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The table below shows the salary discrepancy between men and women that have Equal Jobs (the same position/title/job and the same IPE). The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

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	242,400	267,000	321,000	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.	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	276,000	281,400	286,800			40.4	6.2	
46	Reconciliation Administrator	2	50%	Women	1	315,600	315,600	315,600	93.9%	Women earn less than their male colleagues when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	11.0	Women earn 6.1% 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	336,000	336,000	336,000			32.0	6.0	
47	Service Desk Specialist	6	67%	Women	4	252,000	258,000	264,456	104.9%	Men earn less than their female colleagues when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	36.5	3.8	Men earn 4.7% 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	240,000	246,000	252,000			40.3	2.5	
47	Technical Payroll Specialist	1	0%	Women	0	--	--	--	--	--	47.0	--	--
				Men	1	396,000	396,000	396,000			47.0	13.0	
48	Payroll Analyst	16	100%	Women	16	294,000	300,000	393,600	--	--	43.1	8.1	--
				Men	0	--	--	--			--	--	
48	Pension Specialist	5	80%	Women	4	344,400	404,100	468,000	96.2%	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.	46.4	5.3	Women earn 3.8% 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	420,000	420,000	420,000			45.8	4.8	
49	Payroll Specialist	9	89%	Women	8	333,300	357,180	452,400	95.1%	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.	49.0	24.3	Women earn 4.9% 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	375,600	375,600	375,600			49.0	10.0	
51	Team Manager	6	100%	Women	6	456,000	502,032	552,000	--	--	42.8	5.8	--
				Men	0	--	--	--			--	--	
55	Delivery Manager BPO	3	100%	Women	3	558,000	696,000	788,400	--	--	46.0	7.7	--
				Men	0	--	--	--			--	--	
57	Director BPO Sweden	1	0%	Women	0	--	--	--	--	--	57.0	3.0	--
				Men	1	1,067,040	1,067,040	1,067,040			57.0	3.0	

5.2. ANNUAL TOTAL CASH ACTUAL (Currency)

The table below shows the salary discrepancy between men and women that have Equal Jobs (the same position/title/job and the same IPE). The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

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	290,596	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.	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	300,600	306,090	311,580			40.4	6.2	
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.	29.5	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			32.0	6.0	
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.	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			36.5	2.5	
47	Technical Payroll Specialist	1	0%	Women	0	--	--	--	--	--	--	--	--
				Men	1	423,920	423,920	423,920			47.0	13.0	
48	Payroll Analyst	16	100%	Women	16	305,000	318,650	406,472	--	--	43.1	8.1	--
				Men	0	--	--	--			47.0	13.0	
48	Pension Specialist	5	80%	Women	4	371,288	422,182	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.	45.8	5.3	Women earn 5.8% 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	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	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	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	579,160	729,920	824,168	--	--	46.0	7.7	--
				Men	0	--	--	--			--	--	
57	Director BPO Sweden	1	0%	Women	0	--	--	--	--	--	--	--	--
				Men	1	1,088,381	1,088,381	1,088,381			57.0	3.0	

6.1. DOMINATION – ANNUAL BASE SALARY (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Junior Payroll Analyst PC46

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
46	Junior Payroll Analyst	15	2	17	88%	242,400	271,200	321,000	--	--	40.4	6.2	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	83.2%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 16.8% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.

Female dominated job - Service Desk Specialist PC47

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
47	Service Desk Specialist	4	2	6	67%	240,000	252,000	264,456	--	--	36.5	3.3	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	77.3%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 22.7% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in tenure in the organization.
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	63.6%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 36.4% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are older than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in age and tenure in the organization.

Female dominated job - Payroll Analyst PC48

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
48	Payroll Analyst	16	0	16	100%	294,000	300,000	393,600	--	--	43.1	8.1	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	92.1%	Employees in the female dominated job have a lower median and minimum salaries but a higher maximum salary than employees in the non-female dominated job. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 7.9% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	75.8%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 24.2% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are older than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in age and tenure in the organization.



6.1. DOMINATION – ANNUAL BASE SALARY (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Pension Specialist PC48

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
48	Pension Specialist	4	1	5	80%	344,400	420,000	468,000	--	--	46.4	4.8	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	128.9%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	106.1%	Employees in the non-female dominated job have a lower median and maximum salary but a higher minimum salary than employees in the female dominated job. As the median salary is equal or higher no further analysis is required but recommended.	47.0	13.0	Employees in the female dominated jobs earn 6.1% more than employees in the non-female dominated jobs when considering the median salary. On average, employees in the female dominated job are younger than employees in the non-female dominated job. Employees in the female dominated job have on average been employed in the organization for a shorter period of time than employees in the non-female dominated job.

Female dominated job - Payroll Specialist PC49

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
49	Payroll Specialist	8	1	9	89%	333,300	361,560	452,400	--	--	49.0	22.7	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	111.0%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	91.3%	Employees in the female dominated job have a lower median and minimum salaries but a higher maximum salary than employees in the non-female dominated job. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 8.7% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.

Female dominated job - Team Manager PC51

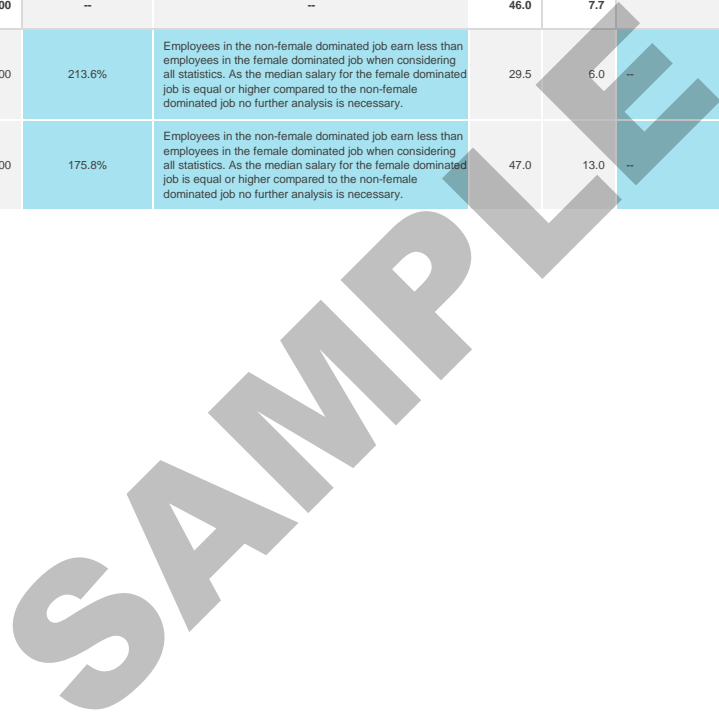
IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
51	Team Manager	6	0	6	100%	456,000	502,032	552,000	--	--	42.8	5.8	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	154.1%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	126.8%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	47.0	13.0	--

6.1. DOMINATION – ANNUAL BASE SALARY (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Delivery Manager BPO PC55

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
55	Delivery Manager BPO	3	0	3	100%	558,000	696,000	788,400	--	--	46.0	7.7	--
46	Reconciliation Administrator	1	1	2	50%	315,600	325,800	336,000	213.6%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	396,000	396,000	396,000	175.8%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	47.0	13.0	--



6.2. DOMINATION – ANNUAL TOTAL CASH ACTUAL (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Junior Payroll Analyst PC46

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
46	Junior Payroll Analyst	15	2	17	88%	260,664	291,450	329,750	--	--	40.4	6.2	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	87.0%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 13% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.

Female dominated job - Service Desk Specialist PC47

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
47	Service Desk Specialist	4	2	6	67%	261,200	273,800	288,864	--	--	36.5	3.3	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	81.7%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 18.3% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in tenure in the organization.
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	64.6%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 35.4% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are older than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in age and tenure in the organization.

Female dominated job - Payroll Analyst PC48

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
48	Payroll Analyst	16	0	16	100%	305,000	318,650	406,472	--	--	43.1	8.1	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	95.1%	Employees in the female dominated job have a lower median and minimum salaries but a higher maximum salary than employees in the non-female dominated job. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	29.5	6.0	Employees in the female dominated jobs earn 4.9% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	75.2%	Employees in the female dominated job earn less than their colleagues in the non-female dominated job when considering all statistics. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 24.8% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are older than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a longer period of time than employees in the female dominated job. Therefore, the difference in salary between employees in the female and non-female dominated jobs may be objectively explained by the difference in age and tenure in the organization.

6.2. DOMINATION – ANNUAL TOTAL CASH ACTUAL (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Pension Specialist PC48

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age		Analysis
											Age	Tenure In The Organization	
48	Pension Specialist	4	1	5	80%	371,288	448,400	477,360	--	--	46.4	4.8	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	133.8%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	105.8%	Employees in the non-female dominated job have a lower median and maximum salary but a higher minimum salary than employees in the female dominated job. As the median salary is equal or higher no further analysis is required but recommended.	47.0	13.0	Employees in the female dominated jobs earn 5.8% more than employees in the non-female dominated jobs when considering the median salary. On average, employees in the female dominated job are younger than employees in the non-female dominated job. Employees in the female dominated job have on average been employed in the organization for a shorter period of time than employees in the non-female dominated job.

Female dominated job - Payroll Specialist PC49

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age		Analysis
											Age	Tenure In The Organization	
49	Payroll Specialist	8	1	9	89%	348,855	387,586	479,940	--	--	49.0	22.7	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	115.7%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	91.4%	Employees in the female dominated job have a lower median and minimum salaries but a higher maximum salary than employees in the non-female dominated job. If the salary discrepancy cannot be objectively explained corrective measures should be taken.	47.0	13.0	Employees in the female dominated jobs earn 8.6% less than employees in the non-female dominated jobs when considering the median salary. On average, employees in the non-female dominated job are younger than employees in the female dominated job. Employees in the non-female dominated job have on average been employed in the organization for a shorter period of time than employees in the female dominated job. The difference in salary between employees in the female and non-female dominated jobs cannot be explained by any objective factors investigated in this report. If no other objective cause can be found, corrective measures should be taken.

Female dominated job - Team Manager PC51

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age		Analysis
											Age	Tenure In The Organization	
51	Team Manager	6	0	6	100%	478,520	532,073	583,040	--	--	42.8	5.8	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	158.8%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	125.5%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	47.0	13.0	--

6.2. DOMINATION – ANNUAL TOTAL CASH ACTUAL (Currency)

The table below shows salary discrepancies between female dominated and non-female dominated groups. The table displays differences in minimum, median and maximum pay, as well as the proportion of women compared to men.

Female dominated job - Delivery Manager BPO PC55

IPE	Position Title	Women	Men	Total	% proportion of Women	Minimum	Median	Maximum	Female dominated job's compensation as a % of Non-female dominated job's	Comments	Age	Tenure In The Organization	Analysis
55	Delivery Manager BPO	3	0	3	100%	579,160	729,920	824,168	--	--	46.0	7.7	--
46	Reconciliation Administrator	1	1	2	50%	325,060	335,030	345,000	217.9%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	29.5	6.0	--
47	Technical Payroll Specialist	0	1	1	0%	423,920	423,920	423,920	172.2%	Employees in the non-female dominated job earn less than employees in the female dominated job when considering all statistics. As the median salary for the female dominated job is equal or higher compared to the non-female dominated job no further analysis is necessary.	47.0	13.0	--



SAMPLE

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