

(RMPP_PCOM7E April 2024)

Research Methods and Professional
Practice

Unit-7 Assignment

Literature Review

Date: 17 Jun 2024

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Introduction

When society talks about the gender pay gap, it means the earning difference between men and women, and it is usually compared using the male earnings by percentage. This gap is a crucial problem facing various industries around the world, a problem that is particularly challenging in the technology industry. In technology-heavy Israel, the long history of persistent gender pay gap persists (Karazi-Presler and Sasson-Levy 2022). This literature review will examine the severity of the gender pay gap in the Israeli tech industry, attempt to understand the causes of the pay gap in-depth and explore ways in which the gap can be closed.

Research Design

This research is conducted by Secondary Data Analysis, using the quantitative data obtained from many reliable sources, such as Israel Central Bureau of Statistics, Power in Diversity Israel, and the Israeli Innovation Authority. The analysis will cover the existing stat data of wage discrepancies, type representation as well as the accessibility of promotion pathways for men and women in tech. Through the analysis of these datasets, the aim of the study is to identify patterns, trends, and magnitude of the gender pay gap, accounting for a holistic overview of the problem in a well-defined, quantitative manner.

Research Methodology

This methodology will be based on the gathering of secondary quantitative data and a review of official reports and studies. Credits from the Israel Central Bureau of Statistics, Power in Diversity Israel, Israeli Innovation Authority have been represented. The method focuses on getting the available data for the salary, the distribution of employment in the sectors and the rate of promotions by gender in the

technology field. The gender pay gap is measured using statistical methods (e.g., comparative analysis, and trend analysis). It is an approach that promises a robust and wide-reaching examination of the gender pay gap, based on existing, high-quality quantitative evidence.

Literature Review of Existing Available Literature

Israel's ever-growing tech industry powerhouse falls short when it comes to gender, as numbers often showcase a male-dominated field, even as potential for economic growth and innovation continues to develop (Cooper, Aharony and Bar-Ilan 2021). The marked increase of women in tech has not suffered from a significant pay gap for mostly male talent pools. In light of available data, this meta-review looks at the current status of the gender wage gap within the Israeli tech sector, as well as hypothesising causes.

Occupational segregation is one of the main reasons for the gender pay gap in the Israeli high-tech industry (Chen, Torsin and Tsang 2022). Women are overrepresented in lower-paying roles (administrative & support) and underrepresented in higher-paying (technical & manager) roles where most males work. This division is a direct result of social cross-offs and schooling, in which fewer women practice such subjects at higher education properties of STEM (Science, Technology, Engineering, and Mathematics).

The gender pay gap in Israel's technology sector is just another facet of the wider societal gaps and has various industry-specific points. The following year, in 2022, Intel revealed that the pay gap between men and women in their Israeli divisions was only 3% on average (Ben-Porat et al. 2022). However, this number doesn't include

salary, tenure or other non-gross pay influences in work. Taking that into account, the gender pay gap in December 2022 was under 1% of pay. A few words of caution, these gaps frequently appear as a result of different work patterns, some even choice of the employee- such as shift work, overtime, share purchases, car type, or a change in the job during the year. Maternal leaves are still now creating a huge mess in certain firms because of the belief system of no work no pay persists.

The technology sector in Israel, frequently called the "Startup Nation," is known for its innovation and high-tech capabilities. Building a startup in this country also means exposing yourself to a rich ecosystem of local startups, mature tech companies and a large concentration of multinational corporations (Heilbrunn 2022). The tech sector is a driving job and revenue creator in Israel, where it accounts for an outsized percentage of GDP and much of the country's employment. But far from being exemplary, the sector too is plagued with gender-based inequalities.

Gender Pay Gap in Israel's Tech Studies & Reports speaks certain facts and figures. According to the Israel Central Bureau of Statistics (CBS), women hold only 24% of positions in Israeli tech companies and are paid about 30% less than men. Again, this disparity increased at relatively high salary levels and in senior jobs. For example, the difference can be up to 40% in executive and managerial positions.

Limited career advancement opportunities for women contribute significantly to the gender pay gap. Women in tech tend to hit career ceilings that keep them from being promoted to leadership roles. According to a survey conducted by the Israeli Innovation Authority (2019), women are less likely to be promoted to the highest senior

roles compared to their male colleagues. This lack of representation in leadership is not only a hindrance to their earnings but entrenches the man's world in the corporate scene.

A second study, conducted by Compete in conjunction with Power in Diversity, Viola Group, and Meitar Law Offices found women underrepresented in the Israeli tech industry and wage disparity prevailing especially in executive positions. While in professional employment, representing the bulk of high-tech workers, a 20% pay gap exists. Earlier this year which is 2024, a survey ahead of the Mind the Gap conference found that male workers in Israeli high-tech earn 30% more than their female counterparts, with only 3% of the industry's CEOs being women. The difference in this percentage is too large to be a coincidence and is characteristic of the sectoral problem.

The Power in Diversity Israel (2020) report similarly reported these findings. This shows that men have much higher monthly wages than women in the tech-world market. It also shows that women are still far fewer of the high-paying technical jobs - software engineering and data science - which it is thought that helps to widen this pay discrepancy gap.

Meanwhile, figures published by the Jerusalem Post showed a greater divide of 30% based on average salary with men in Israeli high-tech earning more than women. The gap is broad and applies to roles at all levels in the industry. For example, A Male with the same characteristics as a mid-level backend programmer could have an average salary of NIS 35,000 and for a female, it could be NIS 31,000. This gap flows over into

the level of seniority as well, to the tune of an estimated average salary of NIS 31,000 for a male senior project manager, in contrast to NIS 27,000 awarded to his female parallel.

Work-life balance and family responsibilities are also key contributors to the gender pay gap (Lo Sass et al. 2020). One reason for this is that women disproportionately carry the burden of primary caregiving in Israel (and, of course, in many other countries,) leaving them with fewer hours to earn money and advance in their careers. Women juggle family commitments while this will apply to some men as well, the tech industry is notorious for its toxic work culture of long hours and high commitment, something which many women find challenging to balance with work requirements. This reflects the underrepresentation of women in high-tech positions in Israel. Despite the gains, women make up only 34% of the workforce in the sector, and as of this year, only 24% of all management roles - a 6% increase from 2021. Yet women still make up only 3% of industry CEO positions, demonstrating the dramatic shortfall at the top. Gender pays gap; the effect of implicit and explicit discrimination- yet all too often, women are losers in hiring, performance assessment and compensation reviews which are biased due to their gender. Previous research has found that women ask for lower salaries than men and that they are less likely to negotiate, partly out of societal expectations and a fear of backlash (Arceo-Gomez et al. 2022). Furthermore, unconscious biases can impact managers' view of women's ability and commitment to progress and be paid equally.

It is the Gender Wage Gap that is more than an outcome of pay income, and also a representation of more structural socio-economic disadvantage in the patterns of tech

industry employment. Women make up only 17% of earners at the highest percentile, but 55% at the lowest percentile, for example, and the distribution of wages is skewed. It shows women are paid less and are in fewer higher-paying positions. Israel's gender wage gap is higher than the OECD average, however, and over the past decade, the gap has widened, according to a study by SSRN earlier this year which is 2024, a report placed the pay differential in monthly salaries for Israeli employees at the beginning of their careers at 33% (Debowy, Epstein and Weiss 2023). This period coincides with family formation and expansion, suggesting that societal and familial roles may contribute to the wage gap.

The causes of the gender pay gap are complex and multifaceted. Social norms and expectations related to gender roles, differences in negotiation behaviours between men and women and unconscious biases that are present in decision-making about hiring, promotion and compensation (Ogunyemi 2021). Further, maternity leave and childcare responsibilities often are not adequately supported in the professional space. It also can interfere with women's career progression (Gallardo 2021).

Efforts to close the gender pay gap in Israel's technology sector involve a combination of policy interventions, corporate initiatives, and cultural shifts. With the gender pay gap- females earning less than their male peers for the same work-Intel and other companies are addressing equal pay for equal work by conducting regular pay equity analyses to identify and address unexplained pay differences. This is positive in terms of the presence of women in executive teams, and the overall importance of leading women in the industry has been increasingly evident over the past decade, but it does not lead to equal pay.

She Codes is a community-led initiative in Israel to induct more women into tech. The most well-known example is the organization that provides coding workshops, mentoring programs, and networking opportunities for women in tech a couple of evenings a month. She Codes enables women to progress in their tech careers by delivering a supportive community and opportunities for skill development, resulting in a fairer industry.

As such while there are some firms in which the differences in the average reported salaries are tiny, if at all, after all controllable factors are accounted for, in the main the data overall still indicates a clear gender pay gap in the technology industry in Israel. It would take every single stakeholder - from businesses, and communities, to policymakers, to promote a culture of equivalence, and inclusivity to ensure pay based on competency, not gender.

Conclusion

Addressing the gender pay gap in Israel's tech sector is a multi-faceted challenge and will likely require a complex solution; some of the possible steps needed to be taken, such as legislating gender bias into minimum wage, are controversial. Progress has been made in the push to promote gender and pay equality, but pay and representation are far from equal for males and females. To close the gender, pay gap in tech, Israel must work to encourage more women to study STEM, pass equal pay policies, assist women to leverage their careers, provide solutions for discrimination and bias, and leverage supportive government policy. It is incumbent upon all of us, from the public sector and the private sector, to continue striving for a technology ecosystem that is inclusive and equitable. Therefore, this literature review provides an

in-detailed analysis of the relevant data available over the Internet along with its statistical analysis. Hence, going through this literature review will keep up with the idea that Israel being one of the bigger tech giants is still struggling with gender pay gaps.

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