

GENDER EQUALITY ANALYSIS

COMPARE AND ASSESS PAY LEVELS FOR WOMEN AND MEN WITHIN YOUR ORGANISATION

- What are the differences in pay between men and women at similar positions in your company?
- Which positions are dominated by particular genders and to what extent?
- What are the trends in pay levels by gender for each employee function?

ABOUT THE REPORT:

This report is prepared for specific company and contains gender equality analysis for a number of positions in a client's organization. The analysis compares two compensation elements for men and women: annual base salary and annual total cash (actual). The Gender Equality Analysis is presented via compensation tables and charts, containing different statistical measures for each of the compensation elements.

BENEFITS OF MERCER'S GENDER EQUALITY ANALYSIS:

- Be compliant with current state regulations regarding gender pay equity in your organisation.
- Compare pay levels between genders and identify discrepancies.
- Assess numbers of men and women within positions to ensure efficiency for your organisation's profitability.

www.imercer.com/gender-equality-analysis

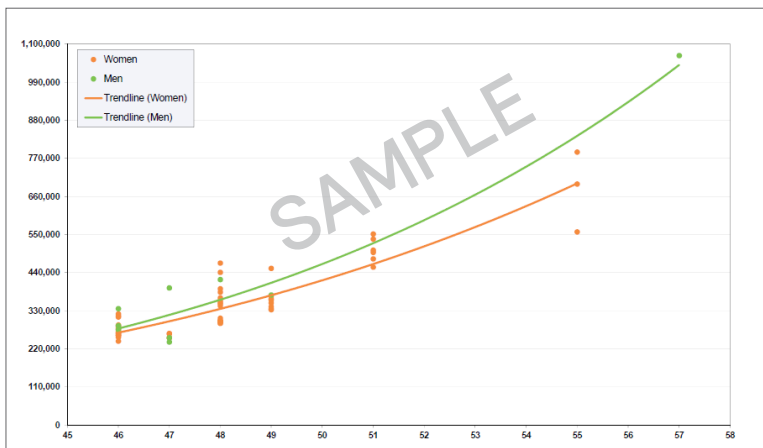


Mercer's Gender Equality Analysis reports provide an overview of your compensation practice by gender and position class. This analysis will help you assess the difference in pay levels of individuals doing equal or similar work in your organisation.

ANNUAL TOTAL CASH ACTUAL

IPE	Position Title	Total	% proportion of Women	Gender	Number of employees	Minimum	Median	Maximum	Women's median compensation as a % of Men's	Comments	Age	Tenure in organization	Analysis	
46	Junior Payroll Analyst	17	88%	Women	15	260,664	260,596	329,750	94.9%	Women have a lower median and minimum salaries but a higher maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	40.4	41.9	6.7	Women earn 5.1% less than men when considering the median salary. On average, men are younger than women. Men have on average been employed in the organization for a shorter period of time than women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
				Men	2	300,000	306,060	311,560			29.5	2.0		
46	Reconciliation Administrator	2	50%	Women	1	325,060	325,060	325,060	94.2%	Women earn less than their male colleagues when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	32.0	11.0	11.0	Women earn 5.8% less than men when considering the median salary. On average, men are younger than women. Men have on average been employed in the organization for a shorter period of time than women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
				Men	1	345,000	345,000	345,000			20.5	6.0	27.0	
47	Service Desk Specialist	6	67%	Women	4	261,200	281,500	288,864	104.8%	Men have a lower median and maximum salary but a higher minimum salary than women. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	36.5	40.3	3.8	Men earn 4.6% less than women when considering the median salary. On average, women are older than men. Women have on average been employed in the organization for a longer period of time than men. Therefore, the difference in salary between men and women may be objectively explained by the difference in age and tenure in the organization.
				Men	2	264,000	268,500	273,000			29.0	3.3	2.5	
47	Technical Payroll Specialist	1	0%	Women	0	--	--	--	--	--	47.0	--	--	--
				Men	1	423,620	423,620	423,620			47.0	13.0	--	
48	Payroll Analyst	16	100%	Women	16	300,000	318,650	406,472	--	--	43.1	43.1	8.1	--
				Men	0	--	--	--			--	--	--	
48	Pension Specialist	5	80%	Women	4	371,268	422,162	477,360	94.2%	Women have a lower median and minimum salaries but a higher maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	46.8	45.8	5.3	Women earn 5.5% less than men when considering the median salary. On average, men are older than women. Men have on average been employed in the organization for a shorter period of time than women. Therefore, the difference in salary between men and women may be objectively explained by the difference in age.
				Men	1	448,400	448,400	448,400			46.4	4.8	3.0	
49	Payroll Specialist	9	89%	Women	8	348,855	382,533	479,940	94.9%	Women have a lower median and minimum salaries but a higher maximum salary than men. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	50.4	50.4	24.3	Women earn 5.1% less than men when considering the median salary. On average, men are younger than women. Men have on average been employed in the organization for a shorter period of time than women. The difference in salary between men and women cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
				Men	1	403,112	403,112	403,112			49.0	22.7	10.0	
51	Team Manager	6	100%	Women	6	478,520	532,073	583,040	--	--	42.8	--	5.8	--
				Men	0	--	--	--			--	--	--	
55	Delivery Manager BPO	3	100%	Women	3	579,100	729,620	824,168	--	--	46.0	46.0	7.7	--
				Men	0	--	--	--			--	--	--	
57	Director BPO Sweden	1	0%	Women	0	--	--	--	--	--	57.0	--	--	--
				Men	1	1,088,381	1,088,381	1,088,381			57.0	3.0	--	

ANNUAL BASE SALARY - SCATTER CHART



For further information on price, content and timing, please contact [the Indirect Sales Team](#) or your [local consultant](#)