Gender pay-gap report

Academic Year 2024–25

1. Purpose and commitment

Middle East College is committed to ensuring equal pay for equal work and work of equal value. Pay decisions are based on objective factors, including role, grade, qualifications, responsibilities, experience, performance, and relevant market conditions. This report presents the College's institution-wide gender pay gap and summarises the findings of its equal pay review. It also considers relevant workforce representation indicators, including Institutional KPI 5406 – Diversity in Gender, as contextual factors that may influence the overall gender pay gap.

2. Scope and methodology

Payroll snapshot date	*31 December 2024*
Employees included	*227*
Pay measure	*Gross monthly remuneration comprising basic salary and fixed recurring allowances, including housing, transport, cost-of-living allowance (COLA), utility allowance, technical allowance, responsibility allowance, and other recurring payroll elements.*
Excluded payments	*Overtime payments and end-of-service benefits.*
FTE treatment	*The analysis was conducted using monthly payroll remuneration records. Where applicable, employee remuneration was adjusted to a full-time equivalent basis to ensure consistent comparison.*

Calculation: Gender pay gap (%) = (Male pay measure – Female pay measure) ÷ Male pay measure × 100.

The calculation was applied separately to the mean and median pay figures.

A positive percentage indicates that male employees receive higher pay than female employees, while a negative percentage indicates that female employees receive higher pay than male employees. A result of zero indicates no gender pay gap.

3. Workforce analysis

Female employees	Male employees	Total employees	Female share of workforce
96	**131**	227	**42.29%**

MEC's Institutional KPI 5406 on Diversity in Gender aims to ensure that no gender exceeds 55% of the College's total workforce. As at 31 December 2024, female employees represented 42.29% of the workforce, while male employees represented 57.71%. Accordingly, male representation exceeded the 55% benchmark during the reporting period.

While this KPI measures gender representation rather than gender pay equality, workforce composition may influence the institution-wide gender pay gap, particularly where female and male employees are not equally represented across senior and higher-paid roles.

4. Gender pay gap results

Measure	Female average pay	Male average pay	Gender pay gap
Mean monthly FTE pay	OMR 1,059.39	OMR 1,280.76	17.28%
Median monthly FTE pay	OMR 1,002.00	OMR 1,200.00	16.50%

Note: In this table, "average pay" is used as a general heading. The first row presents the mean monthly FTE pay, while the second row presents the median monthly FTE pay.

The results show a mean gender pay gap of 17.28% and a median gender pay gap of 16.50%, both in favour of male employees.

5. Interpretation and Equal-pay review

Based on the verified payroll analysis, MEC's mean gender pay gap is 17.28%, while its median gender pay gap is 16.50%. These results indicate a meaningful institution-wide difference between the pay outcomes of male and female employees.

A gender pay gap does not, in itself, demonstrate unequal pay or gender-based discrimination. The initial Human Resources review did not identify evidence that employees performing equal work or work of equal value were paid differently because of gender. However, further analysis is required to confirm and better understand the underlying causes of the overall pay gap.

The gap may be influenced by workforce composition, grade distribution, experience, tenure, qualifications, progression patterns, and the representation of women in senior and higher-paid roles. The workforce composition identified under Institutional KPI 5406 provides additional context, as male representation exceeded the 55% benchmark during the reporting period.

MEC will therefore undertake further analysis covering pay quartiles, job families, seniority levels, promotion and progression outcomes, recruitment starting salaries, and recurring allowances.

6. Commitments and actions

- Continue to monitor and report MEC's mean and median gender pay gaps annually as part of the College's commitment to fairness, transparency, and equal opportunity.
- Monitor progress against **Institutional KPI 5406 – Diversity in Gender**, which aims to ensure that no gender exceeds 55% of the College's total workforce, and incorporate the findings into workforce planning, recruitment, progression, and leadership development initiatives.
- Conduct a pay quartile analysis to assess the representation of female and male employees across the lower, lower-middle, upper-middle, and upper pay quartiles.
- Analyse gender pay outcomes by grade and job family, including academic, professional services, technical, administrative, and leadership roles.
- Review female representation across senior academic, managerial, departmental, and executive positions.
- Review recruitment, promotion, and progression data by gender, including application, shortlisting, appointment, and promotion outcomes.
- Review recruitment starting salaries to identify whether any unexplained differences exist between male and female employees appointed to comparable roles or grades.
- Analyse recurring allowances, including housing, transport, COLA, utility, technical, responsibility, and other allowances, to identify any disproportionate gender impact.
- Conduct periodic reviews of pay and grading structures to ensure consistency and equity across comparable roles.
- Develop appropriate corrective measures where unexplained pay differences, progression barriers, or representation gaps are identified.
- Report the findings, actions, and progress to senior management as part of institutional governance and continuous improvement.

7. Approval

Prepared by	*Mahdim Al Balushi – Head of Talent Management*
Approved by	*Dr. Saleh Al Shaaibi - Dean*
Approval date	*06-01-2025*