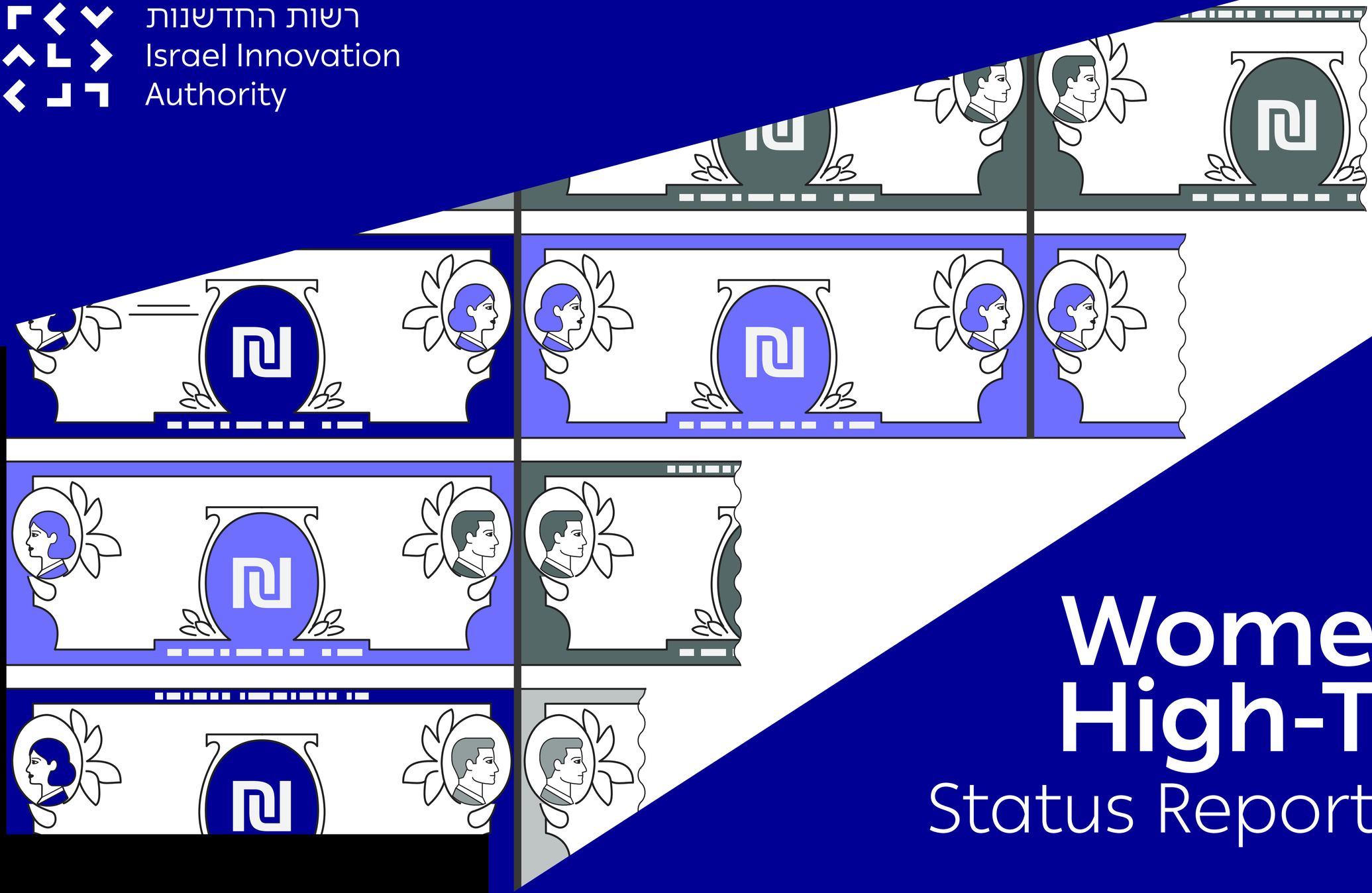
רשות החדשנות
Israel Innovation Authority



Women in High-Tech

Status Report 2026

Introduction and Key Findings

Israel's high-tech sector has demonstrated impressive resilience in the face of recent challenges and continues to play a central role in the Israeli economy. As presented in previous Innovation Authority publications, the sector's contribution to the Israeli economy stems primarily from its human capital which constitutes the core of Israeli high-tech and the engine of its success. Failure to fully realize the high-tech employment potential of all Israel's population groups will impair the sector's growth potential. It is essential, therefore, to increase the participation of diverse underrepresented populations in the sector, thereby maximizing the economic and social potential embedded in high-tech employment while, at the same time, expanding the realization of ideas, entrepreneurship, R&D, and growth in the overall Israeli economy.

This marks the fifth year in which the Israel Innovation Authority has published an in-depth analysis of the gender landscape in the high-tech sector. **Women remain the largest underrepresented group in high-tech, accounting for one-third of employees in the sector – a figure that has remained unchanged for three decades.** This publication consists of several sections: as in previous reports, it presents data on the representation of female high-school and university students in high-tech-related fields as a key determinant of future career choices; it then reviews high-tech employment data, including, for the first time, analyses by age group and an in-depth examination of population integration; the final section addresses gender salary gaps in the sector.

In 2025,[1] approximately 135,000 women were employed in the Israeli high-tech sector – about 34% of total sector employment. This ratio has remained largely unchanged over the past three decades, a trend similar to other indicators examined in this report, which have also shown little change over the past decade. Examples include the ratio of women in senior high-tech management roles, in startup leadership, and in startup fundraising.

At the same time, **gradual and incremental changes can be identified in the gender landscape, and it is important to continue monitoring their long-term effects.** For example, the ratio of female undergraduate students in high-tech fields at universities and academic colleges increased from approximately 24% of all students in high-tech fields in the 2010-2011 academic year to about 34% in 2024-2025. Most of this growth occurred in computer science, where the number of female students tripled during this period, reaching approximately 6,000 in the 2024-2025 academic year.

The ratio of women employed in R&D roles also increased – from 24.5% in 2015 to 28.4% of all employees in R&D roles a decade later. The number of women employed in these roles more than doubled, reaching approximately 55,000. In other words, **the slow growth in the ratio of women in high-tech is partly attributable to the rapid expansion over the past decade in the total number of students and employees in high-tech – both men and women – making it more difficult to close the gender gap.**

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1 Employment data for 2025 presented in this publication refers to the first three quarters of the year

In addition, **against the backdrop of stagnation in overall high-tech employment, as presented in Innovation Authority publications, the increase in the ratio of women employed in high-tech out of all Israel's women employees has also stalled following a decade of gradual growth.** 5.3% of Israel's women employees worked in high-tech in 2012. This ratio rose steadily to 7.9% a decade later and has since remained unchanged. Similarly, the number of female students taking the 5-unit computer science matriculation exam increased by approximately 40% between 2017 and 2021 – and has since remained nearly unchanged (as has their ratio of examinees).

For the first time, this publication examines women's participation in high-tech employment by age group. This was done to assess whether career choices in high-tech are shifting among younger cohorts and whether women's employment potential in the sector is being realized relative to that of men. The data show **that women's high-tech employment increased over roughly a decade across all age groups, with the most significant growth occurring in the 25-34 age group.** Relatively speaking, the ratio of women in this age group is higher, accounting for nearly 40% of total high-tech employees (women and men) in this cohort. Overall, about 10% of all employed women in Israel aged 25-34 work in high-tech, compared with approximately 15% of employed men in the same age group. Looking ahead, it is important to continue monitoring employment composition in high-tech by age group, and to examine whether, as this cohort ages, it will maintain its employment ratio in high-tech and thereby contribute to an overall increase in the ratio of women, or whether, due to various constraints, women will eventually leave the sector.

The publication shows that gender salary gaps in high-tech remain significant. **In 2023 – the most recent year for which data is available – women employed in high-tech earned an average monthly salary of approximately NIS 23,000. The average salary of men employed in high-tech was nearly 1.5 times higher (approximately NIS 10,200 more per month), reaching about NIS 33,000 per month**. Salary gaps were also observed across different occupational fields: in executive and administrative roles, men's salaries were approximately 48% higher than women's, while in R&D roles the gap stood at 44%. These findings indicate that the salary gap cannot be explained solely by the relatively lower representation of women in core technological roles within companies.

Continued

Part of the gap can however be attributed to the relatively low representation of women in managerial positions, which are typically associated with higher salaries. In this publication, women's ratio at managerial levels is measured using a different dataset than in previous reports, although the findings point to similar gaps: women account for only 16% of development managers and less than 11% of startup CEOs. Given that women's representation in managerial roles is lower than their overall share in the industry, focused efforts in this area are essential. It should be noted that additional factors, not detailed in this publication, also influence salary gaps. The substantial disparities in salaries highlight the need to continue examining their underlying causes and promote ongoing and transparent measures to bring about their reduction at both the company and sector levels.

Another key gap highlighted in this publication concerns the integration of women from different population groups in high-tech. The number of ultra-Orthodox and Arab women employed in high-tech has grown at a relatively faster rate than that of non-ultra-Orthodox Jewish women. Nevertheless, nearly 93% of female employees in the high-tech sector are non-ultra-Orthodox Jewish women. Ultra-Orthodox women account for approximately 5.5% of female high-tech employees (about half their share of the general population), while Arab women account for less than 2% (roughly one-tenth of their share of the population). Another way to view participation gaps is that **1 in 5 Jewish men is employed in high-tech – compared with 1 in 100 Arab women.** These disparities begin as early as matriculation exams. For example, 12.5% of all female students in the Arab education system take the 5-unit mathematics matriculation exam, compared with approximately 17% of female students and about 23% of male students in the Jewish education system.

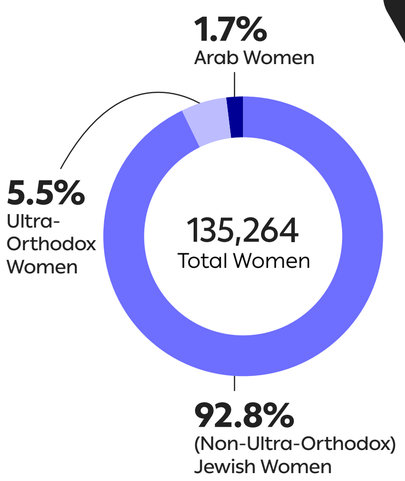
Based on the data presented above, it is essential to continue monitoring these trends and to initiate targeted interventions at multiple stages – from the beginning of the pipeline and girls' subject choices in secondary school matriculation exams, which influence their future career paths, to issues related to salary and advancement into managerial roles. Continued efforts to improve high-tech education, led by the Ministry of Education alongside the Council for Higher Education and the Planning and Budgeting Committee, are also critical. At this stage, it is still too early to assess the impact of Artificial Intelligence on employment in high-tech however, given the growing integration of AI tools – particularly in software development – potential gender-related implications should be closely monitored.

As this report shows, persistent gaps in women's high-tech employment mean that Israel is forfeiting a substantial portion of its society's ideas and talent. To ensure continued leadership and innovation of the Israeli economy, it is vital to fully realize its existing human capital potential.

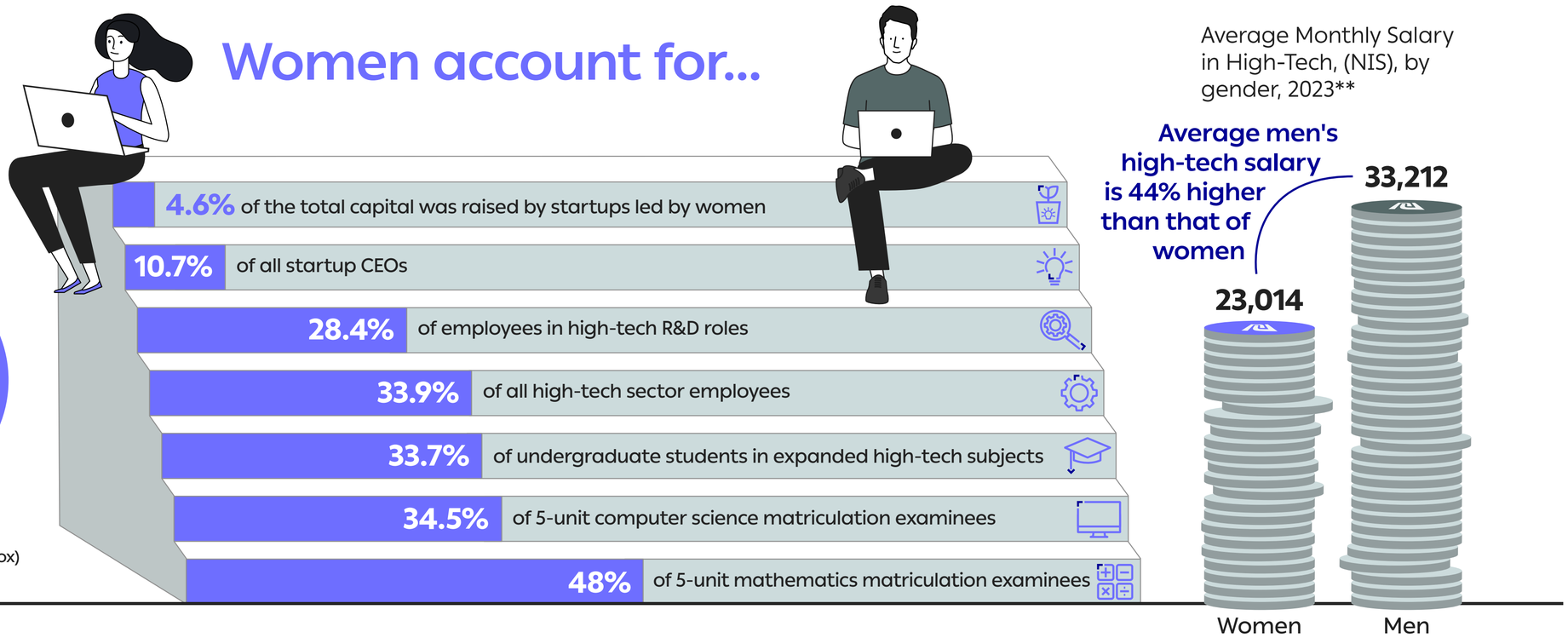
Women in High-Tech: Key Figures

93% of Women Employed in High-Tech Are Jewish Women

(Non-Ultra-Orthodox) by population, 2025*



Women account for...



Average Monthly Salary in High-Tech, (NIS), by gender, 2023**

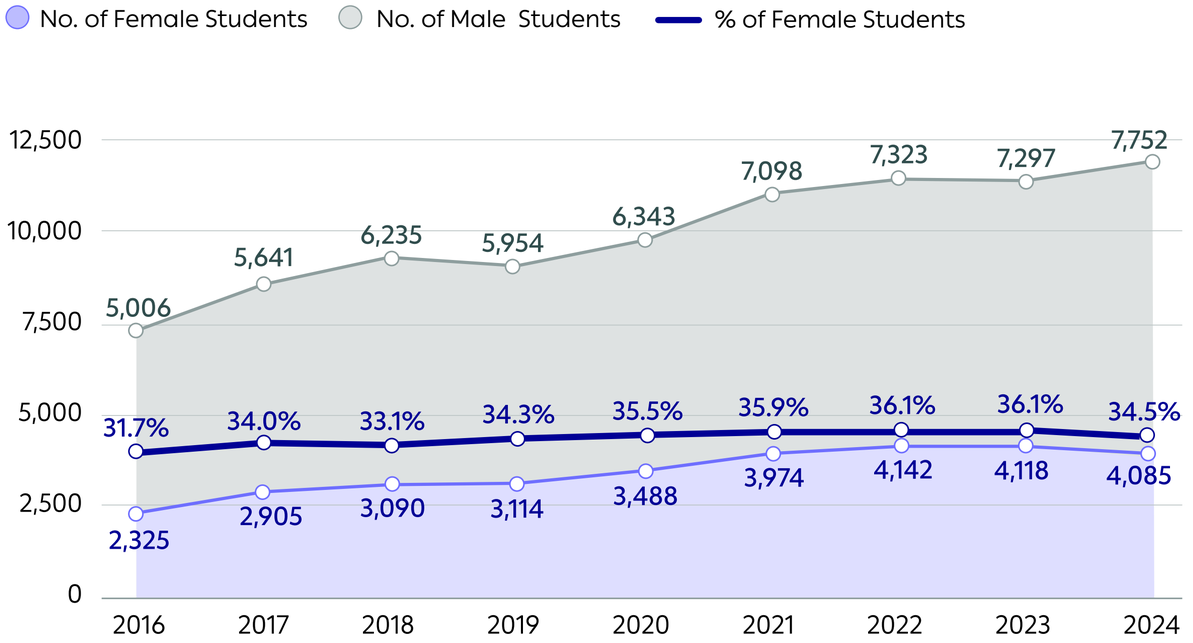
Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data; Israel Innovation Authority adaptation of IVC and CBS data
* Data for 2025 refers to the first three quarters of the year
** Ages 25-64

High School: Female Students Comprise 34.5% of 5-Unit Computer Science Examinees

The choice of subjects for expanded matriculation studies in high school has a significant impact on women's future career paths. In 2024, the number of female students taking the 5-unit computer science matriculation exam reached 4,085 – a figure representing 34.5% of all examinees in this subject that year.

In practice, **there has been almost no significant change in the ratio of female students taking the 5-unit computer science exam since 2017, even though their absolute number increased by approximately 40% during this period**. Most of this increase occurred up to 2021, with the number of female examinees each year remaining relatively stable since.

Total number of students taking the 5-unit computer science matriculation exam, by gender, and the ratio of female students



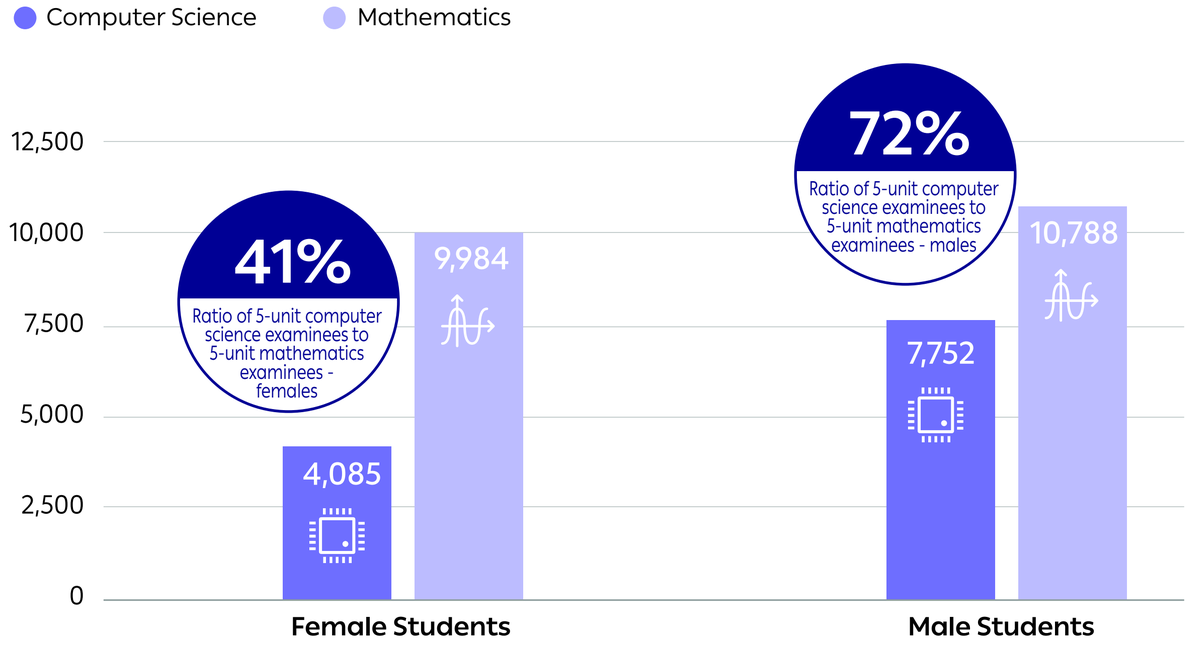
Source: Innovation Authority adaptations of CBS data

High School: Similar Participation in 5-Unit Mathematics Matriculation Exams – But Significant Gaps in 5-Unit Computer Science

Data on mathematics and computer science examinees reveals a gender gap in students' subject choices. Participation in the 5-unit mathematics matriculation exam continues to show near parity in both the numbers and the ratio of male and female examinees. **In 2024, 9,984 female students took the 5-unit mathematics exam, representing 48% of all examinees that year**, while approximately 10,800 male students took the exam, accounting for 52% of examinees.

Although students who take the 5-unit mathematics exam generally have the capability to also take the 5-unit computer science exam, the ratio of male students who choose to do so (72%) is substantially higher than that of female students (41%).

Number of students taking 5-unit matriculation exams by subject and gender, and the ratio of 5-unit computer science examinees to 5-unit mathematics examinees, by gender, 2024



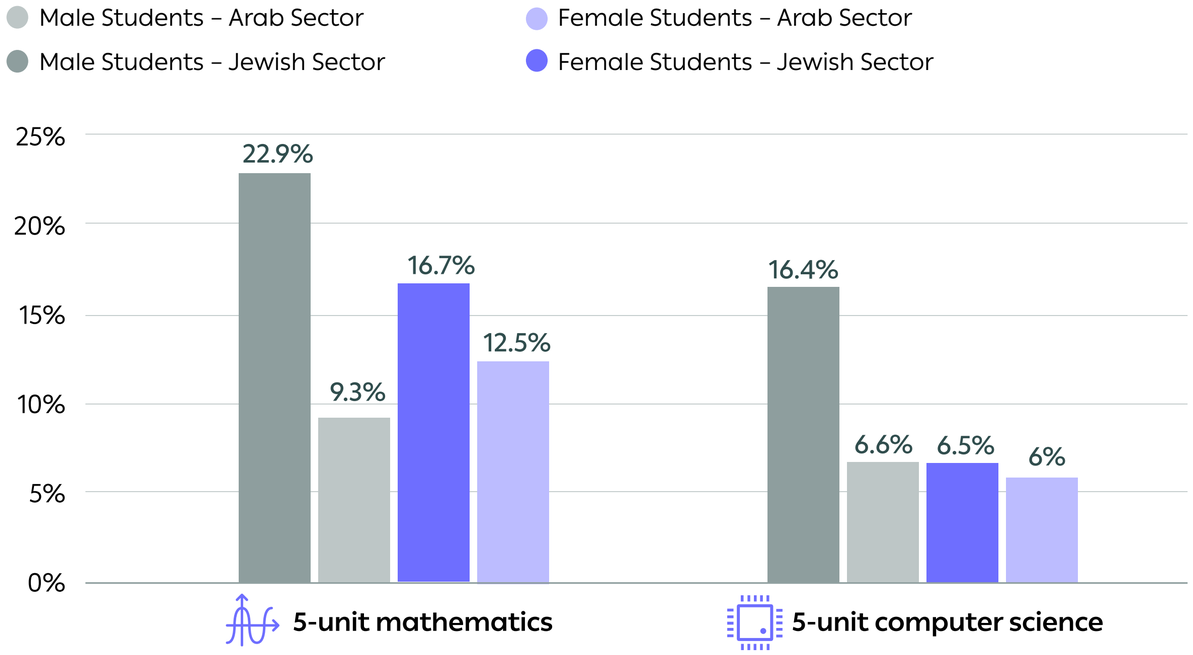
Source: Innovation Authority adaptations of CBS data

High School: 16% of Male Students in the Jewish Education System Take the 5-Unit Computer Science Exam – A Rate 2.5 Times Higher Than Among Female Students in the Jewish and Arab Education Systems

6.6% of female matriculation examinees in the Jewish education system and 6% of female examinees in the Arab education system took the 5-unit computer science matriculation exam in 2024. Among male students in the Jewish education system, the ratio of those taking the 5-unit computer science exam was 2.5 times higher than that of female students, reaching 16.4%. The ratio of male examinees taking the 5-unit computer science exam among all matriculation examinees in the Arab education system was similar to the ratio of female examinees in both the Jewish and Arab education systems. In other words, both gender and sectoral gaps are already evident at the high school level.

Mathematics, however, presents a different picture. **In the Jewish education system, the ratio of students taking the 5-unit mathematics matriculation exam in each cohort is higher than in the Arab education system, although gender gaps persist.** In 2024, 16.7% of female matriculation examinees took the 5-unit mathematics exam, compared with 22.9% of male examinees. In other words, a higher ratio of male students took the exam. In the Arab education system however, 12.5% of female matriculation examinees took the 5-unit mathematics exam – a ratio lower than that among female students in the Jewish education system, but higher than the ratio among male examinees in the Arab education system, of whom only 9.3% took the 5-unit mathematics exam.

Ratio of students taking the 5-unit matriculation exam in the cohort, by population group and gender, 2024



Source: Innovation Authority adaptations of CBS data

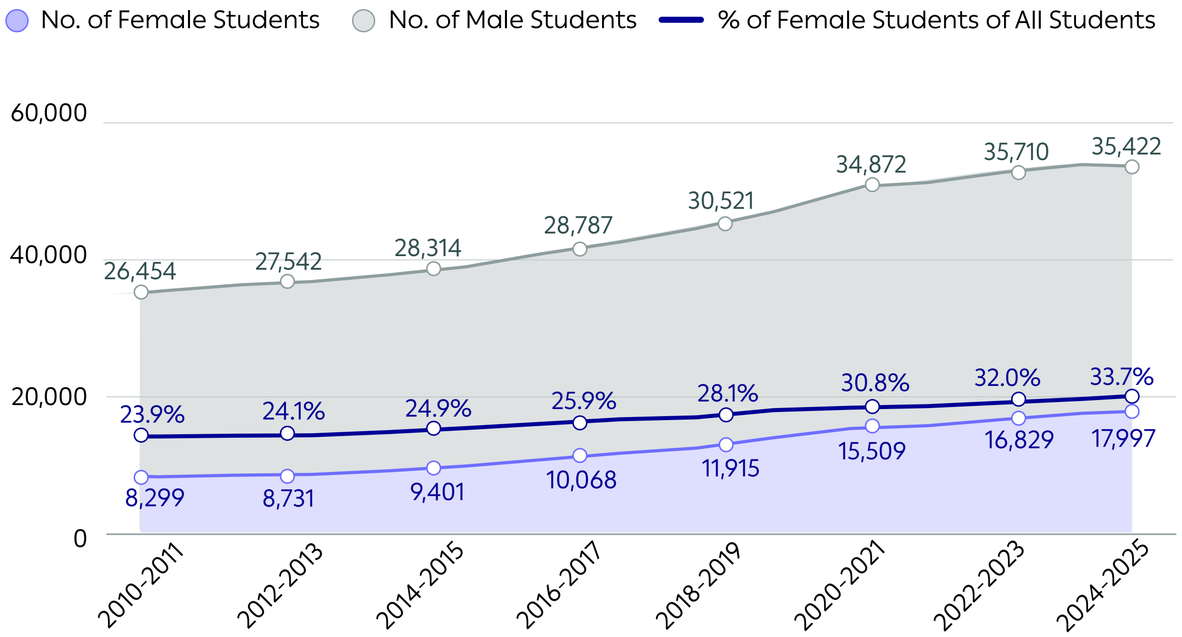
Academia: Approximately 34% of Students in High-Tech Subjects Are Women

The slow growth in the ratio of women in academic high-tech study subjects continues. In the 2024-2025 academic year, the ratio of female students in high-tech subjects at universities and academic colleges stood at 33.7%. In total, approximately 18,000 female students studied high-tech subjects that year, compared with about 35,400 male students.

In each academic year since 2010-2011, the growth rate in the number of female students studying high-tech subjects has been higher than the growth rate among male students. Overall, **between the 2010-2011 and 2024-2025 academic years, the number of female students in high-tech subjects increased by 116%, compared with a 33% increase in the number of male students**. Although these figures indicate **an accelerated entry of women into the high-tech field**, the field remains far from gender parity as the growth rate in the number of male students also remains high.

From a broader perspective, since the 2020-2021 academic year, a **downturn can be observed in the growth rate of both male and female students in high-tech subjects, reflecting a return to the rate that characterized the period prior to the accelerated expansion of the sector and related study courses** in the middle of the previous decade.

Number of students in expanded high-tech subjects* in universities and colleges, by gender, and the ratio of female students of all students



Source: Innovation Authority adaptations of CBS data

*Included in the list of courses as part of this calculation: mathematics, mathematics-physics, mathematics-computer science, statistics, information-data science, data engineering, information systems engineering, computer science, bio-informatics, internet and society, information systems management, electrical engineering, computer engineering-electrical engineering, computer engineering-computer science, communication systems engineering, industrial engineering and management, physics, and mechanical engineering

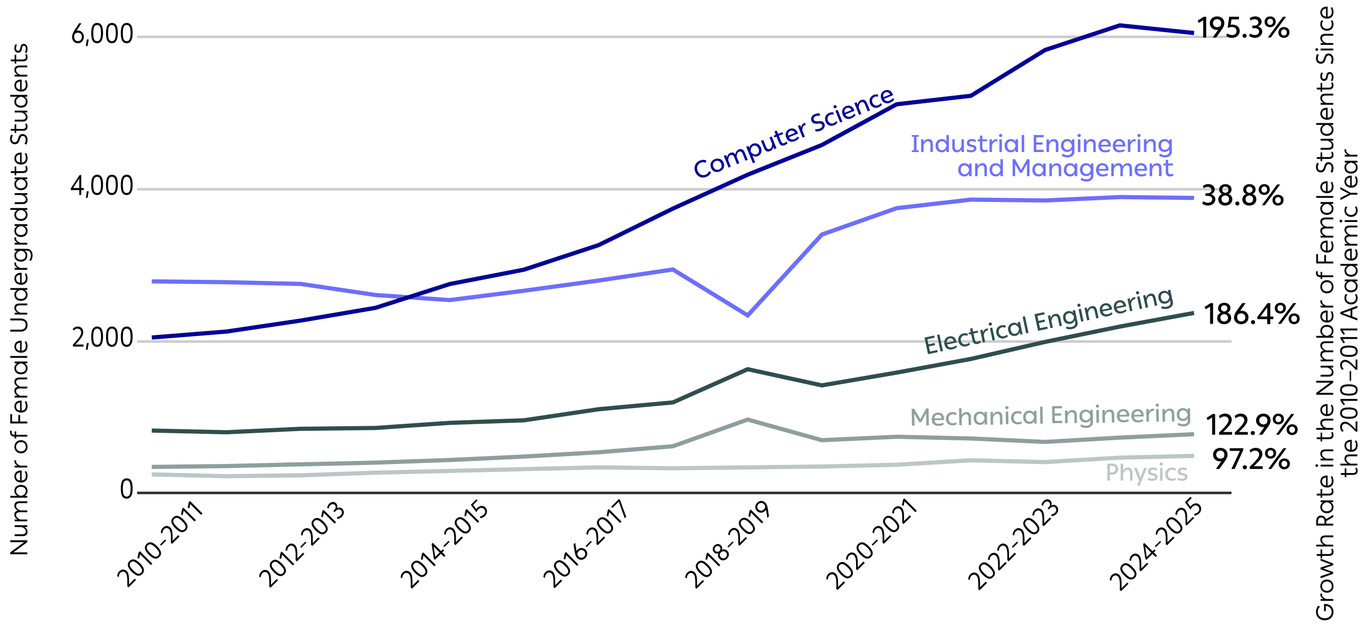
Academia: Computer Science Is the Largest and Fastest Growing Study Subject for Female Undergraduate Students

Between the 2010-2011 and 2024-2025 academic years, **the number of female undergraduate students in computer science at universities and academic colleges tripled, reaching approximately 6,000.** Within a decade, the subject's size surpassed industrial engineering and management, as well as other high-tech fields.

Significant growth was also recorded in additional fields during this period. For example, in industrial engineering and management, the number of female students increased by about 40%, reaching nearly 4,000 in the 2024-2025 academic year. During the same period, a consistent rise was also observed **in the number of female students studying electrical engineering, where the number nearly doubled to approximately 2,400.**

In contrast, there was no significant change in the number of female students in mathematics or physics throughout the examined period, which remained at approximately 500 students in each subject in the 2024-2025 academic year.

Number of university and college undergraduate students per year, by subject



Source: Innovation Authority adaptations of CBS data

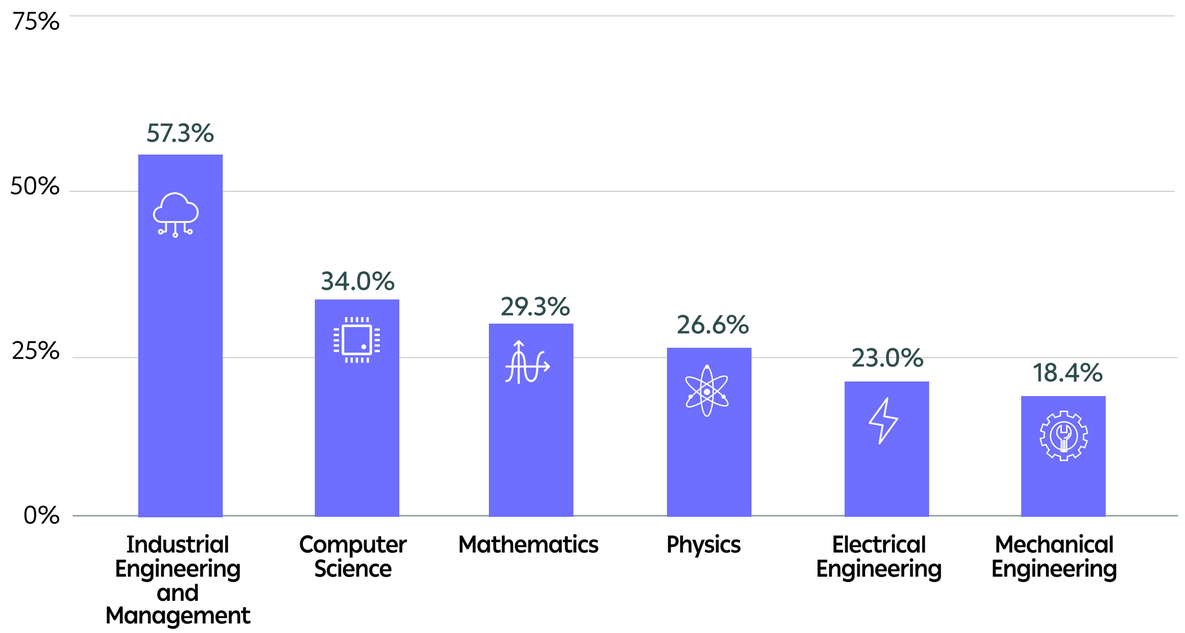
Academia: 57% of Industrial Engineering and Management Students Are Women; Less Than 20% in Mechanical Engineering

The data indicates variance in women's representation across study subjects that may lead to subsequent employment in high-tech companies. In computer science – the largest high-tech field in terms of the number of female students – women accounted for 34% of students in the 2024-2025 academic year. **The field with the highest representation of women is industrial engineering and management, where female students comprised approximately 57% of all students.**

In contrast, **the ratio of women is lower in engineering fields, accounting for about 18% of undergraduate students in mechanical engineering and 23% in electrical engineering.**

An examination of women's representation in these subjects over time shows that in most of the disciplines examined (with the exception of mathematics), the ratio of female students has increased. However, this growth has been gradual. **In computer science, the ratio of female students rose from 26.8% in 2010-2011 to 34% in 2024-2025.** In electrical engineering, the ratio increased from approximately 11% to 23%, and in mechanical engineering from about 8% to 18%. In industrial engineering and management, the ratio of female students rose by about 15 percent, from 42.6% to 57.3%.

Ratio of female students of all undergraduate students, by study subject, 2024-2025 academic year



Source: Innovation Authority adaptations of CBS data

רשות החדשנות
Israel Innovation Authority

Status Report:

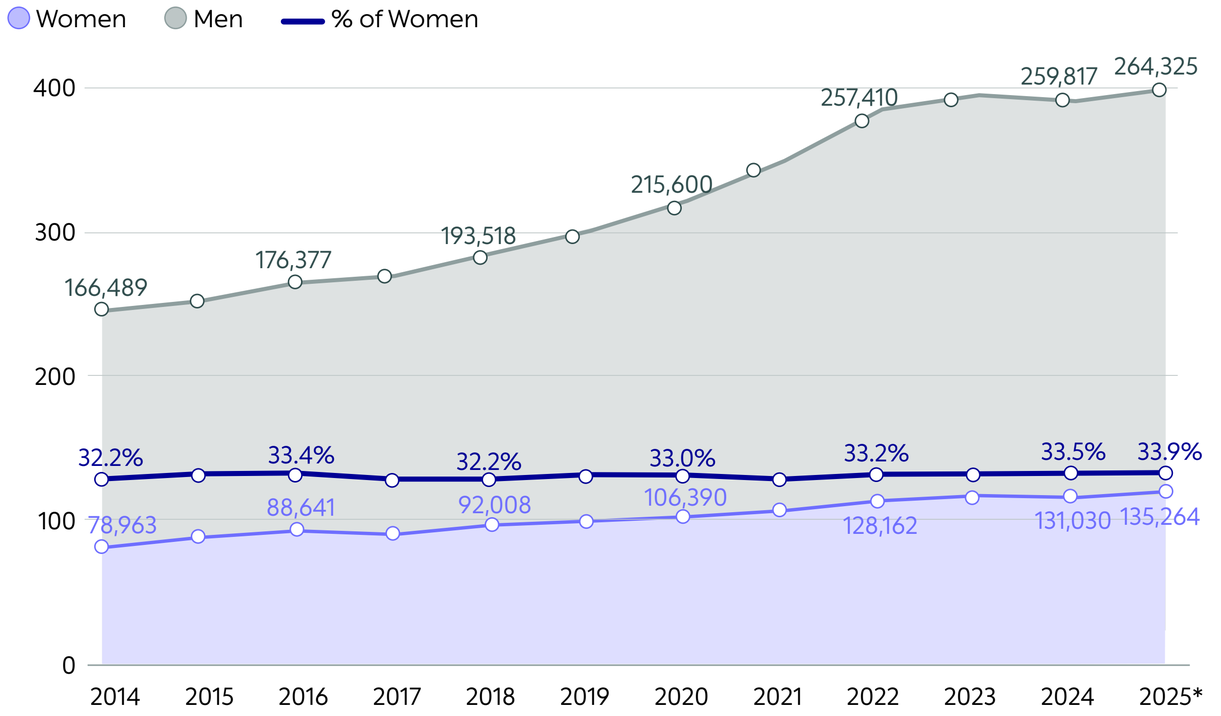
Employment in High-Tech

Approximately 34% of High-Tech Employees Are Women

Approximately 135,000 women were employed in the high-tech sector in 2025[2] – an increase of 3.2% compared with 2024. **Women account for 33.9% of employees in the high-tech sector – a ratio that has remained largely unchanged over the past three decades.**

Over the past decade, the growth rate in the number of women employed in high-tech has been only slightly higher than that of men. Between 2015-2025, the number of women employed in the sector increased by about 61%, while the number of men increased by 57.2%. As a result, no significant change has been recorded in women's representation in the sector.

Number of employees in the high-tech sector by gender (thousands), and the ratio of women employees of all the sector's employees



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

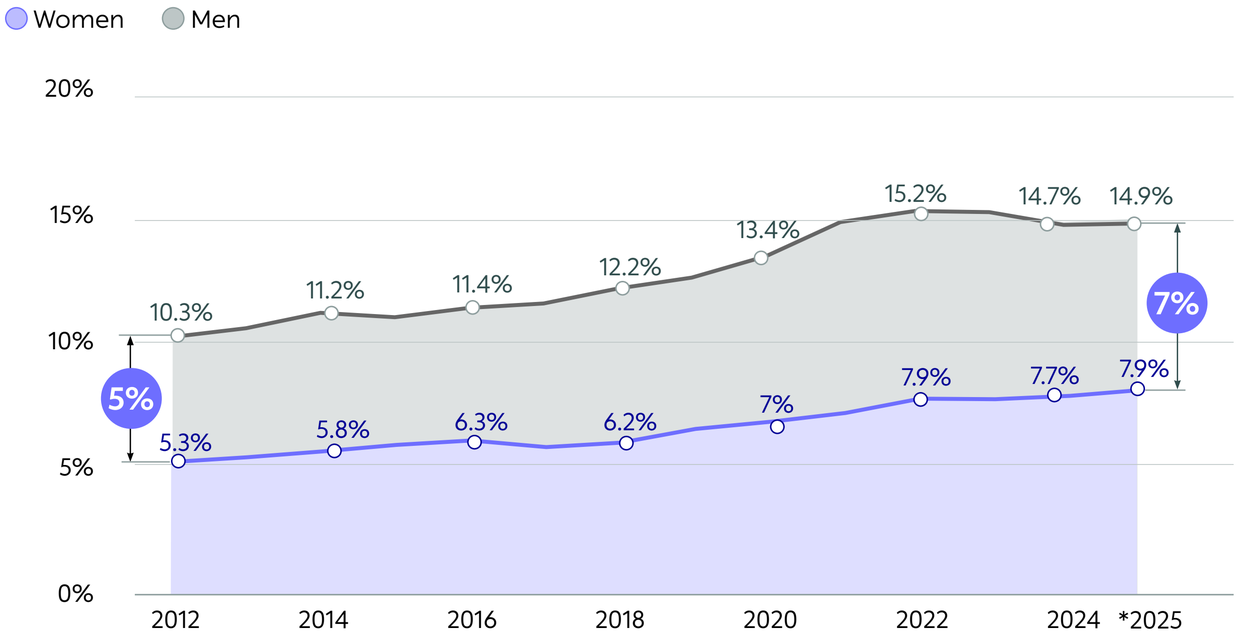
2 Data refers to the first three quarters of the year

Approximately 8% of Women in Israel Are Employed in High-Tech – About Half the Ratio Among Men

Employment in Israel's high-tech sector has increased over recent years, with the ratio of high-tech employees out of total employees in Israel rising to 11.4% as of 2025.[3] **An examination of the trend shows similar rates of high-tech employment growth among both women and men.**

However, **during the examined period, the gap between the ratio of women employed in high-tech and the ratio of men widened.** In 2012, the ratio of women employed in high-tech out of all women employees in Israel stood at 5.3%, while the corresponding ratio among men was 10.3% i.e., a gap of approximately 5%. By 2025, this gap had increased, with the ratio of women employed in high-tech reaching 7.9% and the ratio among men standing at 14.9%, raising the gap to about 7%.

Ratio of high-tech employees of total employees in Israel, by gender



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

3 Data refers to the first three quarters of the year

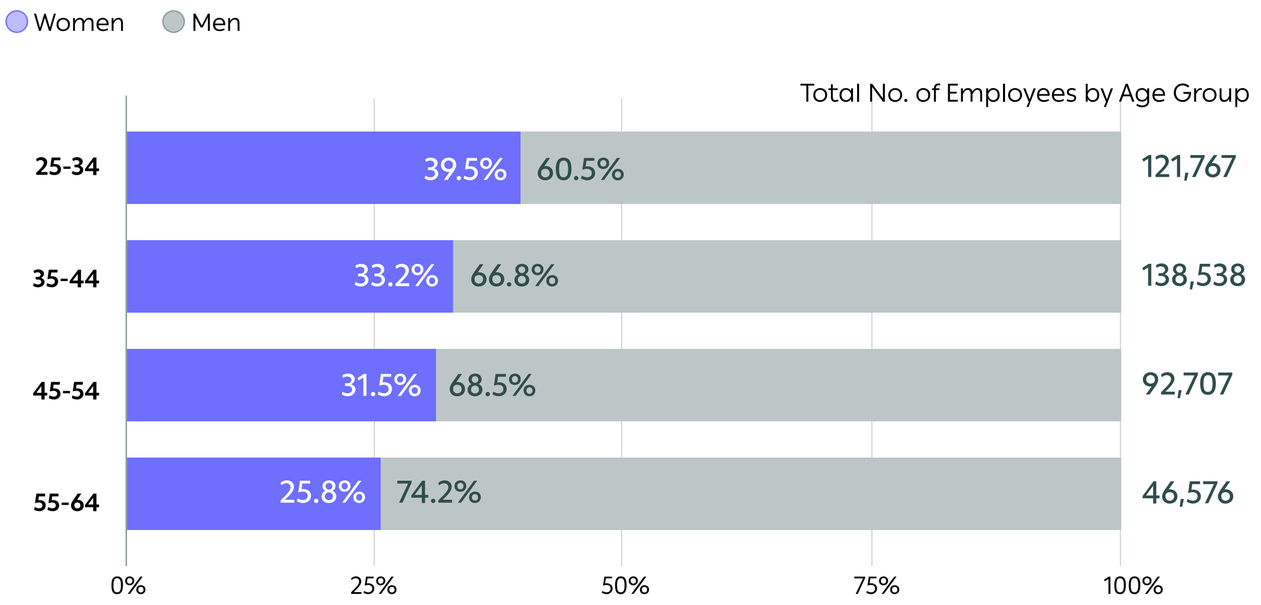
The Highest Ratio of Women Employed in High-Tech is in the 25-34 Age Group

The data indicates a variance in women's representation in the high-tech sector across age groups. In the youngest age group (25-34), the ratio of women out of all high-tech employees is higher than in other age groups across all examined years and has increased over the period under examination.

In 2025, women aged 25-34 accounted for 39.5% of all high-tech employees in this age group, up from 34.9% in 2012.[4] For more than a decade, the ratio of women among all employees in this age group has been higher than that in older age groups. Nevertheless, this increase has not significantly changed the overall employment composition of the sector.

In most of the other age groups examined, the ratio of women out of all employees in each age group also increased during this period, though to a lesser extent. As of 2025, women accounted for 33.2% of high-tech employees in the 35-44 age group and 31.5% in the 45-54 age group. The lowest ratio was recorded in the 55-64 age group, where less than 26% of employees were women.

Ratio of employees in the high-tech sector, by age group and gender, 2025*



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

4 Data for 2025 refers to the first three quarters of the year

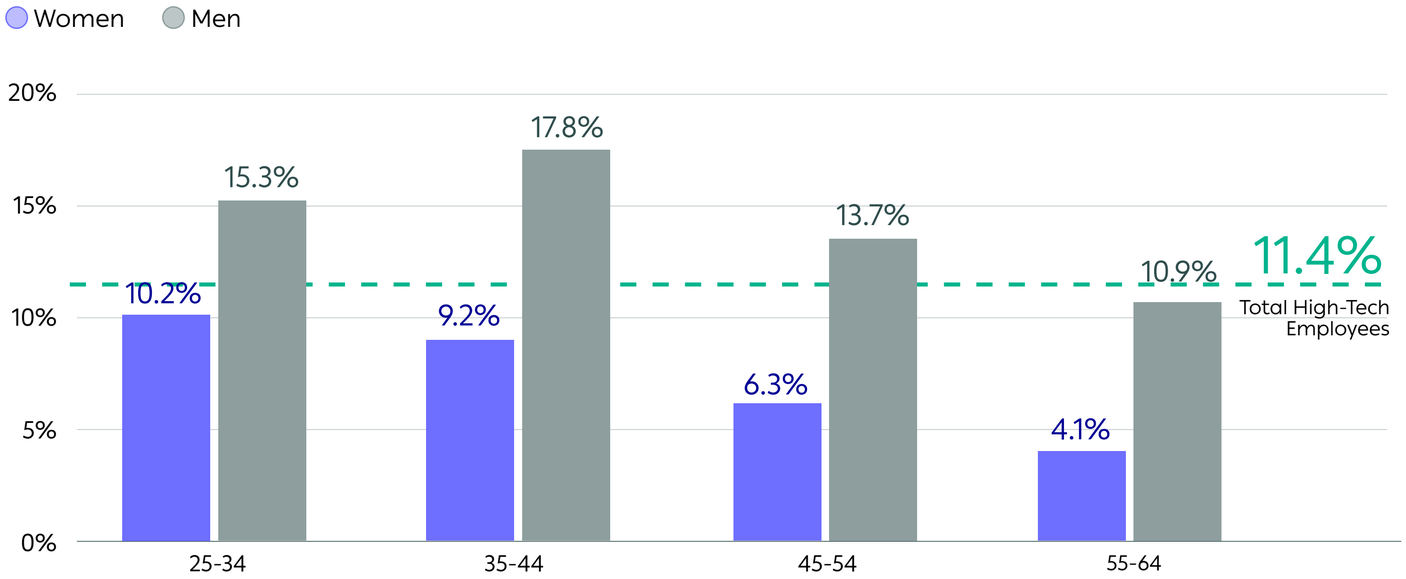
Women's Employment in High-Tech Is Higher in Younger Age Groups

The highest ratio of women employed in high-tech was recorded in the youngest age group with 10.2% of all employed women aged 25-34 working in the high-tech sector in 2025.[5] In subsequent age groups, the ratio of women employed in high-tech out of all women employees declines steadily: 9.2% among women aged 35-44, 6.3% among those aged 45-54, and 4.1% in the oldest age group, 55-64.

In every age group, the ratio of men employed in high-tech is higher than that of women. The highest ratio of men employed in high-tech is in the 35-44 age group, where 17.8% of all male employees work in the sector.

At the same time, the ratio between the level of women and the level of men employed in high-tech in each age group is higher in younger age groups, indicating smaller gender gaps among younger cohorts.

Ratio of employees in the high-tech sector of all employees, by age group and gender, 2025*



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

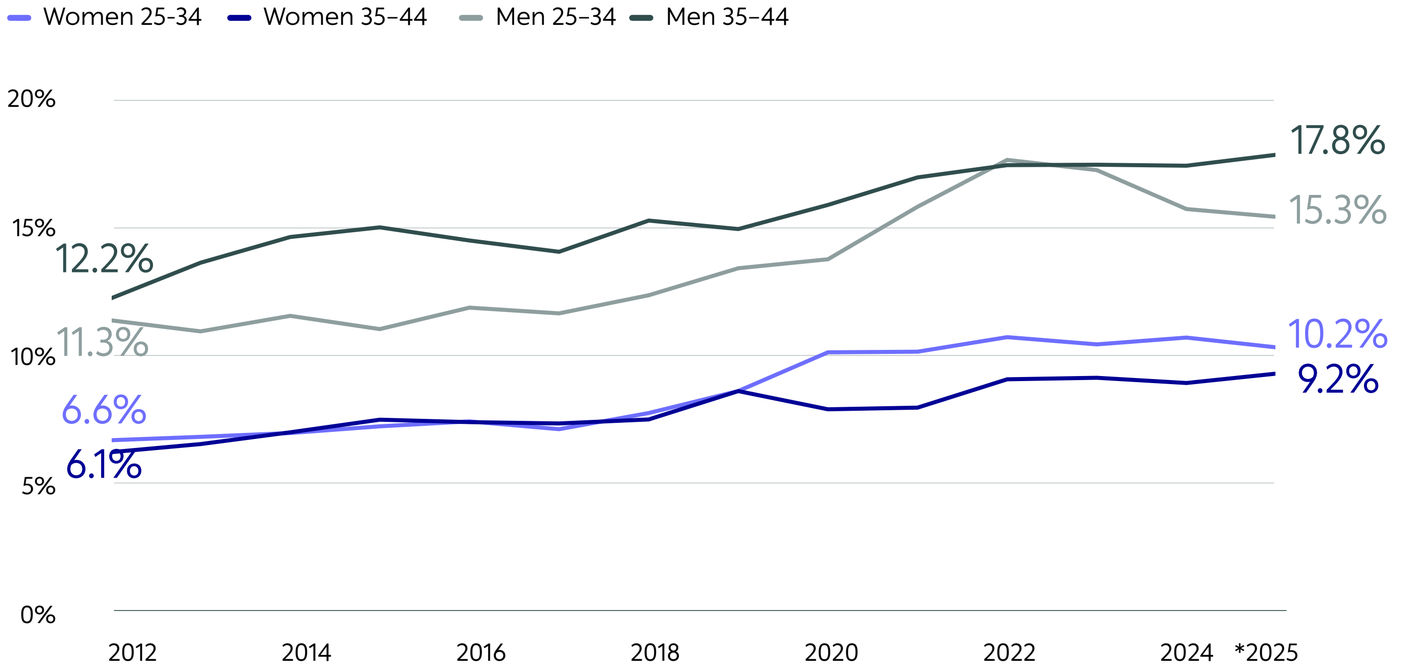
5 Data refers to the first three quarters of the year

Continued ›

Women's Employment in High-Tech Is Higher in Younger Age Groups

At the same time, **over the past decade, the ratio of women employed in high-tech out of all women employees increased across all age groups.** For example, in 2015 the ratio of women employed in high-tech among those aged 25-34 stood at 7.2%, rising a decade later to 10.2%. A more moderate increase was observed in the other age groups.

Ratio of high-tech employees out of all employees, by age group and gender



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

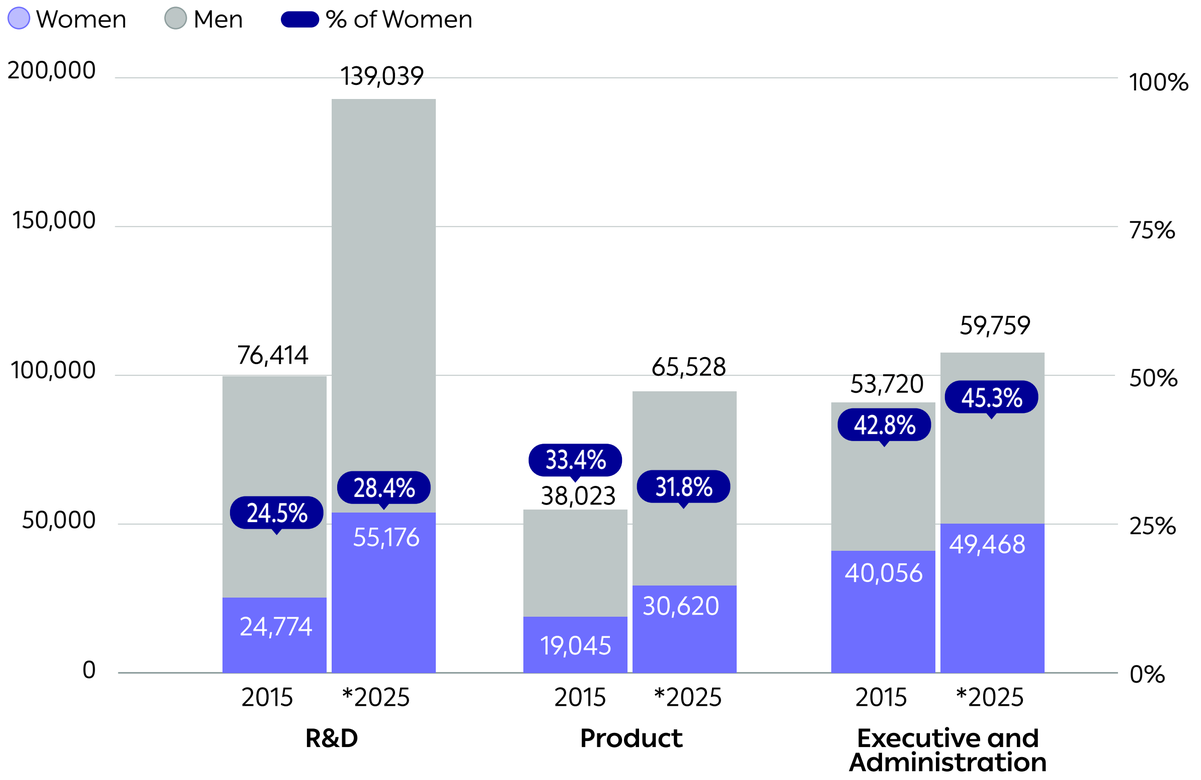
Most of the Growth in High-Tech Employment Is in R&D Roles, Where Women Comprise About 28% of Employees

As presented in previous Innovation Authority publications, most of the growth in high-tech sector employment over recent years has occurred in R&D roles.[6] **In 2025, approximately 55,000 women were employed in R&D roles in high-tech, eventually reaching a ratio of 28.4% of all employees in high-tech R&D roles**.[7] A decade earlier, in 2015, about 25,000 women were employed in high-tech R&D roles, **meaning their number more than doubled**, while their ratio of R&D employees stood at 24.5%.

In product and executive and administrative roles in high-tech, the growth rate in the number of women employed has been slower. Approximately 30,600 women were employed in product roles in 2025, accounting for 31.8% of all employees in these roles – a ratio similar to that observed throughout most of the past decade.

In executive and administrative roles in high-tech (including marketing, human resources, and other functions), the share of women increased over the past decade from 42.8% in 2015 to 45.3% in 2025, however, their number rose during this period by only 9,000.

Number of employees in the high-tech sector per year, by role, gender, and ratio of women



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

6 The roles are according to those defined by the Follow-Up Committee to the Perlmutter Committee

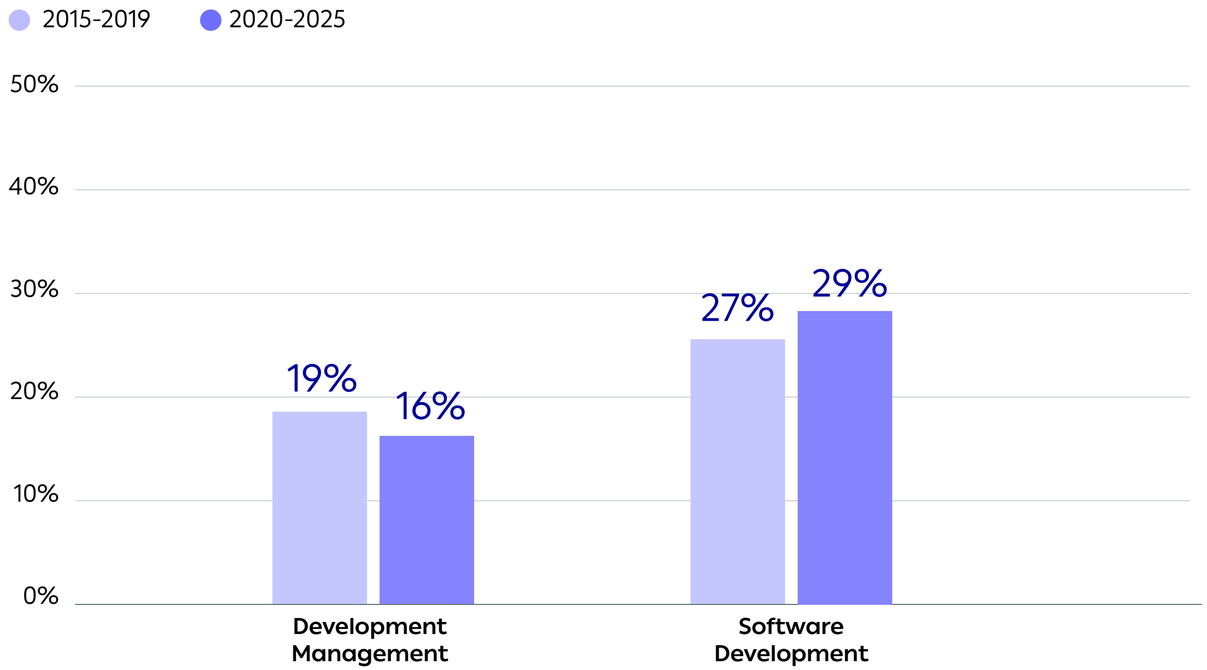
7 Data refers to the first three quarters of the year

The Ratio of Female Programmers and Development Managers Has Remained Largely Unchanged Over the Past Decade

A study of occupations included in R&D professions in the high-tech sector reveals that the ratio of women has changed very little over the past decade. **During 2020-2025, women accounted for 29% of all employees in development roles.[8] This ratio stood at 27% between 2015-2019.**

The ratio of women in R&D roles at managerial level is even lower and appears to have declined slightly over the past decade. Between 2020-2025, women accounted for an average of only 16% of all employees in managerial development roles – down from an average of 19% in the preceding five-year period (2015-2019).[9]

Ratio of women out of total employees in an occupation, per period



Source: Innovation Authority and Aaron Institute adaptations of CBS data, ages 25–64
Software Development - CBS industry classification 251; Development Management - CBS industry classification 133

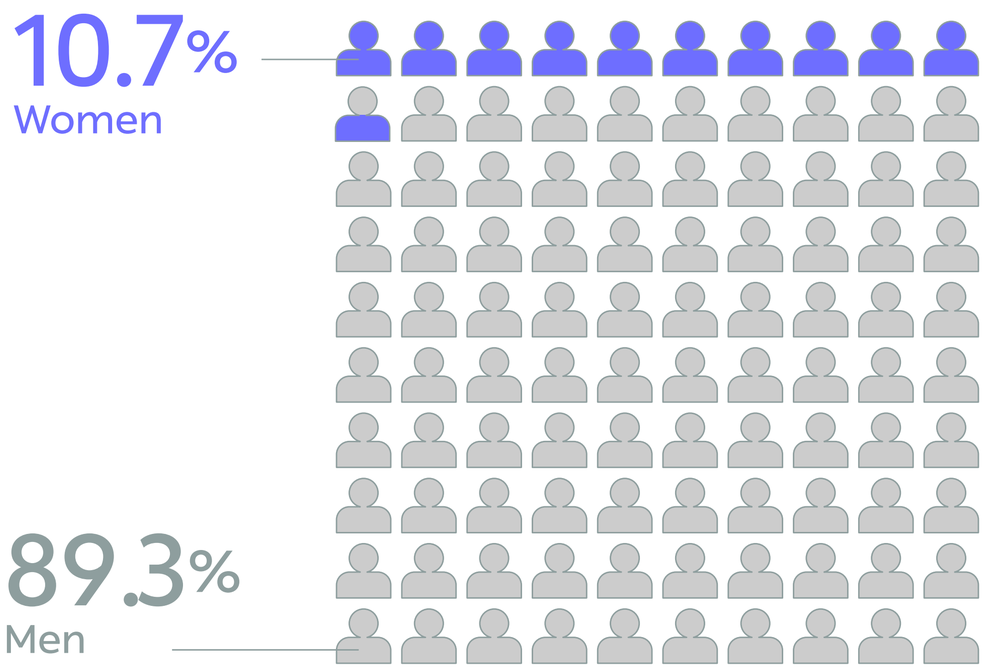
8 CBS industry classification 251
9 CBS industry classification 133

Women Lead Approximately 11% of Startups Founded in the Past Decade

Significant gaps persist in startup leadership and startups' fundraising – with no substantial change compared to previous publications on the subject. **Women lead 10.7% of technology companies founded in Israel between 2014-2025 i.e., one of every ten startups are led by a female CEO.**

After a multi-year trend of gradual growth in the ratio of female CEOs heading technology companies, a decline was registered during 2025 in the ratio of female CEOs leading companies founded that year. However, these figures are expected to be updated as additional information becomes available on companies established in 2025 (due to late detection of new companies), thereby clarifying whether this reflects an actual change in trend.

Distribution of private technology companies founded in Israel between 2014-2025, by CEO gender



Source: Israel Innovation Authority adaptation of IVC data
The data refers to 7,751 companies where the CEO's gender is known (approximately 61.5% of the companies founded during this period)

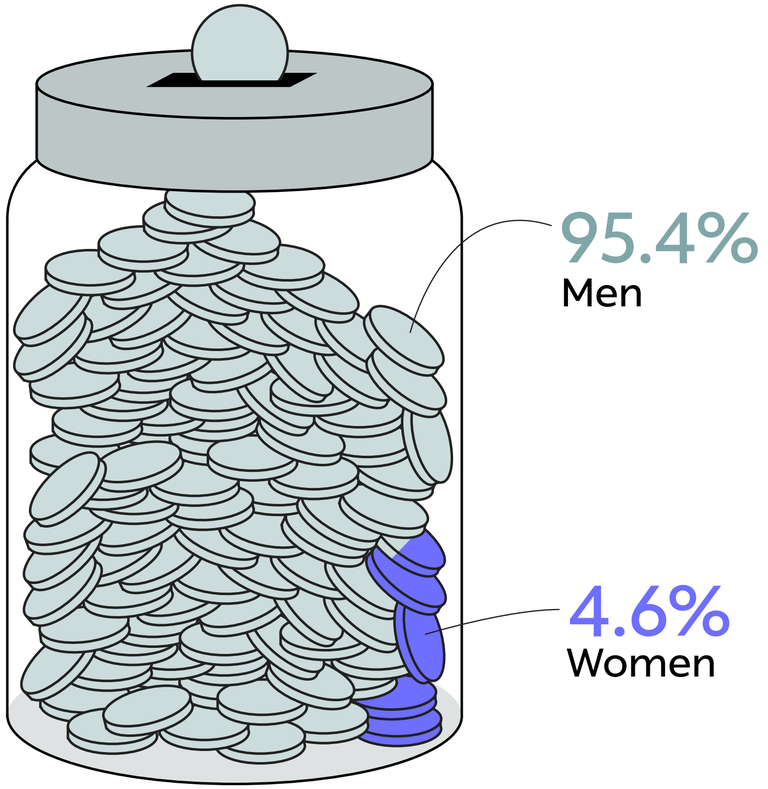
Female CEOs Have Raised 4.6% of Total Startup Capital in Recent Years

Approximately 8% of funding rounds in 2022–2025 were conducted by startups led by female CEOs (out of rounds for which the CEO's gender is known).

In fundraising terms however, **technology companies led by women raised 4.6% of the total capital invested between 2022-2025.**

In other words, companies led by female CEOs raised less funding on average than those led by male CEOs. Similar findings were reported in the 'Women in High-Tech' reports published in 2022 and 2025, indicating no change in the trend. The gap stems from the average amount raised in later-stage funding rounds (USD 50 million and above), where the number and scope of funding rounds led by women tend to be smaller.

Distribution of capital raised by technology companies in Israel, by CEO gender (2022-2025)



Source: Israel Innovation Authority adaptation of IVC data

The data refers to 2,235 funding rounds of technology companies in which the CEO's gender is known (approximately 80% of funding rounds during this period)

רשות החדשנות
Israel Innovation Authority

Status Report:

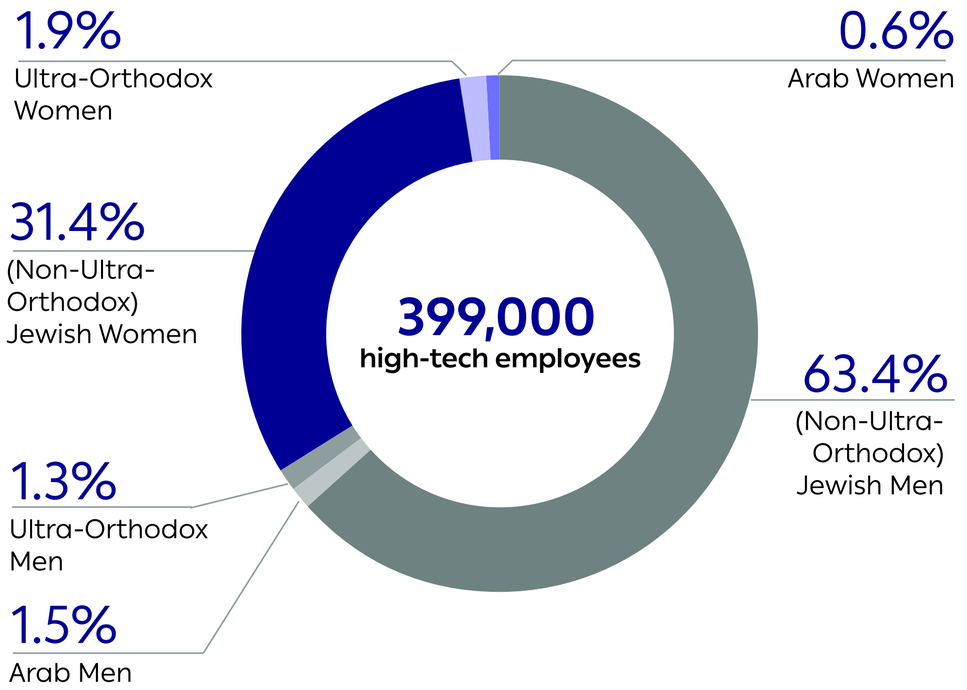
Populations in High-Tech

Ultra-Orthodox and Arab Women Comprise Less Than 2.5% of High-Tech Employees

Women from the Arab and ultra-Orthodox sectors continue to be underrepresented in Israeli high-tech. Looking at total high-tech employment, women from these population groups account for less than 2.5% of all employees. Ultra-Orthodox women constitute 1.9% of high-tech employees, while Arab women account for 0.6%.

An examination of the composition of female high-tech employees shows that **nearly 93% are non-ultra-Orthodox Jewish women.** Ultra-Orthodox women account for approximately 5.5% of female high-tech employees (about half of their ratio of the population) while Arab women account for less than 2% (roughly one-tenth of their ratio of the population).

Distribution of employees in the high-tech sector, by gender and population group, 2025*



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64

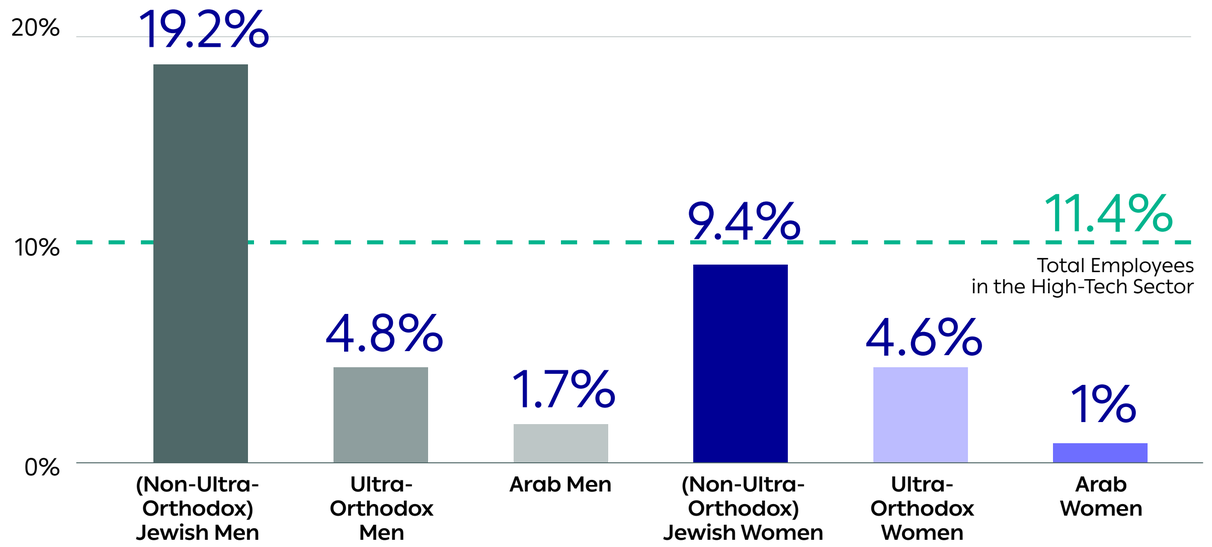
* 2025 data refers to the first three quarters of the year

One in Five Jewish Men Is Employed in High-Tech – Compared with One in a Hundred Arab Women

Significant gaps exist in high-tech employment across population groups and genders in Israeli society. Examination of high-tech employment prevalence by population group and gender shows that, overall, while one in five Jewish men is employed in high-tech, only one in one hundred Arab women is a high-tech employee.

Among (non-ultra-Orthodox) Jewish women, fewer than one in ten is employed in high-tech, while among ultra-Orthodox women this ratio stands at 4.6%.

Ratio of employees in high-tech out of all employees in the population group, 2025*



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

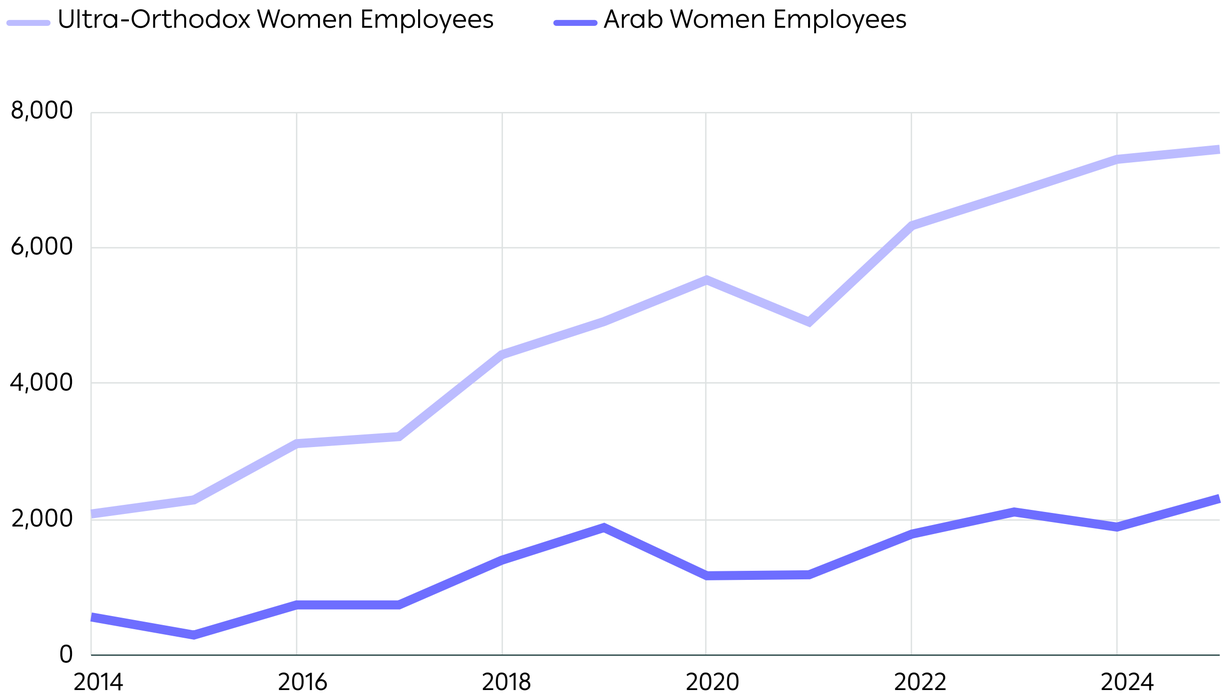
The Number of Ultra-Orthodox and Arab Women Is Growing Rapidly While Their Relative Ratio Remains Low

As noted, the ratio of ultra-Orthodox and Arab women in high-tech remains low relative to their share of the population. An analysis of the number of women and their rate of entry into high-tech shows that over roughly a decade, since 2014, the number of ultra-Orthodox women employed in high-tech increased from approximately 2,000 to about 7,500 in 2025 – a 3.6-fold increase. The ratio of ultra-Orthodox women employed in high-tech of all ultra-Orthodox women employees also rose and doubled from 0.9% in 2014 to 1.8% in 2025.

Fewer than 600 Arab women were employed in high-tech in 2014, with their number quadrupling to about 2,300 in 2025.[10] The ratio of Arab women employed in high-tech out of all employed Arab women also rose markedly, tripling in a decade from 0.2% in 2014 to 0.6% in 2025.

In other words, **the rate at which women from these two population groups are joining the high-tech sector is significantly higher than that of non-ultra-Orthodox Jewish women. However, as shown above, despite this growth, their relative share of the high-tech population remains low.**

Number of female employees in the high-tech sector per year, by population group, 2025*



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64
* 2025 data refers to the first three quarters of the year

10 Data refers to the first three quarters of the year

רשות החדשנות
Israel Innovation Authority

Status Report:

Salaries in High-Tech

Men Employed in High-Tech Earn 44% More Than Women in the Sector

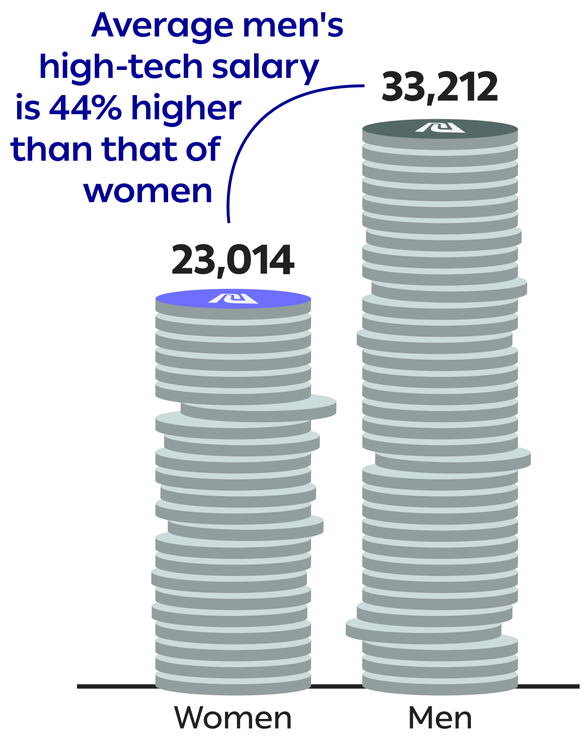
Salaries in the high-tech sector are higher than the average salary in the rest of the economy. Nevertheless, there are clear salary disparities within the sector. In 2023 – the most recent year for which data is available – **women employed in high-tech earned an average monthly salary of NIS 23,014 while the average salary of men employed in high-tech was 44% (approximately NIS 10,200 a month) higher, reaching an average of NIS 33,212.**

Compared with the average salary of women in the rest of the economy, which stands at NIS 9,995 per month, women employed in high-tech earn about 130% (NIS 13,000) more per month. The salary gap between men in high-tech and men in the rest of the economy is even wider and stands at about 165% (approximately NIS 20,700) per month.

Between 2019-2023, **women's salaries in high-tech increased slightly more than salaries earned by men.** In nominal terms, women's salaries rose by about 30% during this period, compared with a 26% increase in men's salaries. In the rest of the economy, however, salaries for both women and men increased at a similar rate – approximately 20.5%. As a result, **the gender salary gap in high-tech narrowed from about 48% in 2019 to 44% in 2023. In the rest of the economy, the salary gap is lower (approximately 25%) and remained unchanged during the same period.**

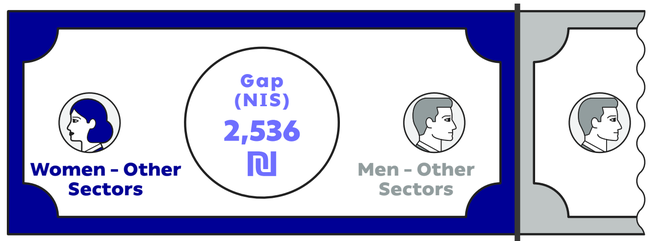
Continued ›

Average monthly high-tech salary (NIS) in 2023, by gender



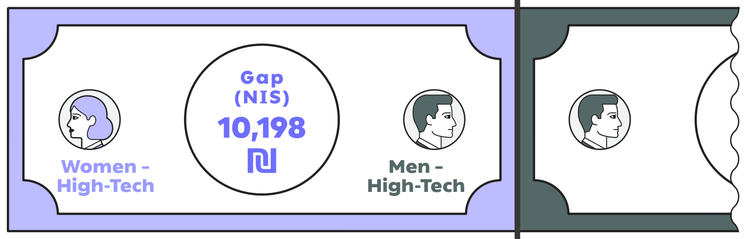
Source: Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64

Men Employed in High-Tech Earn 44% More Than Women in the Sector



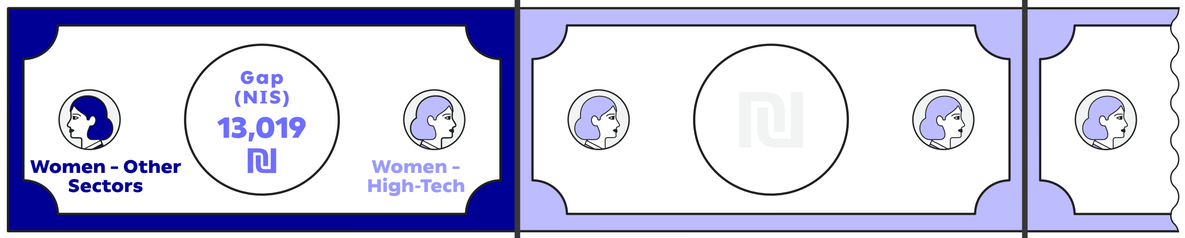
25%

Salary **Gap** Between **Men Employed in Other Sectors and Women Employed in Other Sectors**



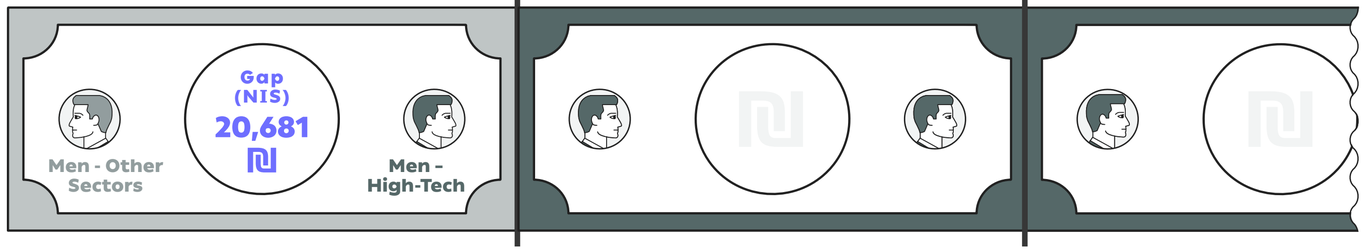
44%

Salary **Gap** Between **Men Employed in High-Tech and Women Employed in High-Tech**



130%

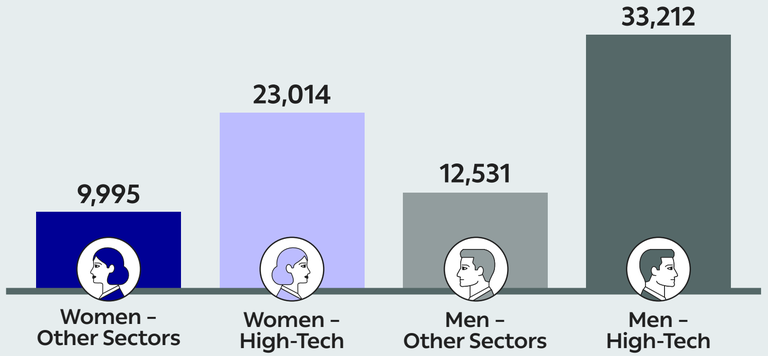
Salary **Gap** Between **Women Employed in High-Tech and Women Employed in Other Sectors**



165%

Salary **Gap** Between **Men Employed in High-Tech and Men Employed in Other Sectors**

Average Monthly Salary by Sector and Gender, 2023



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64

Men in R&D Roles Earn Almost 1.5 Times More Than Women

A range of factors influence gender salary gaps in high-tech and in the labor market in general, one that are not analyzed in-depth in this report. Among the factors contributing to salary gaps are differences in occupational fields, seniority, job mobility, the "motherhood penalty", and others.[11] However, the data also shows that significant salary gaps exist even within the same occupational fields and job categories in the high-tech sector.

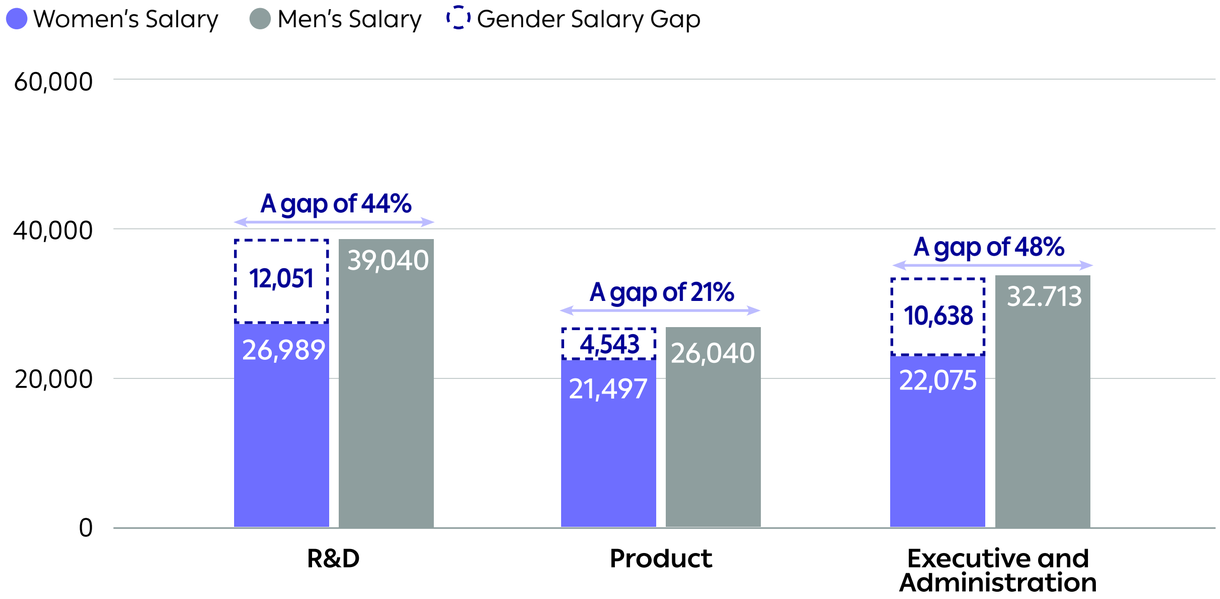
In R&D roles, women earned an average monthly salary of approximately NIS 27,000 in 2023, compared with about NIS 39,000 earned by men – a gap of about NIS 12,000, or 44%, in favor of men. It is important to note that the calculation of average salaries does not account for differences in working hours, education, managerial rank, or other variables that may affect these gaps.

In product roles, salary gaps are smaller. Women in product roles earned an average of NIS 21,500 per month, compared with about NIS 26,000 earned by men – a gap of approximately 21%.

In executive and administrative roles, which include various business and managerial positions, substantial salary gaps were also recorded. Women in these roles earned an average of NIS 22,000 per month, while men earned more than NIS 10,000 more per month (a gap of 48%), with an average monthly salary of NIS 32,700.

11 See, for example, the publication Women in High-Tech: Status Report 2024

Average monthly salary in the high-tech sector (NIS), by occupation and gender, 2023



Source: Israel Innovation Authority and Aaron Institute adaptations of CBS data, ages 25-64

Appendix: Employment in Tech Roles Across the Economy

Approximately 70% of Women's Tech Roles Are in the High-Tech Sector, with the Remainder in Other Sectors of the Economy

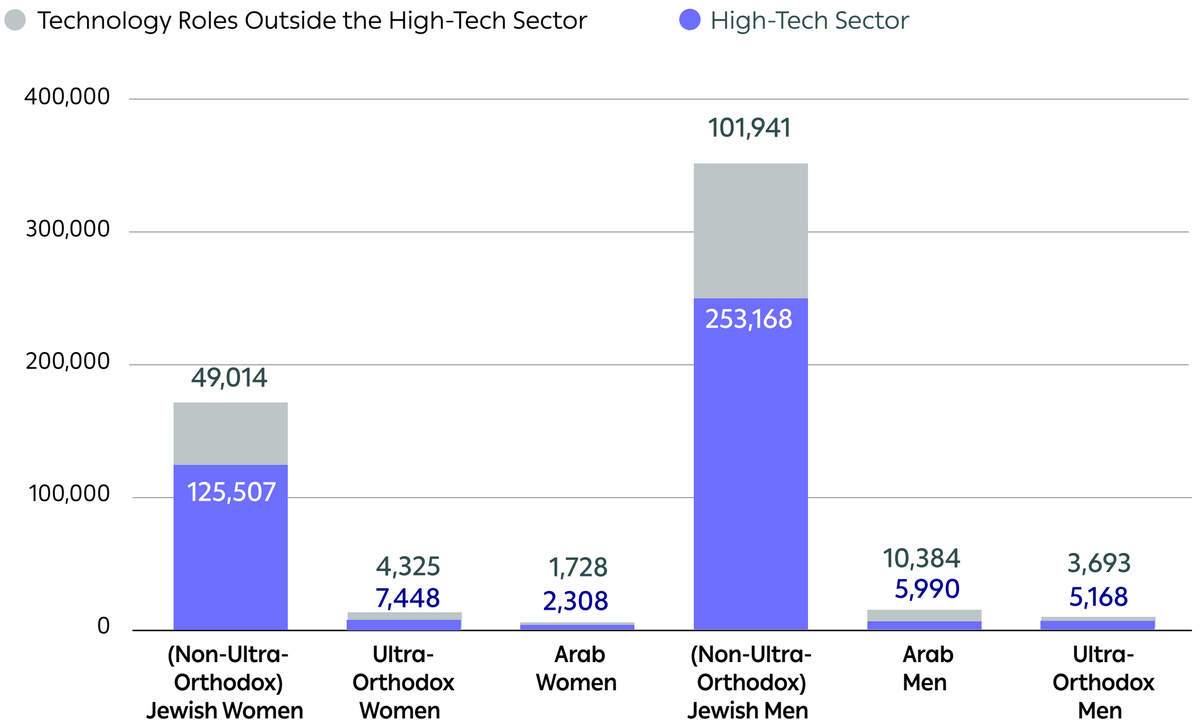
The total number of tech-role positions – both in the high-tech sector and the rest of the economy – reached approximately 570,000 in 2025.[12] About 70% of these positions are in the high-tech sector, while approximately 30% are in other sectors. A similar distribution is observed among both women and men: approximately 135,000 women are employed in tech roles in the high-tech sector (71% of the women in tech roles), with the remainder employed in other sectors of the economy.

Compared with 2024, the number of women employed in the high-tech sector increased by 3.2%, while the number of women in tech roles overall rose by about 9%. A similar, though more moderate, trend was observed among men.

An examination of the distribution of employees by population group shows that among Arab and ultra-Orthodox women, a higher ratio of those employed in tech roles work outside the high-tech sector compared with non-ultra-Orthodox Jewish women.

12 Data refers to the first three quarters of the year

Number of employees in tech roles, by sector, gender, and population group, 2025*



Source: Innovation Authority and Aaron Institute adaptations of CBS data
Data refers to the working-age population (ages 25–64) and includes occupations at the 3-digit level
* 2025 data refers to the first three quarters of the year

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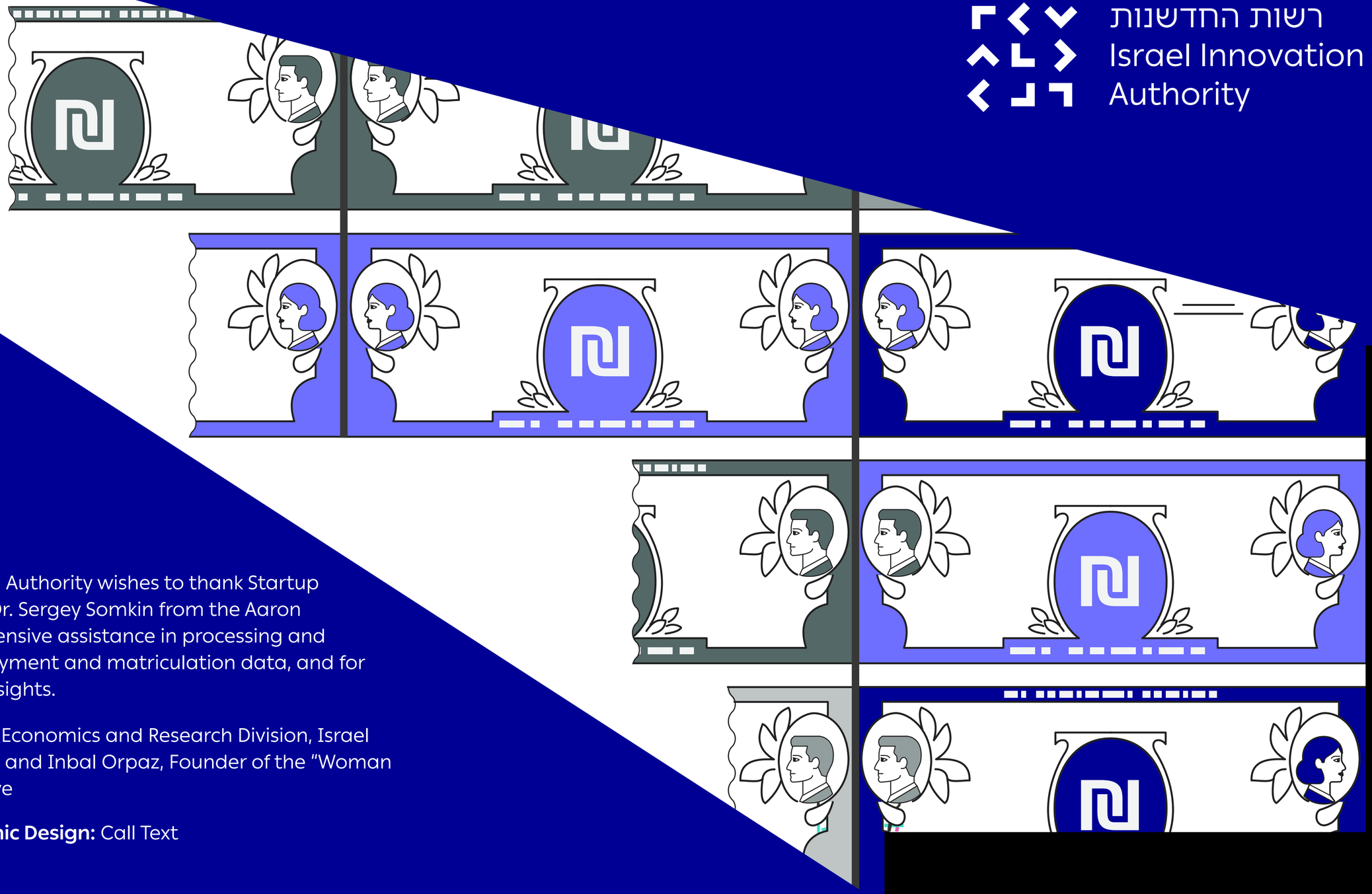

Thanks:

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Linguistic and Graphic Design: Call Text