



PHOENICIA UNIVERSITY

Gender Pay Gap

Academic Year 2023–2024

Gender Pay Gap

Gender Representation & Pay Overview (Academic Year 2023–2024)

Phoenicia University is committed to fostering a working environment based on fairness, inclusion, and respect for all staff. Monitoring gender representation and pay patterns forms part of the University's institutional approach to transparency, accountability, and good governance.

This overview presents a snapshot of gender representation and pay gap indicators across academic, non-academic, and leadership roles for the Academic Year 2023–2024.

Understanding the Gender Pay Gap

The gender pay gap represents the difference in average pay between women and men across the workforce as a whole. It is calculated using both mean and median earnings and reflects overall workforce composition rather than pay differences for comparable roles.

For Academic Year 2023–2024:

Mean gender pay gap: 15.8%

Median gender pay gap: 12.7%

These figures reflect patterns across grades, job families, contract types, and seniority levels within the University.

Phoenicia University publishes this information as part of its commitment to transparency and continuous institutional improvement.

Academic Representation

Women represent **49.09%** of academic staff, while men represent **50.91%**.

This distribution demonstrates gender parity across teaching and research faculties. Recruitment, tenure, and career advancement at PU are evaluated on academic qualifications, professional merit, demonstrated performance, and institutional contribution.

Non-Academic Representation

Women represent **63.79%** of non-academic staff, while men represent **36.21%**.

Administrative and operational roles across the University demonstrate strong gender participation, supporting the effective delivery of academic and student services.

Leadership Representation

Women hold **61.90%** of leadership positions within the University.

At faculty level, two of the six Deans are women. Leadership appointments across PU are based on merit, experience, and institutional need, with continued focus on supporting gender balance across senior positions.

Institutional Commitment

Phoenicia University is committed to:

- Maintaining transparent reporting on gender representation and pay patterns.
- Reviewing compensation frameworks as part of institutional governance.
- Supporting equality of opportunity across recruitment and promotion.
- Strengthening inclusion in leadership development.

Monitoring gender representation and pay trends remains an ongoing process within the University's broader quality assurance framework.

Scope Statement

This overview is based on institutional data for the Academic Year 2023–2024. It presents gender representation and aggregate pay gap indicators and does not constitute an equal-pay audit for individual roles or grades.



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