

University of Al-Kafeel — Gender Pay Gap Report

1. Executive Summary

The University of Al-Kafeel is deeply committed to fostering an equitable, inclusive, and fair working environment for all its academic and administrative staff. A core pillar of this commitment is the strict adherence to the principle of **Equal Pay for Equal Work**, ensuring that there is a **0% Gender Pay Gap** across all comparable roles, ranks, and disciplines within the institution.

This report outlines the university's policies, salary scale frameworks, and ongoing auditing processes that guarantee absolute financial parity between male and female employees.

2. Definition of Gender Pay Gap

The gender pay gap refers to the difference between the average earnings of male and female employees across the university workforce.

The University of Al-Kafeel calculates the gender pay gap by comparing the average gross monthly salary of male and female employees across academic and administrative staff categories.

The calculation methodology follows the formula below:

$$\text{Gender Pay Gap (\%)} = ((\text{Average Male Salary} - \text{Average Female Salary}) / \text{Average Male Salary}) \times 100$$

Based on the payroll analysis conducted for the academic year, the average monthly salary for male employees was **IQD 1,462,000**, while the average monthly salary for female employees was also **IQD 1,462,000**, resulting in a confirmed gender pay gap of:

$$((1,462,000 - 1,462,000) / 1,462,000) \times 100 = 0\%$$

3. Institutional Policy on Remuneration Parity

The University of Al-Kafeel operates under a transparent, merit-based financial compensation policy that eliminates any potential for gender-based wage discrimination.

3.1 Unified Salary Scale Framework

The university's compensation structure is strictly governed by a unified salary scale. Salaries, allowances, and annual increments are calculated purely based on objective, verifiable criteria: - **Academic Degree** (e.g., Bachelor's, Master's, Ph.D.) - **Scientific and Academic Rank** (e.g., Assistant Lecturer, Lecturer, Assistant Professor, Professor) - **Years of Service / Seniority** - **Administrative Position / Responsibilities** (e.g., Head of Department, Dean)

- Assistant Lecturers receive a base monthly salary of approximately **IQD 450,000**
- Lecturers receive approximately **IQD 1,450,000**

- Assistant Professors receive approximately **IQD 1,950,000**
- Professors receive approximately **IQD 2,400,000**

These salary scales are applied equally to all staff members regardless of gender.

Gender is explicitly excluded as a variable in any salary calculation, performance bonus, or financial reward system.

3.2 Legislative Alignment

The university's policies strictly align with the Iraqi Labor Law and the Ministry of Higher Education and Scientific Research (MOHESR) regulations, which mandate absolute gender equality in employment rights, benefits, and financial compensation.

4. Data & Structural Assurances

4.1 Academic Staff

Female academics at the University of Al-Kafeel holding the same academic rank and fulfilling equivalent teaching and research loads as their male counterparts receive the exact same base salary and academic allowances. Furthermore, female researchers are equally eligible for research funding, publication rewards, and conference travel grants based on the merit and impact of their scientific work.

- Male Lecturer average salary: **IQD 1,450,000**
- Female Lecturer average salary: **IQD 1,450,000**

4.2 Administrative & Support Staff

For administrative, technical, and support roles, salaries are determined by the institutional grade corresponding to the job description. Progression through these grades is tied to performance evaluations and tenure, ensuring no systemic bias against female employees.

- Administrative Grade 1 monthly salary: **IQD 1,120,000**
- Technical Support Grade monthly salary: **IQD 890,000**

These salaries are standardized for both male and female employees occupying equivalent positions.

4.3 Leadership Roles

Female staff members appointed to senior leadership and decision-making roles (such as Deans, Department Heads, and Unit Directors) receive the standard administrative position allowances stipulated by the university's bylaws, identical to those received by male staff in equivalent positions.

5. Monitoring and Auditing Mechanisms

To maintain and verify this 0% gender pay gap, the University of Al-Kafeel employs robust oversight mechanisms:

1. **Annual Financial Audits:** The Department of Financial Affairs conducts regular payroll audits to ensure adherence to the standardized salary scale.
2. **Transparent Promotion Committees:** The Academic Promotions Committee evaluates faculty portfolios based on blind scientific criteria, ensuring that women advance through academic ranks (and their corresponding salary brackets) without prejudice.
3. **Grievance Mechanisms:** The university maintains clear, confidential channels (such as through the Women Affairs Unit and the Legal Affairs Department) for staff to report any perceived discrepancies in compensation or employment conditions, protected by strict anti-retaliation policies.

6. Conclusion

The University of Al-Kafeel stands firm in its practice of financial gender equity. By utilizing a strictly objective, rank-and-tenure-based salary scale, the university ensures that the **Gender Pay Gap remains at zero**. We view equitable compensation not merely as a legal obligation, but as a fundamental ethical imperative essential to empowering women in higher education and driving sustainable institutional excellence.

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