



GENDER PAY GAP REPORT

ACADEMIC 2025/2026



Introduction

Australian University, Kuwait is committed to fair, transparent and inclusive employment. This report sets out the University's gender pay gap, following the reporting practice of leading international universities. It is published in the interest of transparency.

The gender pay gap is the difference between the average earnings of women and men across the whole University, regardless of role, grade or working pattern. It is not the same as equal pay, which concerns whether a woman and a man are paid the same for the same work or work of equal value.

Our approach to pay

At AU we are committed to ensuring fairness and equity in our remuneration practices. AU does not differentiate pay based on gender, as our salary scales are structured around positions and their specific requirements. Each position is assigned a salary scale based on the qualifications required for the role, relevant years of experience, responsibilities, and level of seniority. Employees are therefore remunerated according to the position they hold and the applicable criteria, regardless of gender.

As for faculty members, salaries are linked to academic ranks. Academic ranks are determined based on established criteria such as academic qualifications, years of teaching and professional experience, research and scholarly output, and other relevant academic requirements. This structured approach ensures that remuneration at AU is based on the requirements of the position, qualifications, experience, and academic standing rather than gender.

Findings

8.79%

Average base salary gap: women earn less, on average, than men

4.59%

Average annual bonus gap: women receive more, on average, than men

371

Total staff: 239 men (64.4%) and 132 women (35.6%)

Gap = (male pay – female pay) ÷ male pay.

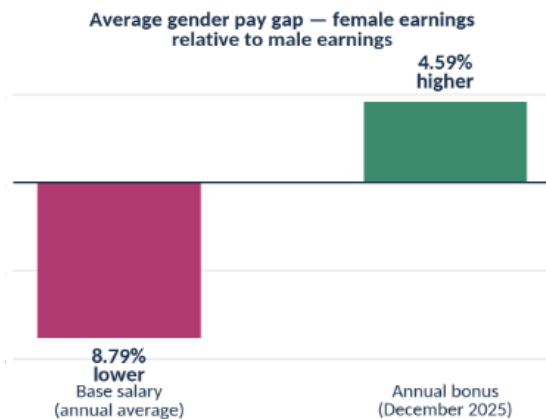


Figure 1. Average gender pay gap, base salary and annual bonus.

What the figures show

On average, women's base salary is 8.79% lower than men's. This is the average gender pay gap across all staff and all positions, not a comparison of people doing the same job. For annual bonus, the pattern reverses: on average, women received 4.59% more than men. As explained above, AU's pay is set by position, academic rank, qualifications and experience, not gender. This gap reflects how men and women are distributed across those positions and ranks, and the fact that men currently make up a larger share of staff (64.4% men, 35.6% women).

Workforce composition

It is important to note that this comparison has limitations, as it does not adjust for differences in workforce composition. Men currently represent approximately 1.8 times the number of women at the University.

Why composition matters

Men currently outnumber women at AU by roughly 1.8 to 1 (239 men to 132 women). The average pay gap reported above compares all men with all women and is not adjusted for this imbalance, nor for differences in position, seniority or academic rank across the two groups. A gap of this kind can arise even where every individual is paid correctly for their position, if men and women are not evenly distributed across positions, ranks and seniority levels. Understanding that distribution is the next step in this analysis (see Next steps).

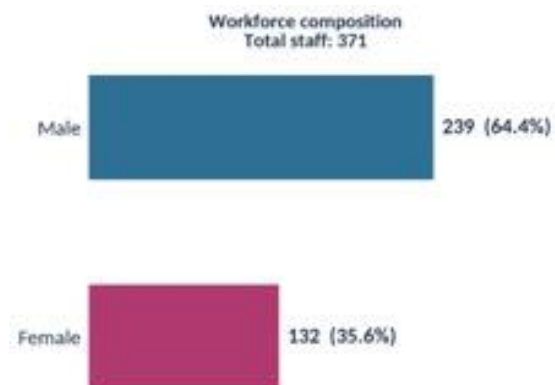


Figure 2. Workforce composition by gender.

Analysis

What is driving the gap?

As set out above, individual pay at AU is determined by position, academic rank, qualifications, experience and seniority, not by gender. The average gaps reported here therefore reflect how men and women are currently distributed across positions and ranks, together with the fact that men make up a larger share of the workforce (64.4%) than women (35.6%), rather than unequal pay for the same role.

Gender pay gap and equal pay

The gap reported here compares all women with all men. It does not compare people in the same or equivalent roles, so it does not by itself show that individuals are paid unequally for equivalent work.

Methodology

- **Staff included.** 371 staff as of 21 September 2026: 239 men (64.4%) and 132 women (35.6%). Gender is analyzed as male or female, as recorded in the University's data.
- **Gap calculation.** $\text{Gap} = (\text{male average} - \text{female average}) \div \text{male average}$. A positive gap means women's average is lower; a negative gap (shown as "higher") means women's average is higher.
- **Workforce composition.** Men represent approximately 1.8 times the number of women. The reported gaps are not adjusted for this or for differences in position, academic rank, qualifications, experience or seniority.

