



Microsoft in Israel

Gender Pay Report for 2024

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Introduction

At Microsoft, inclusion is foundational to who we are and how we innovate. It's how we empower every person and every organization on the planet to achieve more and how we deliver on our mission in the age of AI.

We are intentional in our commitment to inclusion because it drives better outcomes - for our people, our customers, our partners, and the world. It enables us to co-create solutions to complex challenges with empathy, accountability, and impact.

Microsoft Israel R&D Center (ILDC) is long invested in hiring, developing, and retaining exceptional talent, and in building a workplace where everyone can thrive. As part of that commitment, is releasing its 2024 Gender Pay Report in compliance with Israel's Equal Pay Law.

At the ILDC, cultivating a strong community of support for women is a key part of how we grow talent and leadership. Through the Women at Microsoft Employee Resource Group, employees build connection, mentorship, and momentum. This community fosters career development, allyship, and intersectional understanding - creating space for everyone to contribute and belong.

Our Results

Our 2024 Gender Pay Report was developed in alignment with Israel's Equal Pay Law. This legislation requires a comparative analysis of average compensation between women and men, segmented by workplace-relevant categories that preserve individual privacy.

This report reflects our continued commitment to inclusion and transparency. The data highlights where we are making progress and where we have more work to do. We remain focused on deepening our understanding of workforce dynamics and taking intentional action to foster a workplace where everyone can thrive.

Here are the results for 2024 (calendar year):

A. Percentage of the average monthly wage gap between men and women employees according to the segment chosen:

Segmentation group	Percentage of the average monthly wage gaps between ALL the women/men employees (full time & part time)	Percentage of the average monthly wage gap for a part time job position between women/men employees	Percentage of the average monthly wage gap for a full-time job position between women/men employees	Partiality of the average in a group
1	5.27%	--	5.3%	99.65%
2	1.48%	--	1.76%	99.59%
3	-1.84%	N/A*	-1.85%	99.70%
4	1.01%	3.56%	0.94%	99.19%
5	-4.62%	-4.62%	--	49.84%
6	N/A*	N/A*	N/A*	99.42%

- A negative value indicates a pay gap in favor of men, while a positive result indicates a gap in favor of women.
- In segments with a small number of employees, we have marked the data as N/A and excluded it from publication. This approach protects individual privacy and prevents the potential identification of personal compensation information.

B. Percentage of employees whose wages are lower than the average monthly wage for a full-time job in the workplace, according to the segment chosen (without specifying the name of the groups of workers in the workplace), with regard to gender:

1. Women employees: 70.15%, Men employees: 62.77%
2. Women employees: 56.32%, Men employees: 54.99%
3. Women employees: 57.85%, Men employees: 51.63%
4. Women employees: 42.20%, Men employees: 43.27%
5. Women employees: ---, Men employees: --
6. Women employees: 57.50%, Men employees: 50.00%

C. There are no employees receiving wage supplements to meet the legal minimum wage threshold.

Looking Ahead

At Microsoft ILDC, our commitment to inclusion is grounded in a globally informed, culturally aware approach. We recognize that to build a truly inclusive culture, we must continuously expand our understanding - so that the work we do resonates across communities, cultures, and countries.

This intentionality is what enables us to imagine, anticipate, and co-create the solutions, services, and ways of working that keep us relevant and competitive - today and into the future. Inclusion is not just a value we uphold; it's a capability we activate to drive innovation and impact at scale.