

2022 Global Equal Pay Report - Wix.com

Number of employees
5,516

Number of locations
16 countries, 26 locations

Date
31 Dec 2022

WIX

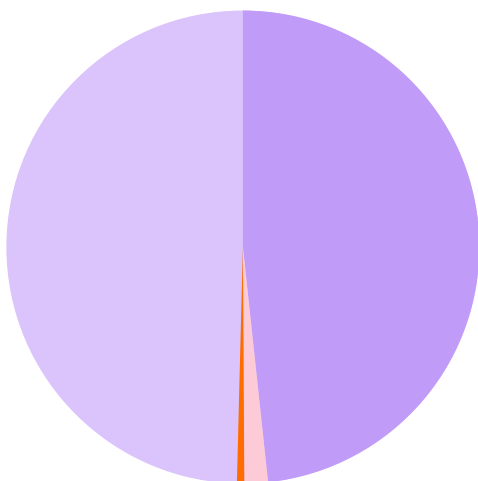


Wix was built around the idea that everyone has the right to be successful online. This same vision defines us as an employer: creating a work environment where everyone is welcome and anyone has the right to grow, succeed and make an impact. We believe in creating a culture of inclusion and ensuring that every person has an equal opportunity to make the most of their talent - and be rewarded accordingly.

Equality has been one of the core values at Wix for many years. In fact, **we've been actively reviewing compensation equality for the past 6 years**. When we find unjustified gaps, we take active actions to 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, and not biases.

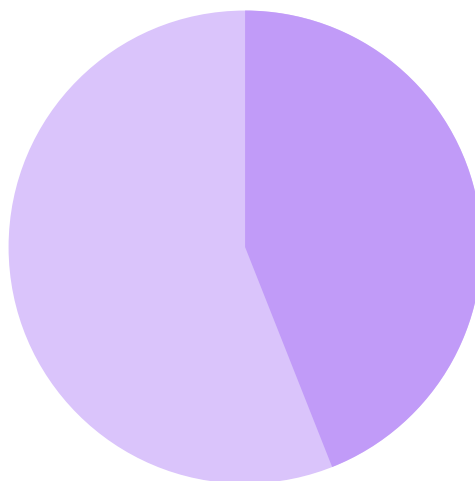
To start, here's some general data on the gender split at Wix*

Wix workforce



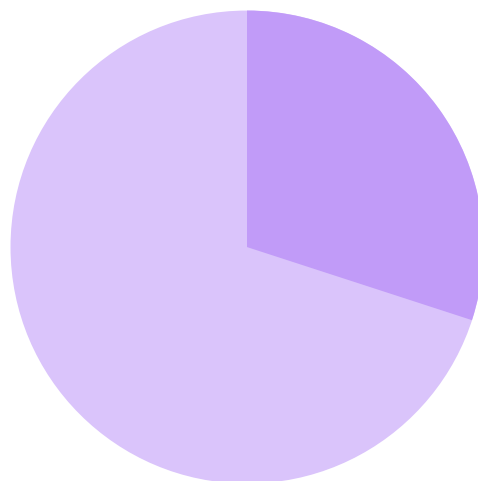
- Men - 49.6%
- Women - 48.3%
- Not specified - 1.6%
- Other** - 0.5%

Wix leadership



- Men - 56%
- Women - 44%

Wix tech roles



- Men - 70%
- Women - 30%

*As of December 31, 2022

** 'Other' may include non-binary, third gender, two-spirit, transgender, gender-fluid and other gender identities





THE MODEL

- The model we use focuses on gaps within professional groups per country, while also accounting for professional expertise.
- Analysis was conducted on base salary, for full time employees only.
- To maintain employees’ privacy, information is shared only regarding groups where the M/F sample is large enough so that no single employee can be identified.
- In this report, we’re focusing only on gender pay gaps.

THE RESULTS

- When looking at our global weighted average, in all but 1 of our employee groups the pay gaps between men and women are small (<5%).*
- Our overall weighted average** pay gap between men and women is **2.4%** in favor of men

Other & non-binary employees are, of course, part of our ongoing efforts and are included in all compensation-related decisions

* Of groups that could be included

** Calculated according to the different groups’ sizes



GLOBAL ANALYSIS HIGHLIGHTS

- **Internal mobility** between professions and roles may require a salary and/or role update, which can take time. This causes temporary inaccuracies in the data, which translates into pay gaps in the report. However, once the updates are made, these gaps disappear.
- Some of the gaps shown derive from the fact that within these groups **we have more men in higher seniority levels & positions.**





Job Family	Global Weighted average	Israel	US	Ukraine	Lithuania	Ireland	Comments
BA Analyst	-0.5%	0.5%	-	-6.2%	-	-	Ukraine - gap is due to majority of men in senior managerial positions
Business Operations	-6.2%	-6.4%	-5.3%	-	-	-	IL & US - gap is due to a wide range of professions, and majority of men in senior management positions
Content Writing	-1.9%	-1.8%	0.8%	-	-	-4.3%	-
Customer Care	-0.8%	-3.5%	-4.6%	2.1%	-	-0.9%	US - Gap for Customer Care hourly paid employees stands on -2.1%
Data Science	-4.7%	-4.7%	-	-	-	-	-
Design	-2.7%	-2.7%	-	-	-	-	-
Finance	-2.6%	-3.6%	1.3%	-	-	-	-
Fintech & Payment	1.0%	1.0%	-	-	-	-	-
HR	-2.7%	-2.7%	-	-	-	-	-
Legal	-2.3%	-2.3%	-	-	-	-	-
Marketing	-3.5%	-4.7%	4.5%	-	-	-	-
Ops Admin	-1.0%	-1.0%	-	-	-	-	-



Group	Global Weighted average	Israel	US	Ukraine	Lithuania	Ireland	Comments
Product	-2.8%	-2.9%	-	-	-1.1%	-	-
UX	-0.7%	-0.4%	-	-	-3.3%	-	-
Sales & BizDev	1.0%	0.4%	1.9%	-	-	-5.0%	-
R&D	-3.7%	-2.0%	-	-11.3%	-5.7%	-	Lithuania & Ukraine - gaps are mostly due to recent internal moves & profession changes. Salary reviews are already in process, and expected to shrink the gaps.

Weighted Average >

-2.4%

-2.3%

0.2%

-4.6%

-5.0%

-1.4%

*Gaps presented in negative values (-) are in favor of men; gaps presented in positive values + (plus) are in favor of women

**Analysis focuses on 5 main locations with substantial amount of employees



WHAT WE'RE DOING NEXT:

- **Women in R&D:** We're currently working on increasing the percentage of women in Senior & managerial tech positions. We created a task force that started to dive deeper into this issue and set ourselves a goal to increase the percentage of women in leadership roles in the R&D population. We started with research and involved engineering managers in order to set a game plan for that. We believe that raising the number of women in engineering leadership will be an overall game changer for women in R&D and will have various positive effects, going much deeper than equal pay, for all developers - not just the female ones.
- **Enter:** The 2023 Wix Enter student program recruitment efforts have launched, and we know from previous experience that programs such as Kickstart & Enter are great opportunities to recruit talented women for dev positions. We see women who were recruited through these programs growing with us & becoming managers, and we want to see more of that. As we get closer to the upcoming program, we're putting extra effort to bring in more women participants into this student program.
- **Correcting potential unjustified pay gaps:** When specific cases of unjustified gaps (hurting either men or women) are found, we'll proactively act to correct any of them.

