

# Gender Pay Gap Report

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**Khazar**  
University

2024/2025

[www.khazar.org](http://www.khazar.org)



## Gender Pay Gap Report

**Reporting Year:** 2024/2025

**Prepared by:** Financial Office

### 1. Introduction

This report presents the gender pay gap position of Khazar University for the reporting period stated above. It has been prepared to support transparency, institutional accountability, and the University's commitment to equality, diversity, and inclusion.

The gender pay gap measures the difference in the average earnings of male and female employees across the institution. It is important to note that the gender pay gap is distinct from equal pay. Equal pay refers to men and women receiving equal remuneration for the same or equivalent work, whereas the gender pay gap reflects the overall distribution of male and female employees across different roles, grades, and salary levels.

### 2. Scope and Methodology

This report is based on the relevant payroll data for employees included in the reporting snapshot.

The calculation of the gender pay gap has been undertaken using gross pay data in accordance with the institution's reporting methodology. The mean gender pay gap represents the difference between the average pay of male employees and the average pay of female employees, expressed as a percentage of male pay.

The formula used is as follows:

**Mean Gender Pay Gap (%) = ((Mean male pay - Mean female pay) / Mean male pay) × 100**

### **3. Workforce Profile**

Female employees represent 52% of the University's workforce, while male employees represent 48%, reflecting a generally balanced gender composition across the institution.

### **4. Key Finding**

For the reporting period, Khazar University recorded a mean gender pay gap of 4.6%.

This indicates that, on average, female employees' pay is 4.6% lower than that of male employees across the institution.

### **5. Interpretation of the Result**

A mean gender pay gap of 4.6% indicates a relatively narrow overall difference in average pay between male and female employees at the University. This may be regarded as a positive indicator of the institution's efforts to maintain a fair and inclusive employment environment.

At the same time, the result suggests that a modest gap remains. As in many higher education institutions, this may be influenced by the distribution of male and female employees across academic and administrative functions, levels of seniority, leadership positions, specialist roles, employment patterns, and other structural factors.

The result does not in itself indicate unequal pay for equal work. Rather, it reflects the overall composition of the workforce and the distribution of men and women across different levels and categories of employment.

### **6. Institutional Context**

Universities often have diverse staffing structures, including academic, administrative, technical, and professional staff, with different career pathways and promotion patterns. Gender pay gap outcomes may therefore be affected by factors such as:

- representation of men and women in senior leadership roles;
- distribution across academic ranks and administrative grades;
- concentration of employees in part-time or lower-paid positions;

- historical recruitment and promotion trends;
- differences in career progression patterns across staff categories.

Within this context, the reported figure of **4.6%** presents a generally positive picture, while also underlining the importance of continued review and monitoring.

## **7. Conclusion**

Female employees represent **52%** of the University's workforce, while male employees represent **48%**, indicating a broadly balanced gender profile overall. The mean gender pay gap of 4.6% suggests that Khazar University has a comparatively modest overall variation in average pay between male and female employees. This is a positive indication of the University's commitment to fair and inclusive employment practices.

At the same time, the University recognizes that even a relatively small gap merits continued attention. The institution remains committed to monitoring pay patterns, promoting balanced representation across staff categories and leadership levels, and strengthening policies and practices that support equality of opportunity, career progression, and inclusion.

Overall, the result reflects a positive position, while also reinforcing the University's ongoing commitment to transparency, fairness, and continuous improvement.

## **8. Recommended Follow-Up Actions**

To support further progress in this area, the University may continue to:

- monitor gender representation by grade, function, and leadership level;
- review recruitment, promotion, and progression patterns;
- support equitable access to professional development and leadership opportunities;
- assess workforce composition regularly as part of institutional planning;
- include gender pay monitoring within broader equality and inclusion reporting processes.