

Amazon Israel Gender Pay Gap Public Report For 2021

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Activity industry: Technology

Amazon is reporting on two entities (Annapurna Labs LTD and Amazon Dev Center (Tel Aviv)) combined as one reporting group. The data is segmented into five groups. Our segmentation approach took into consideration our organizational structure, legislative requirements, data privacy, ensuring all-employees are included, and groups are sufficiently sized to analyze.

Groups according to segmentation	Percentage of average gross wage gaps between all male employees and female employees in the group	Percentage of average gross wage gaps for part-time employment between male employees and female employees in the group	Percentage of average gross wage gaps for full-time employment between male employees and female employees	Partial employment average in the group
A	-19.1%	3.7%	-19.8%	6.3%
B	-1.9%	2.2%	-3.0%	30.1%
C	-8.1%	0.9%	-8.2%	0.8%
D	-6.6%	8.9%	-7.7%	0.6%
E	18.3%	-	18.5%	1.9%

Percentage of employees whose gross wage are lower than the average gross wage in the workplace:

- (A) Male employees 22.2% Female employees 63.6%
- (B) Male employees 51.2% Female employees 52.1%
- (C) Male employees 44.0% Female employees 62.4%
- (D) Male employees 51.9% Female employees 65.7%
- (E) Male employees 68.0% Female employees 42.9%

There are no female or male employees that receive a supplement to their salary under an agreement or arrangement in order to reach minimum wage.

The Equal Pay Law states that the GPG reports have to organize employees into groups (segments) with similar characteristics while also complying with privacy laws and protecting information security. Our segmentation approach took into consideration our organizational structure, legislative requirements, data privacy, ensuring all employees are included, and groups are sufficiently sized to analyze. This means that our segmented groupings will include a wide range of job titles and levels. A Gender Pay Gap is very different from equal pay, which is about equal pay for equal work. The statutory GPG results within each employee segmentation group compares the average earnings of all male employees and the average earnings of all female employees, making no adjustments for the fact that they may be doing completely different jobs. A negative (e.g., -10%) result indicates that the pay gap is in favor of men and a positive result indicates that the pay gap is in favor of women. The GPG results cover 2021 earnings and include employees who were employed by the reporting entities between 1 January 2021 and 31 December 2021.