

FTS Gender & Pay Analysis

AY 2022-2023

1. Percentage of Women in the Workplace

1.1. LAU's FTS Overall Gender Diversity Data

1.2. Labor Force Participation Rate

1.3. Benchmarking against Lebanon & USA

1.4. Gender Diversity By FTS Categories

2. Percentage of Women in Leadership Positions

2.1. LAU's FTS Percentage of Women in Leadership Positions

2.2. Worldwide Benchmarking

3. Gender Pay Gap

3.1. Unadjusted Gender Pay Gap

3.2. Unadjusted Gender Pay Gap Benchmarking

3.3. Adjusted Gender Pay Gap

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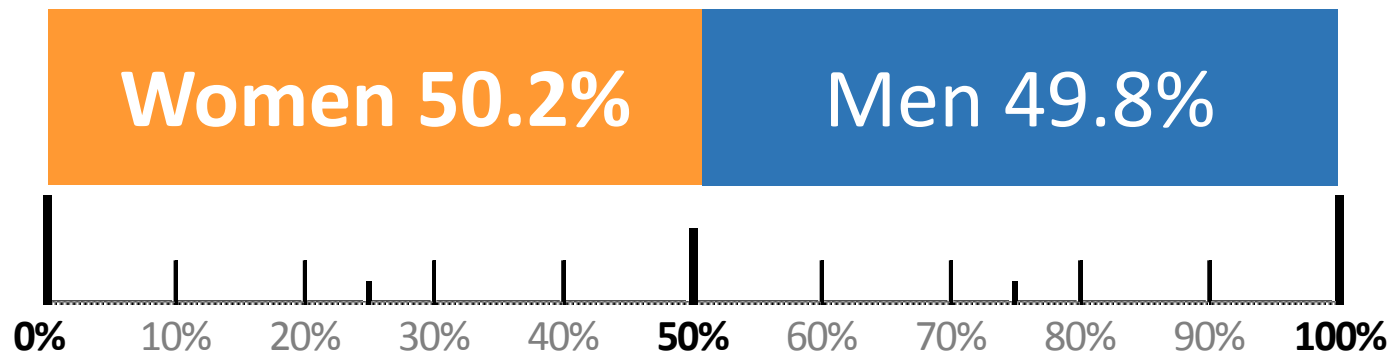
Percentage of Women in the Workplace

FTS Gender & Pay Analysis
AY 2022-2023

1. Percentage of Women in the Workplace

1.1. LAU's FTS Overall Gender Diversity Data

Women		Men	
Count	% of Total	Count	% of Total
316	50.2%	314	49.8%



1. Percentage of Women in the Workplace

1.2. Labor Force Participation Rate

Definition of the labor force Participation Rate

The labor force participation rates is calculated as the labor force divided by the total working-age population.

Gender labor force participation rate data by country is available from various sources.


However, women in the workplace data as a percentage of total labor force are harder to get by.

The latter is needed and is suitable to benchmark against LAU's data.

1. Percentage of Women in the Workplace

1.2. Labor Force Participation Rate

The EU employment rate for men of working age was 78.5 % in 2021, exceeding that of women (67.7 %) by 10.8 percentage points. Mar 7, 2023

 europa.eu
<https://ec.europa.eu/statistics-explained/index.php>

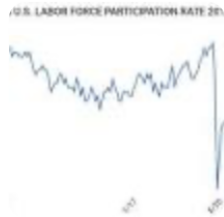
In Lebanon, the labor force participation rate among females is 20.8% and among males is 64.3% for 2021.

 <https://genderdata.worldbank.org>

Conclusion: Based on the evident gap in the in the gender participation percentages, it is fair to conclude that the percentage of Women in the Workplace versus that of Men is not at parity in most countries. Accordingly, an organization with a parity in the gender participation percentage should be commended.

How many women work in the country? ^

46.6% of the workforce is female in the United States.



This is based on women's labor force participation rate of 56.8% compared against men's labor force participation rate of 67.9%. Accounting for the fact that women are the majority population in the U.S., we find that approximately 46.6% of the workforce is women. Mar 1, 2022

 <https://www.zippia.com> > advice

What Percentage Of The Workforce Is Female? [2023] -

1. Percentage of Women in the Workplace

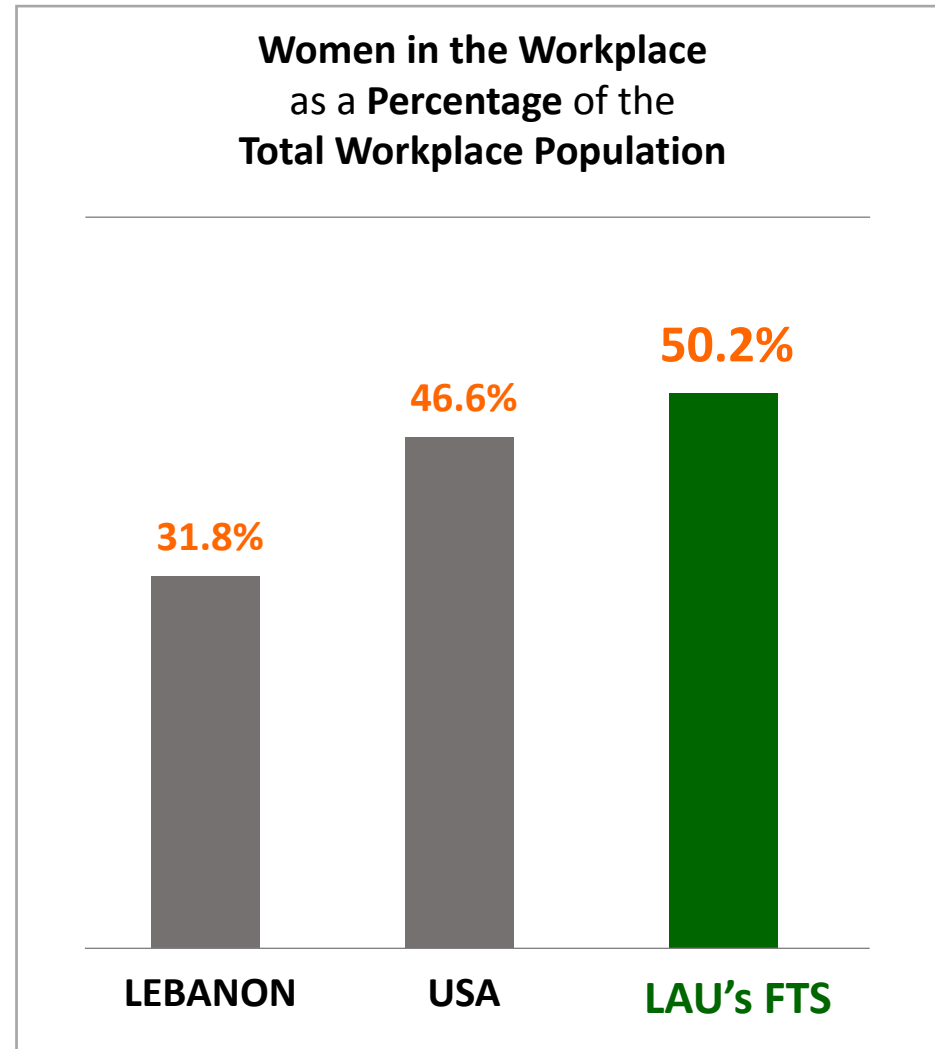
1.3. Benchmarking against Lebanon & USA

Labor force, female (% of total labor force) in Lebanon was reported at **31.77 %** in 2021, according to the World Bank collection of development indicators, compiled from officially recognized sources.

<https://tradingeconomics.com> > labor

46.6% of the workforce is female in the United States.

<https://www.zippia.com> > advice



1. Percentage of Women in the Workplace

1.4. Gender Diversity By FTS Categories

<u>FTS</u>	<u>Women %</u>	<u>Men %</u>
A	25.0%	75.0%
D	46.6%	53.4%
M	56.8%	43.2%
O	17.4%	82.6%
P	72.5%	27.5%
S	13.3%	86.7%
All	50.2%	49.8%

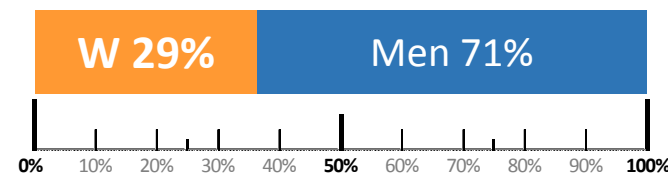
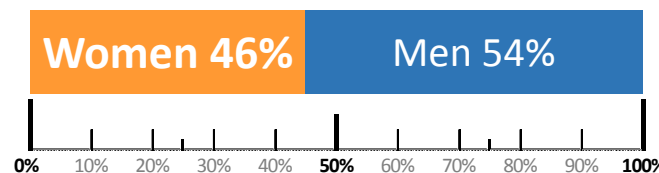
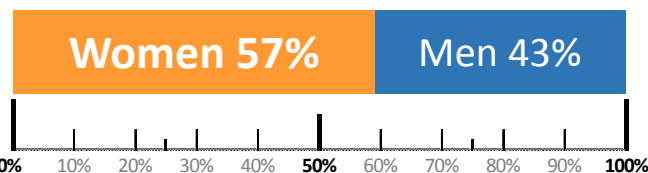
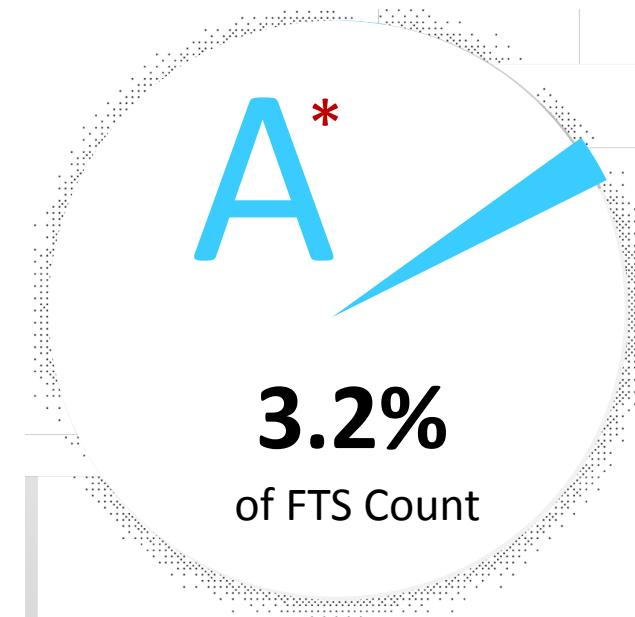
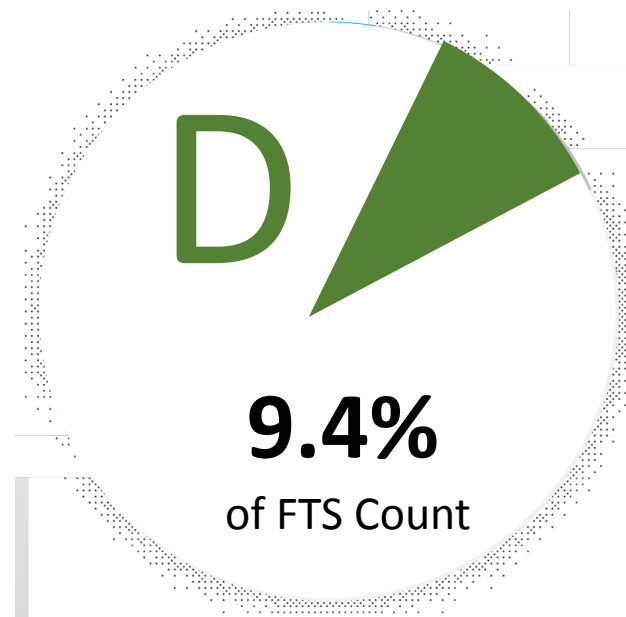
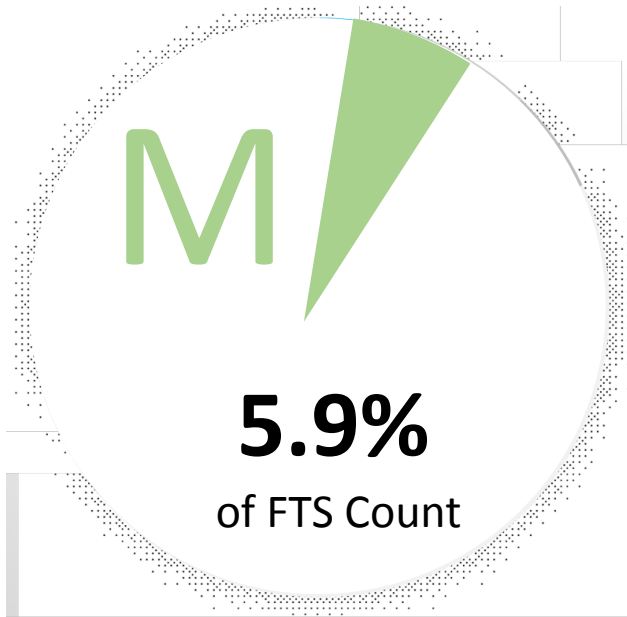
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Percentage of Women in Leadership Positions

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2. Percentage of Women Leadership Positions

2.1. LAU's FTS Percentage of Women in Leadership Positions



*Includes the leadership layer below President, Provost and VPs; at the level of the Assistants / Assistant to and/or Higher [General Counsel (1F), Assistant to the President (3F, 2M), Assistant Provost (2F), DOS (2M), AVPs (9M), and IA (2M)]

2. Percentage of Women Leadership Positions

2.2. Worldwide Benchmarking

Share of Women in Top Executive Roles

In 2021, women made up 47.4% of the workforce, but only **31.7%** of top executive roles. Mar 6, 2023

 <https://www.usnews.com > articles>

What percent of CEOs are female?

So yes, **10.6%** of Fortune 500 CEOs being women may seem a meager milestone, but it represents something so much greater: where we're headed. Jan 27, 2023

 <https://www.forbes.com > 2023/01/27>

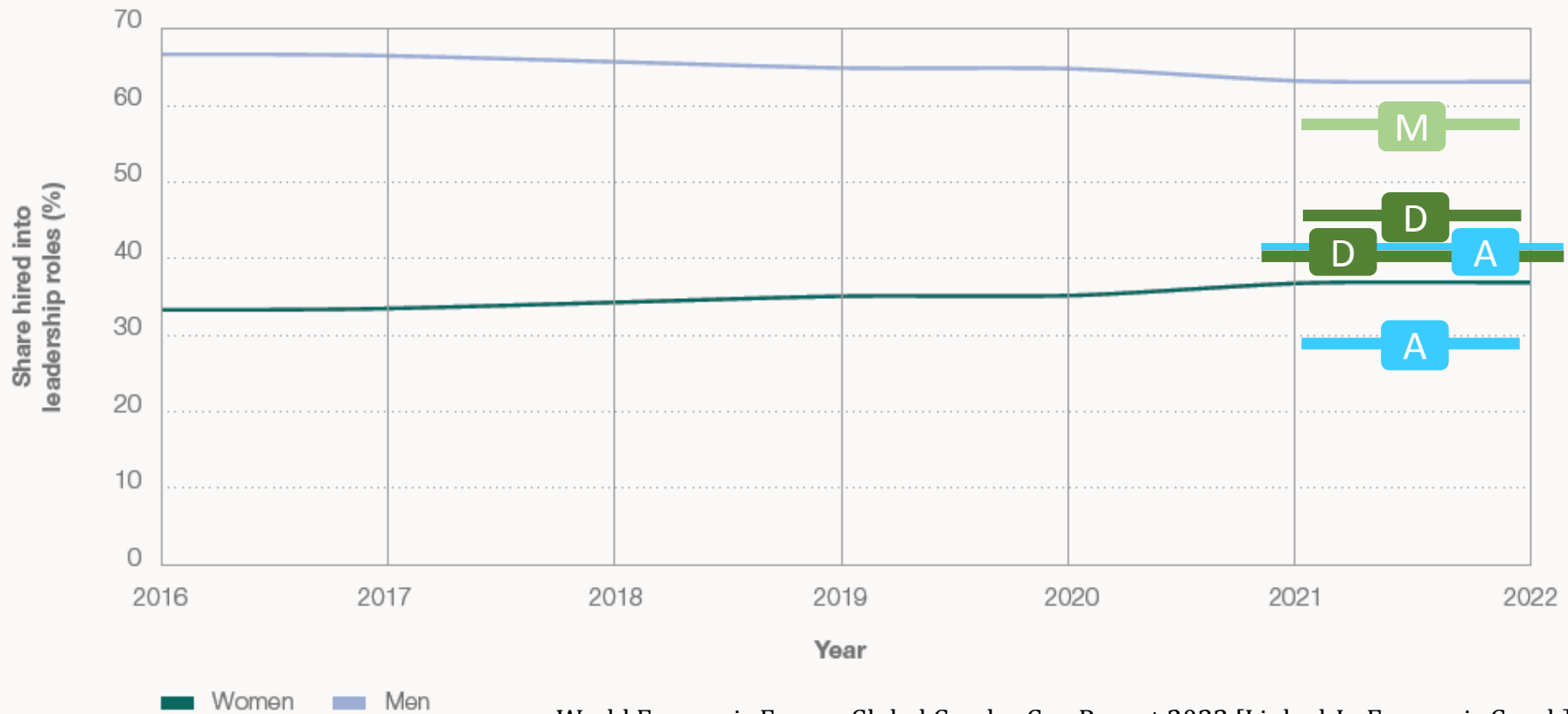
2. Percentage of Women Leadership Positions

2.2. Worldwide Benchmarking

FIGURE 2.8

Share of women hired into leadership, by year

2022



3

Gender Pay Gap

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Definition of Gender Wage Gap [OECD]

The gender wage gap is defined as the difference between median earnings of men and women relative to median earnings of men.

How to Calculate the Gender Wage Gap, Unadjusted

Take the **mean hourly pay for men** and subtract the **mean hourly pay for women**. **Divide the result by the mean hourly pay for men** and multiply the result by 100.

3. Gender Pay Gap

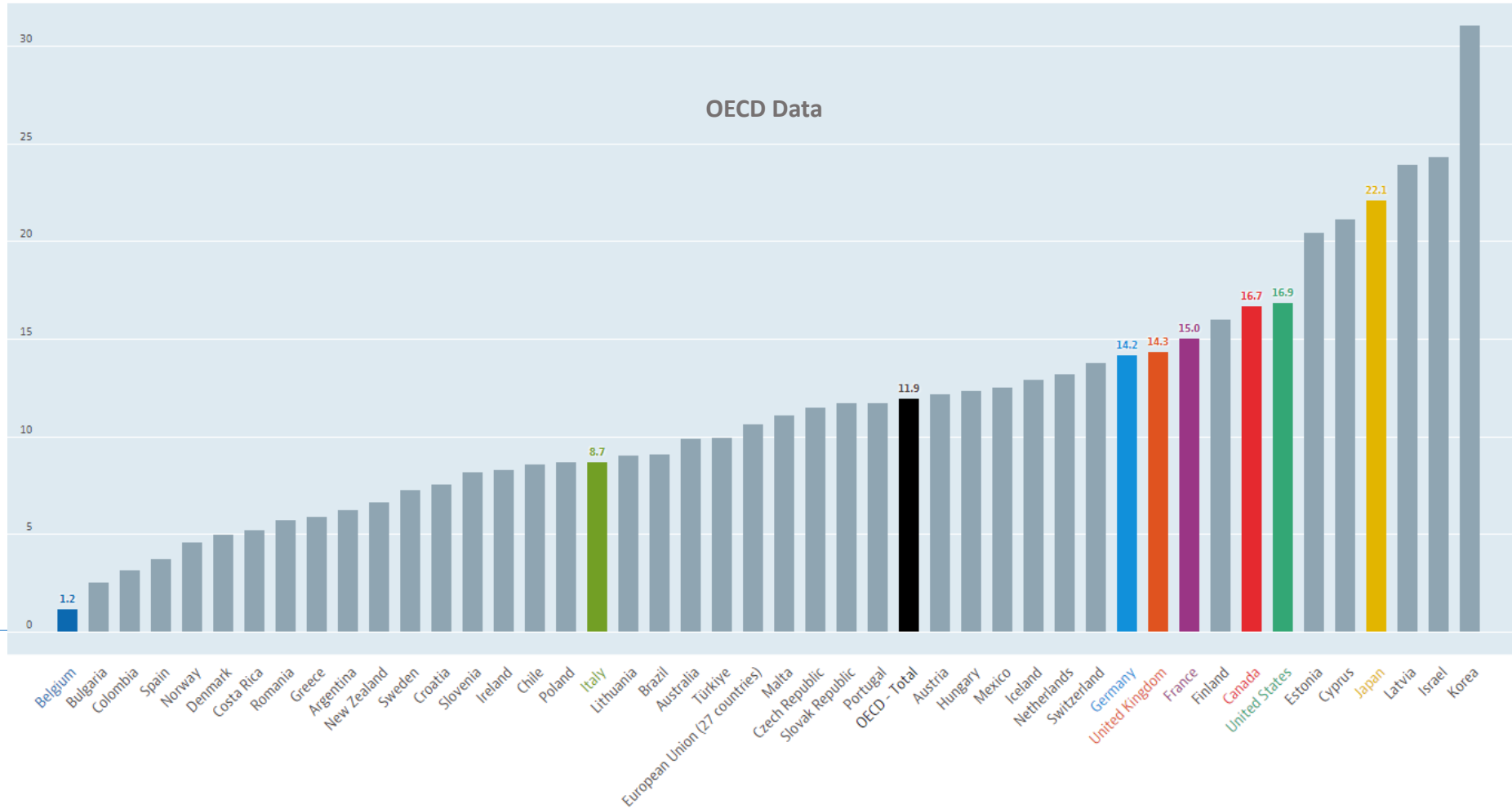
3.1. Unadjusted Gender Pay Gap

	Unadjusted Pay Gap	Women			Men		
		% of Total	Average Age	Average Pay Unit	% of Total	Average Age	Average Pay Unit
Full Time Staff	0.45%	50.2%	46	LBP 25,082	49.8%	47.9	LBP 25,194

3. Gender Pay Gap

3.2. Unadjusted Gender Pay Gap Benchmarking, OECD

Gender wage gap Employees, Percentage, 2022 or latest available



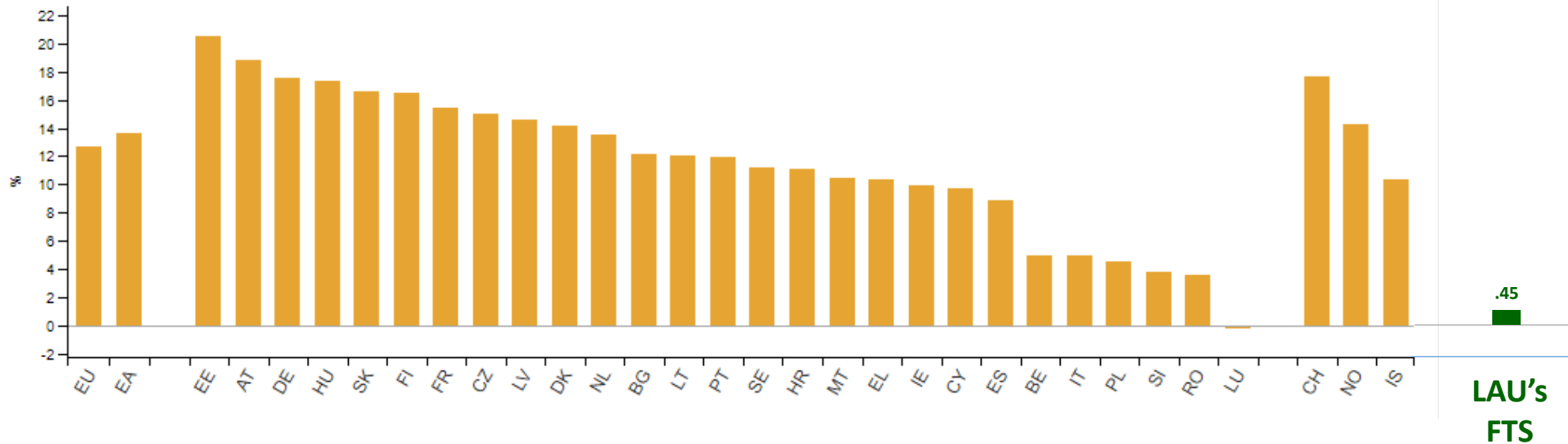
LAU's
FTS

.45

3. Gender Pay Gap

3.2. Unadjusted Gender Pay Gap Benchmarking, UE

The unadjusted gender pay gap, 2021 (difference between average gross hourly earnings of male and female employees as % of male gross earnings)



3. Gender Pay Gap

3.3. Adjusted Gender Pay Gap

	Unadjusted Pay Gap	Women			Men		
		% of Total	Average Age	Average Pay Unit	% of Total	Average Age	Average Pay Unit
Full Time Staff	0.45%	50.2%	46	LBP 25,082	49.8%	47.9	LBP 25,194

**Unadjusted
Cents to a Dollar**

99.6

**Age-Adjusted
Cents to a Dollar**

103.6

Age-Adjustment Factor

$$47.9 / 46 = 1.04$$

https://en.wikipedia.org/wiki/Gender_pay_gap

<https://data.oecd.org/earnwage/average-wages.htm#indicator-chart>

<https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Gender_pay_gap_statistics

<https://www.weforum.org/reports/global-gender-gap-report-2022/digest/>

<https://www.zippia.com/advice/what-percentage-of-the-workforce-is-female/#:~:text=46.6%25%20of%20the%20workforce%20is,of%20the%20workforce%20is%20women.>

<https://www.entrepreneur.com/leadership/youll-never-guess-which-country-boasts-the-most-female-run/242106#:~:text=Of%20any%20country%20on%20earth,works%20to%20uphold%20labor%20rights.>

https://en.m.wikipedia.org/wiki/List_of_female_top_executives#:~:text=Thailand%20has%20the%20highest%20proportion,United%20States%20it's%205%20percent.

<https://www.zippia.com/advice/women-in-leadership-statistics/#:~:text=What%20percentage%20of%20women%20hold,65%25%20of%20all%20leadership%20positions.>

<https://www.catalyst.org/research/women-in-management/#:~:text=34.1%25%20of%20other%20executives,43.4%25%20of%20other%20managers>

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---ddg_p/documents/publication/wcms_762098.pdf

<https://www.statista.com/statistics/1259478/women-in-managerial-positions-worldwide/>