



Ireland Gender Pay Public Report December 2022 - Wix.com

Workplace name

Wix Online Platforms Limited

Industry

High-tech & Technology

#of Employees in June 2022

560

Wix was built around the idea that everyone has the right to be successful online. This same vision defines us as a company: creating a work environment where anyone is welcome and has the right to grow, succeed and make an impact.

Equality has been one of the core values at Wix for many years. In fact, **we've been reviewing compensation equality globally for the past 5 years**, long before any legal requirement. Whenever we find unjustified gaps, we fix them. That doesn't mean that everyone at Wix gets paid the same, but rather that we're proactive in making sure that the only things that affect pay are skills and performance, not biases.

Wix's statistical model

Our approach when it comes to pay equality is to ensure we're comparing apples to apples. At Wix, we divide our employees into roles and professional expertise. We then compare base salary only - since we believe it's the one component that truly reflects whether or not we have a bias. Commission, bonus, overtime and other compensation components are left aside, since these are based on performance or changing parameters and may not be a part of every individual's compensation package.

Our statistical model neutralizes non-gender elements that may affect compensation, such as professional expertise and tenure, providing an accurate indication of any existing gender gaps.

Based on current data and according to our statistical analysis model (that we've used at Wix for the past 5 years), **our current weighted average pay gap in Ireland is**

0.6% in favor of Males

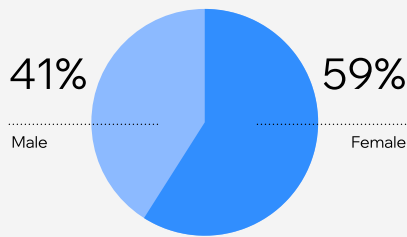
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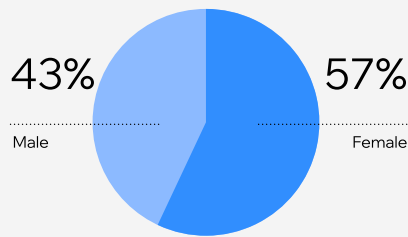
Wix Ireland site overview data

Gender split at Wix Ireland, June 2022

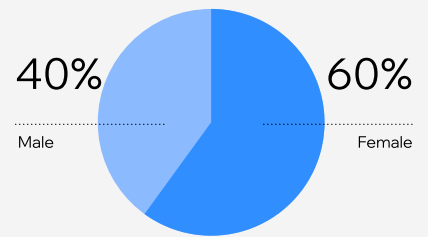
Total HC: 560 employees



Wix Ireland workforce

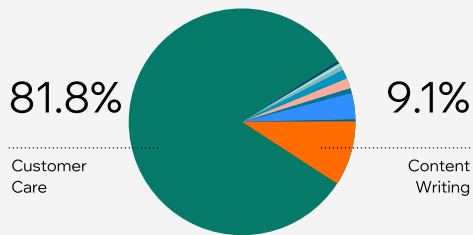


Wix Ireland leadership



New Wix Ireland leaders (promoted in 2022)

Wix Dublin HC roles overview



- Marketing
- R&D
- Sales
- BA
- Content Writing
- People
- Finance
- Operations
- IT
- Customer Care

The Ireland law requirements

The law requires us to divide our population into **quartiles** based on hourly compensation (Upper, Upper Middle, Lower Middle and Lower, with 25% of the Wix Ireland population in each quartile), and present the proportions of male and female employees in each quartile. We're required to then calculate mean and median hourly compensation of male and of female employees, and present the gender pay gap between the two.

For the full law requirements, [click here](#).

Law requirement terminology intro

- Mean Gap** Difference between male & female mean hourly wage. The mean hourly wage is the average hourly wage across all Wix employees in Ireland
- Median Gap** Difference between male & female median hourly wage (the middle paid for each). The median hourly wage is the employee that is in the middle among all of our employees
- Pay Quartiles** This is how we divided our employees based on hourly pay (male & female) with 25% of our population in each group

Snapshot date requirement

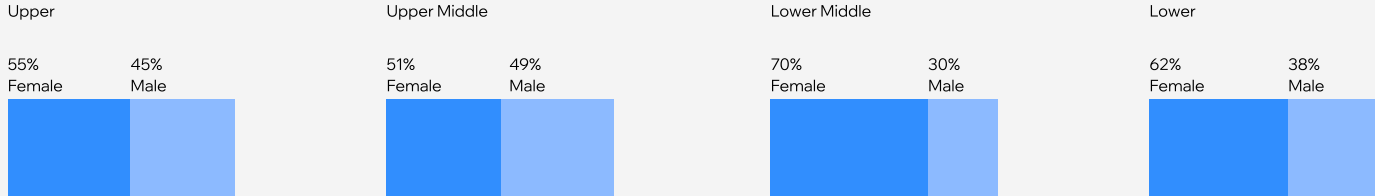
Wix chose June 30, 2022 as the snapshot date for the report. The reporting period is defined as 12 months immediately preceding and including the snapshot date (July 1, 2021 until June 30, 2022). Our total headcount on the snapshot date was 560 employees.

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Our results according to the Ireland law requirements' analysis

Percent of Male/Female per quartile



Mean and Median gaps

	Mean hourly rate of pay**	Gap in favor of males	Gap excluding commission
Mean Gap between M & F		7.0%	4.3%
Median Gap between M & F	Median hourly rate of pay**	2.8%	2.6%

* The % refers to a total HC of 560 employees

** The mean and median hourly compensation of part-time and of temporary employees were not calculated, since during the reporting period we had no part-time employees and only one temporary employee

Received benefits in kind - all employees (100% M & 100% F)

Gap in favor of males: 32%

Commission and/or bonus paid to Ireland employees



Commission & Bonus Gaps

	Mean commission and/or bonus	Bonus HC / % of Total HC	Commission HC / % of Total HC	Gap in favor of males
Mean commission & bonus Gap between M & F		32M vs. 36F 12.1% of total HC	13M vs. 9F 3.9% of total HC	60.4%
Median commission & bonus Gap between M & F	Median commission and/or bonus			14.3%

Although the gap seems large, it's mainly due to the commission component, which only 3.9% of our employees received. Since that's a very small percentage of our total HC, the magnitude of those receiving higher commissions is extremely high and shifts our data.

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Gap explanation

Most of Wix Ireland employees (82%) are part of the Customer Care team.

The gap in favor of men is mostly attributable to the Sales team (comprising only 4% of the total HC), who customarily are compensated higher, and is majority male (most applicants are male, consistent with the overall trend in the Ireland market regarding sales positions).

The gap is further enhanced by the fact that within the Sales team, the Mid Market & Enterprise positions that entail higher commissions are majority male, while in Account Management positions - which have lower commission - there's a slight majority towards women.

Having said that, when excluding the commission component from the mean hourly rate, the gap between male and female is significantly lower, as shown in the "Mean and Median Gaps" table above.

Gap explanation- Sales demographics overview	Gap Role	HC / % of Total HC	Wix demographics		Market demographics*		Pay gap mean	Pay gap median
			Males	Females	Males	Females		
	Account mgmt	6M vs. 7F 2.3% of total HC	47%	53%	49%	51%	-4.8%	4.1%
	Mid Market & Enterprise account executives	6M vs. 1F 1.25% of total HC	78%	22%	79%	21%	65.3%	67.1%

*This data is directional, as it was extracted from LinkedIn Talent Insights, which is limited to the data LinkedIn users share on their profile

The main commission gap comes from the higher commission payments of Account Executives, where we only have 1 female employee. More than 40% of this majority-male team received higher commissions, which profoundly impacts the gap.

What we're doing to change the current status

Although this situation is aligned with current market trends, we're proactively trying to eliminate or reduce the gaps by doing the following:

- **Increasing the diversity of our candidate pool:** Reviewing our recruitment and selection processes to ensure we attract diverse applicants and that the process for all advertised roles is inclusive.
- **Increasing job opportunities for existing and future talent:** Making employment more accessible and attractive to women by offering different working models (e.g., remote and hybrid).
- **Addressing unconscious bias:** Understanding and recognizing existing unconscious bias, and correcting it within our recruitment and selection processes, in addition to manager training on the topic.