

Gender Pay Gap (Mean and Median Calculation)

	Male	Female
Per Hour Rate (PKR)	23,343.16	4,884.97

1. Mean Gender Pay Gap

Total yearly per hour rate = year salary / hours of week * total yearly weeks

(male per hour rate - women per hour rate): 18458.19

Mean (per hour rate - year): 79%

2. Median Gender Pay Gap

Per hour rate of all Male Employee: 107.29

Per hour rate of all Female Employee: 91.87

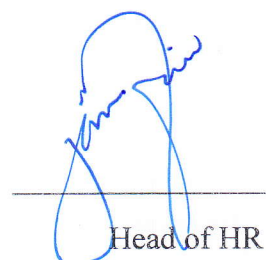
(Per hour rate of All Male Emp - Per hour rate of All Female Emp): 15.42

Median (Per hour rate): 14%

3. Findings

On Average Mean, Women Earn 79% Less per hour then Men

On Average Median, Women Earn 14% Less per hour then Men



Head of HR