**Air University** **Islamabad**



**POLICY**

**ON**

**Pay Scale Equity Including a Commitment to Measurement and Elimination of Gender Pay Gaps**

**Air University**

**Policy - Pay Scale Equity Including a Commitment to Measurement and Elimination of Gender Pay Gaps**

**Introduction**

1. Gender discrimination is affecting the moods of people globally and are being addressed specifically in terms of rewards and punishments. Human Resource Department in coordination with Finance Department work hands in gloves to balance out the rewards irrespective of the gender. Following is ensured:-

a. All jobs will be offered without mentioning the gender.

b. Equal and competitive pay packages will be offered.

c. Similar type of job descriptions will be mentioned with no gender discrimination.

d. Identical working hours are managed by both males and females.

e. There are no specific vacancies designated during promotion boards and other professional achievement awards.

f. Leave policy is also the same for every gender, however, maternity leave is exclusive to females employees as and when required.

g. No paternity leave is applicable for males as per strong family structure and cohesion based on society ethics and religion.

h. Students are enrolled beyond gender discrimination and there are specific seats designated for male or female students.

j. Day care center has few specific vacancies of female baby sitters die to certain obvious reasons.

**Relevant Office**

1. Human Resource Department in coordination with Finance Department work hands in gloves to balance out the rewards irrespective of the gender

**Applicability**

**Gender Pay Gaps**

1. In the developing countries gender pay gaps are generally observed. At times they seem logical based on job descriptions. Physically hard jobs cannot be well addressed by females as human limitations, however, office jobs can be well aligned with equal pay packages irrespective of gender to reduce such gaps.
2. **Women and Men have different jobs**. In Pakistan, 90 per cent of engineers are male, while 83 per cent of primary-school teachers are female. The Office for National Statistics estimates that this is responsible for 36 per cent of the current gender pay gap. However, at university level representation of females based on students, faculty and staff is not more than 33 % which is encouraging.
3. **Jobs done by women are undervalued**. Both in terms of the value society places on the jobs and market wages are paid. Jobs with a higher pay package are equally paid irrespective of gender. Few special jobs are exclusively given to females based on aptitude and ability to work. Overtime charges are not considered as per policy and no one is allowed to stay after working hours.
4. **Men hold Most Senior Positions**. The gender pay gap will not be governed through gender, or testimony, Air University has Director Level positions as per merit. Likewise, a few senior female professors are working as HoD / Chair Department. It is expected that in few years’ hierarchy will have better female representation. Equal perks and privileges are offered to female position holders.
5. **Women Pay a Motherhood Penalty**. This aspect needs special attention and no female is deprived off from any hiring, promotion or other benefits due to her non availability during maternity leave. Absent time is even compensated while hiring human resource for 3 months so that official work is not disrupted. Research in Denmark and the US has shown that while earnings for men and women keep pace until the birth of their first child for most women the pay gap generated at that point is never recovered.

**Conclusion**

1. The factors driving the remaining gender pay gap are broad and challenge our social norms. Making data transparent has a positive impact, but it is just the first step to thinking about what we can do, organizationally, professionally, and personally, to move forward, as we have with education and the number of women in work.

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