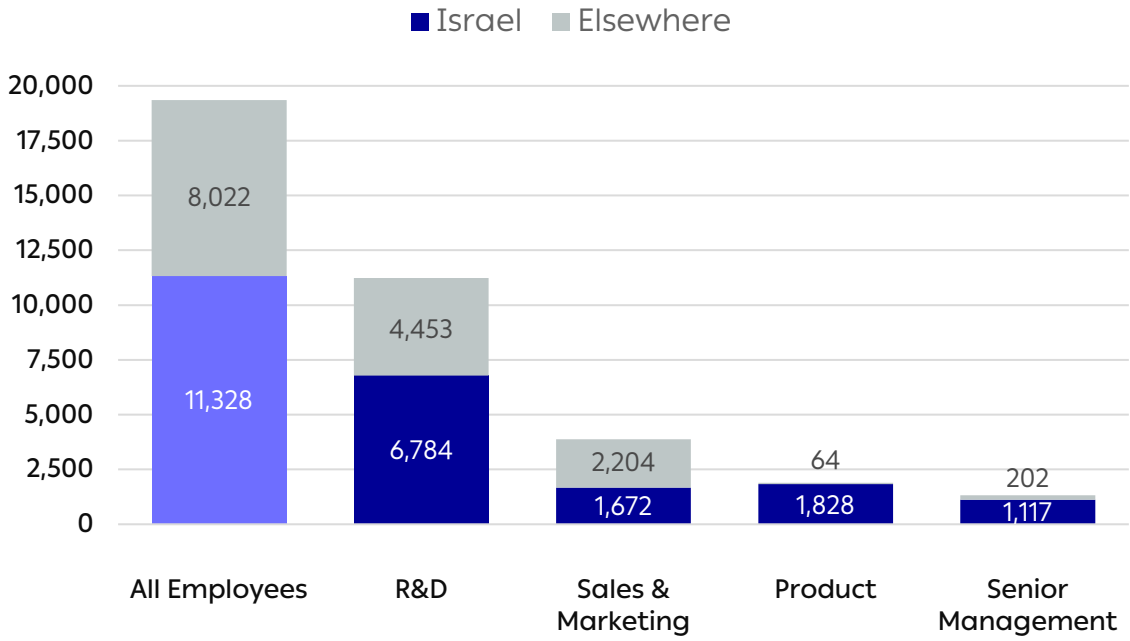
Employment changes in private Israeli high-tech companies: R&D and Product recruit in Israel. Marketing and Sales recruit abroad

Another analysis examined the change in employee number among private Israeli high-tech companies during 2024, by employee location, department, and various senior management positions. Overall, the examined companies recruited more than 19K employees in 2024, nearly 60% in Israel and the rest abroad*. Therefore, **in 2024, Israeli high-tech companies increased the ratio of their employees in Israel.**

In product departments, the companies recruited almost all their human capital in Israel (some 1,800 employees). Specifically, about 85% of recruitments for VP and higher were conducted in Israel (more than 1,100 individuals), indicating that most of the companies' management is recruited in Israel. Similarly, in R&D departments, a significant majority of recruitments were in Israel (about 60%; some 6,800 employees). That is also the case in HR and finance departments, which have grown mainly in Israel.

However, marketing, sales, and customer success departments exhibit a different trend. About 43% of the additional workforce was recruited in Israel, some 1,700 employees, as compared to 2,200 recruited overseas.

Change in the number of Israeli high-tech companies' employees in 2024, by employee location, department, and seniority



Source: Innovation Authority adaptation of Dealigence data as of February 2025

* The analysis pertains to differences in employment data between February 2025 and February 2024 among a sample of private Israeli high-tech companies.

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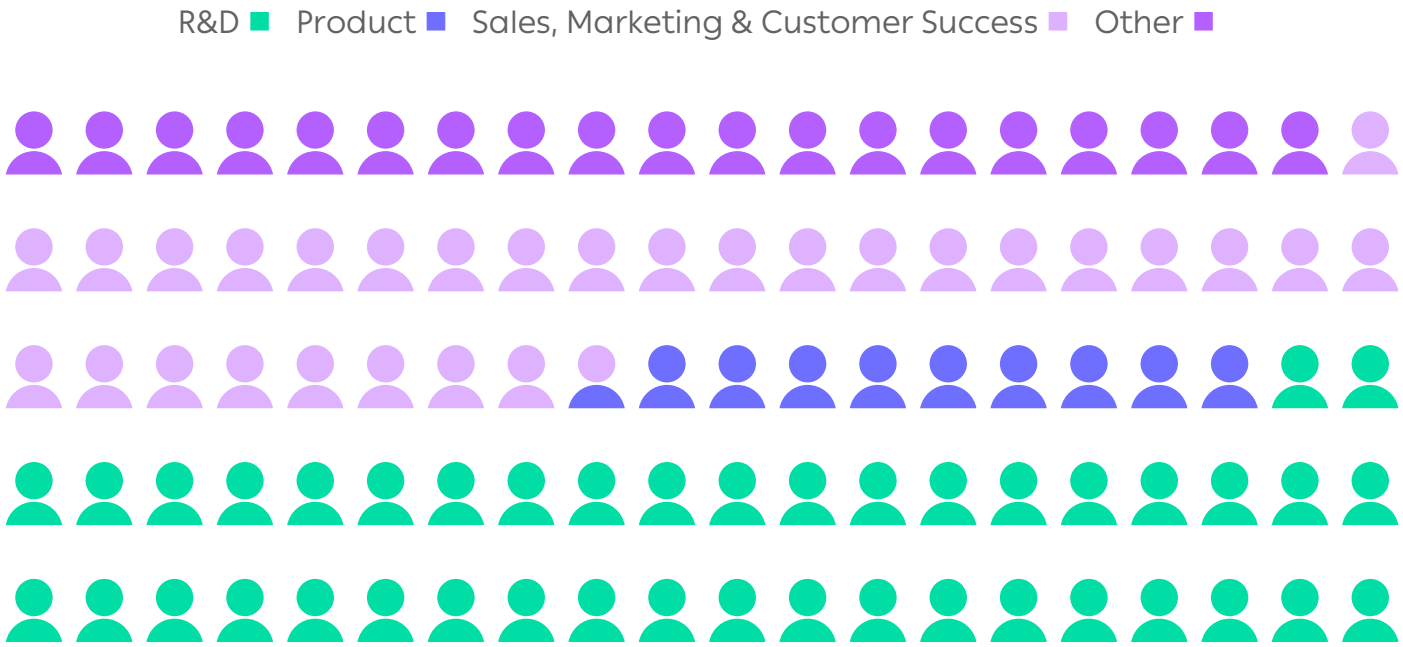
Employment changes in private Israeli high-tech companies: 42% of the workforce in R&D and 30% in business roles

An examination of employment distribution in private Israeli high-tech companies by departments' activity shows that the R&D department is the largest, employing more than 40% of the workforce. The addition of the product departments, which employ about 9% of the workers, brings their total size to about half of all employment in the companies.

The departments that constitute the core business of the companies - Customer Success, Sales, and Marketing - employ about 30% of the workforce. Close to 20% of the workers are employed in operational, finance, human resources, legal consulting, and other departments.

The senior management (VP and above) of the companies includes 10% of the workforce in private Israeli high-tech companies

Distribution of Israeli private high-tech company's employees by departments (%)



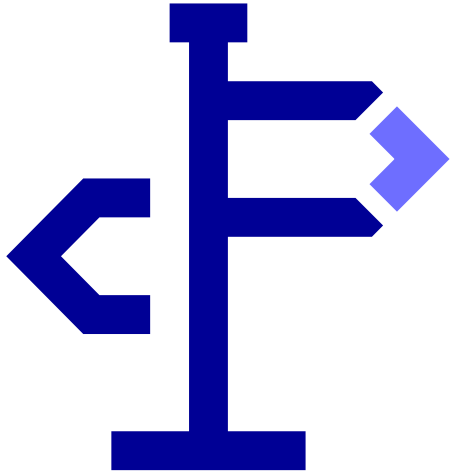
Source: Innovation Authority adaptation of Dealigence and IVC data
As of February 2025

Employment changes in private Israeli high-tech companies: Recommendations

A central finding from the analysis of employment data in private Israeli high-tech companies by employees' location and their roles, is that **such companies employ about half of their R&D personnel abroad – even though the workforce in this field represents one of Israel's significant relative advantages.** Additionally, about 75% of the business activity personnel in these companies are employed abroad. Overall, the **R&D and business operations departments constitute about 80% of the employment in private Israeli high-tech companies.**

The combination of these two data points highlights the potential for the next employment growth in Israeli high-tech. **Just last year, private Israeli high-tech companies recruited about 4,500 R&D workers and over 2,000 business operations employees abroad.** It should be noted that despite the existing advantage of recruiting people in roles such as sales or marketing close to the company's target market for proximity to customers or cultural understanding, it seems that there is also room to increase their relative share in Israel.

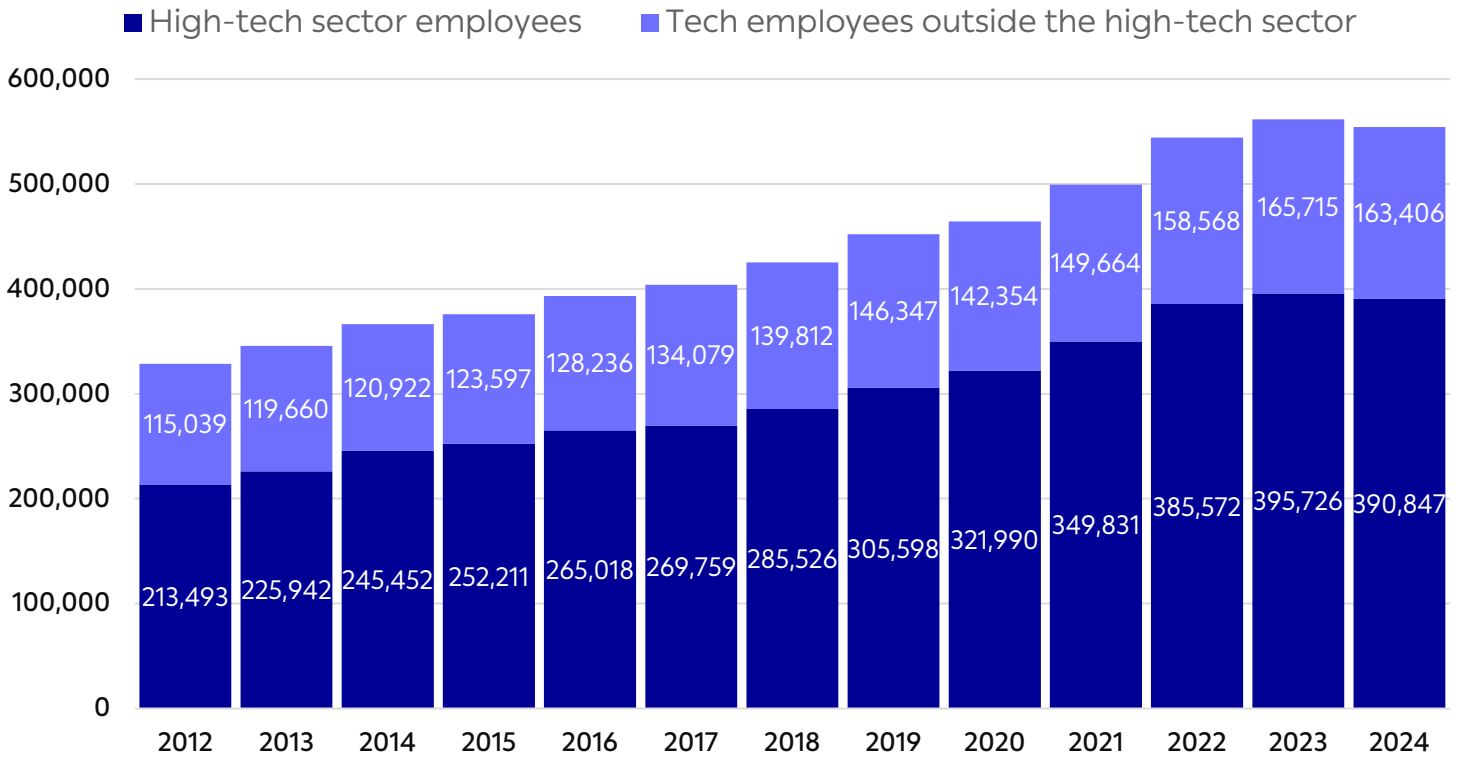
If high-tech companies believed that there is a sufficient quantity and quality of local workforce with relevant high-tech skills at competitive prices in Israel, they would recruit some of these roles in the local market. To this end, **the recommendations of the Perlmutter Committee regarding improving the skill levels required of Israeli workers wishing to work in the field, with an emphasis on technological skills and improving spoken English, should be implemented.**



Appendix: Employment Data in Tech Positions in the Economy

The number of employees in tech positions includes, in addition to those employed in the high-tech sector, also workers in technological positions (R&D and product roles) outside of the high-tech sector. In 2024, this number decreased at a similar rate to the decline recorded in the number of employees in the high-tech sector, contracting by about 1.1%. The number of employees in technological positions outside of the high-tech sector decreased in 2024 by about 2,300 employees, totaling at approximately 163.4 thousand employees on average in 2024. Notably, this figure is only 3% higher than the 2022 figure. Thus, there is stagnation even in the number of employees in technological positions outside the high-tech sector. This phenomenon may hinder the ability of other sectors of the economy to reduce the existing productivity gap with the high-tech sector, as well as in comparison to global standards.

Number of employees in Tech positions per year in the high-tech sector and in the rest of the economy



Source: Innovation Authority and Aaron Institute adaptation of CBS data

Data refers to the to entire population that is of working age (25-64) and includes vocations of 3-digit salary level

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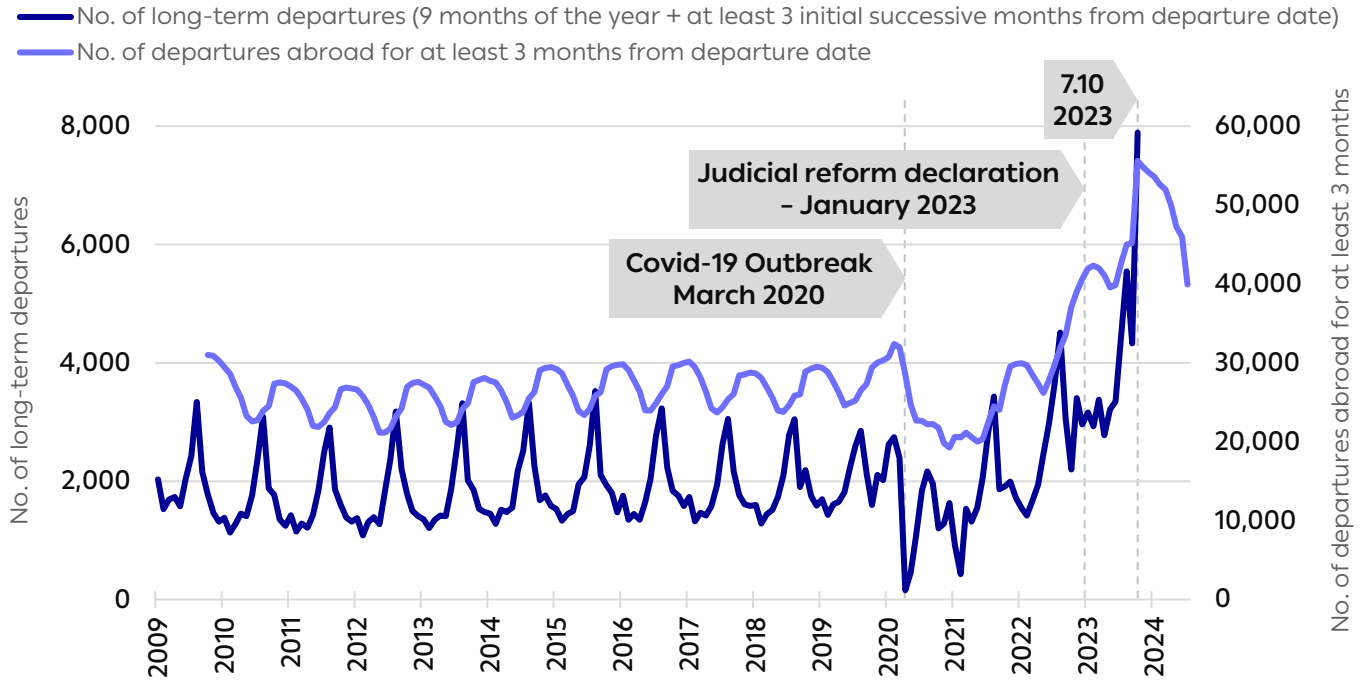
Appendix: Increase in Long-Term Departures of Israelis from All Sectors of the Economy Since the End of COVID-19

Analysis of the data of all sectors' employees who exited Israel since 2009 indicates a seasonality that characterizes the behavior of those leaving Israel for periods of three months and for the longer term. For the most part, the exit from Israel for a period of three months occurs every year between October and January. Until the COVID-19 outbreak crisis, the number of Israelis aged 25-64 who left for three months or more averaged about 26.5 thousand per month (about 317 thousand people per year).

In contrast, most of the long-term exits (as defined on page 12) were recorded each year in July and August. This trend continued even during the COVID-19 period. The average number of long-term departures from Israel before COVID-19 was about 1,850 people per month (about 22 thousand per year).

Number of departures from Israel for at least three months overseas and number of long-term departures



Source: Innovation Authority adaptation of CBS data

Data pertains to overall population in main working ages (25-64)

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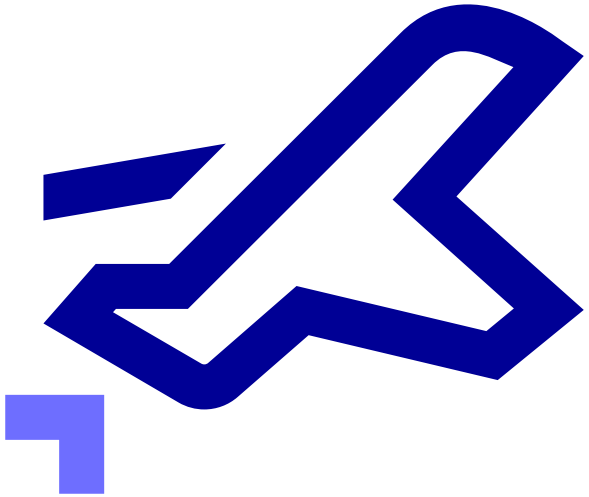
Appendix: Increase in Long-Term Departures of Israelis from All Sectors of the Economy Since the End of COVID-19

Since the recovery from COVID-19 and the resumption of flights following imposed lockdowns, there has been a sharp increase in the number of people departing Israel for three months as well as for longer periods. The number of people departing for three months reached a peak in October 2023, standing at over 55 thousand departures per month. Thereafter, there was a decline in departures, and in the last month for which data is available (July 2024), just under 40 thousand departures were recorded - a figure significantly higher than the level recorded prior to COVID-19 and the war. The number of long-term departures has also begun to increase since COVID-19. **The number of long-term departures surged to a peak not seen in at least 15 years during October 2023, the last date for which data is available at the time of the analysis, standing at about 7,900 long-term departures.**



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