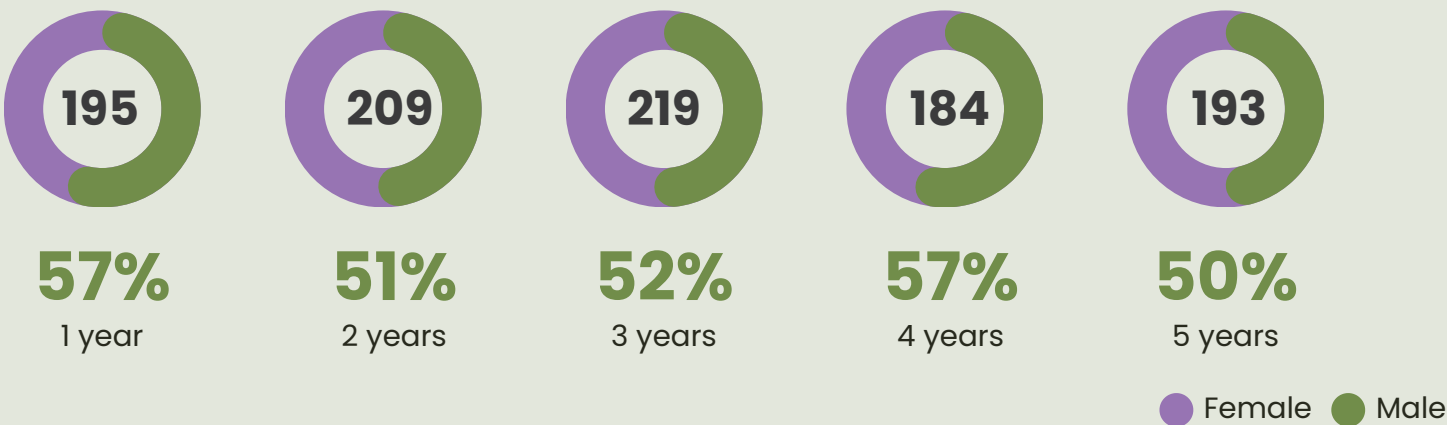


CLIMBING THE LADDER

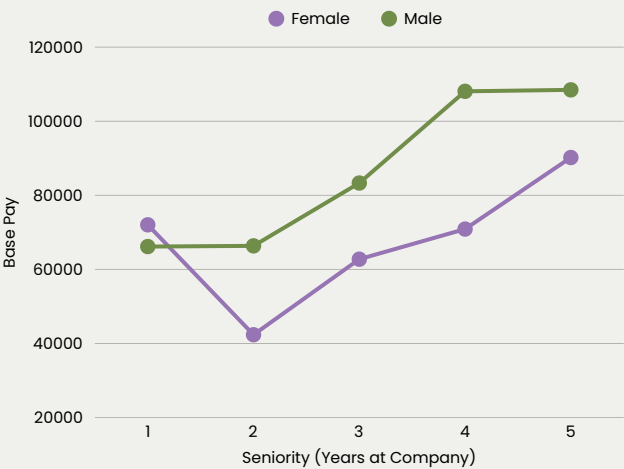
How Gender, Education, and Seniority Shape Pay in the Workplace

Workforce Demographics

This chart illustrates the distribution of workforce demographics by **seniority** (years of experience) and gender. The most represented group has 3 years of work experience, and **male labour** account for **52%** of the total workforce.



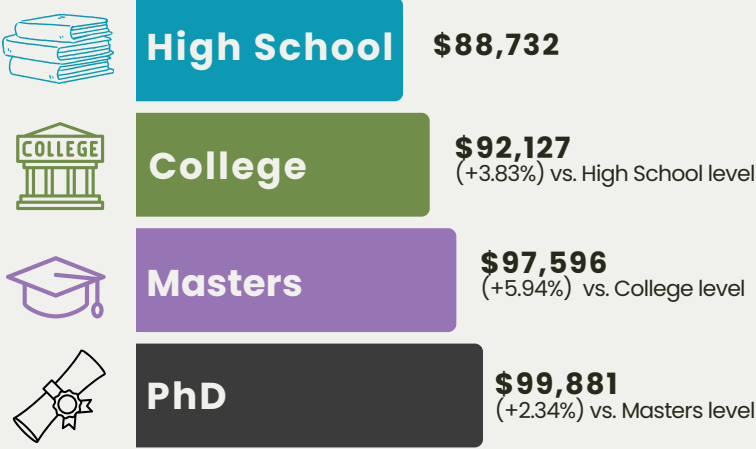
Seniority boosts pay, but gender pay gap still exist



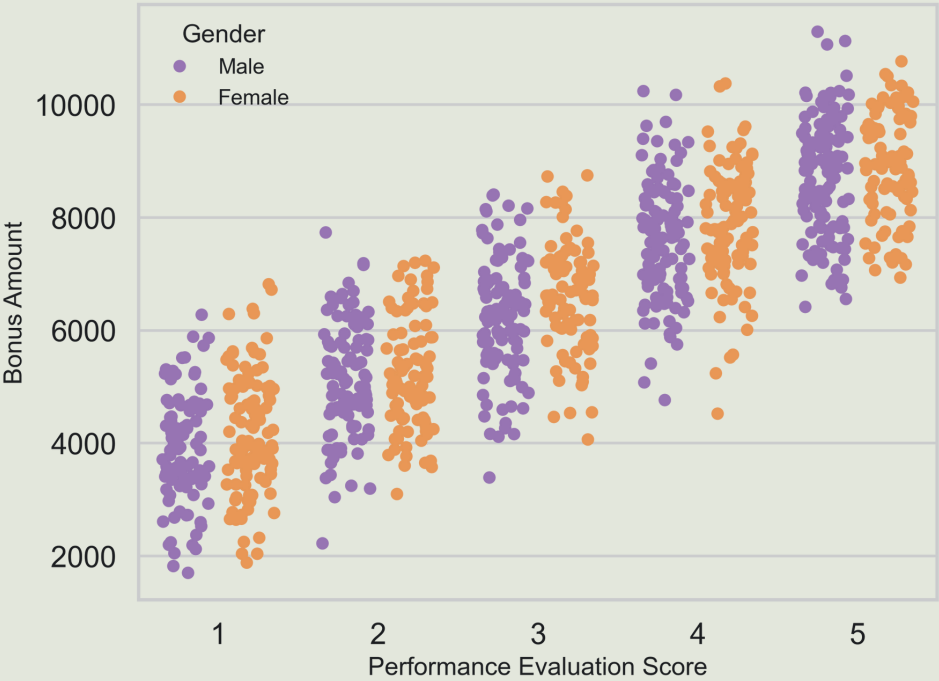
Pay rises with seniority for both genders, but the gap widens over time – with male salaries pulling ahead after 3 years at Company

Pay Growth by Education Level

Higher education generally leads to increased earnings, but the percentage growth slows at the PhD level

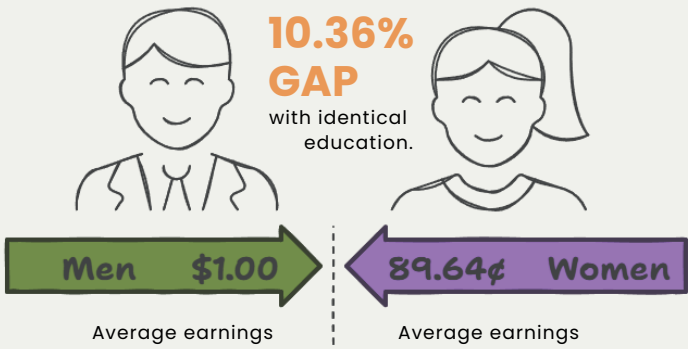


Performance Evaluation vs Bonus

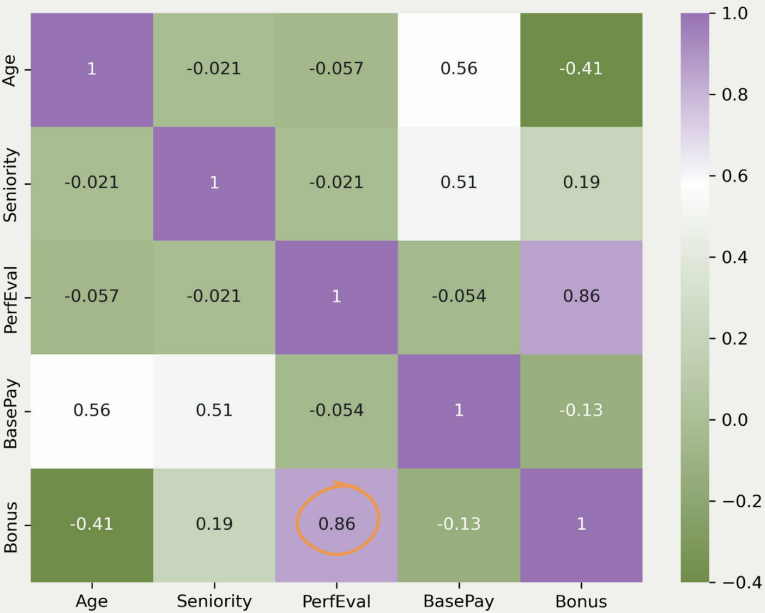


Performance Evaluation Score is a primary factor in determining bonus, but there is also variability within each performance level, and the distribution seems relatively consistent across genders

Equal Smarts, Unequal Pay. Why?



Correlation Matrix



Conclusion Insights and Recommendations

- Seniority drives pay up, but troublingly, the gender pay gap still exists.
- Although higher education raises earning potential, the income benefits of advanced degrees are often capped.
- Performance evaluation scores (PerEval) strongly influence bonuses, reaffirming their key role.
- **Close gender pay gaps** with regular equity reviews—especially for senior roles.
- **Focus incentive programs** on High-Impact Groups.
- **Drive fairness** with clear, consistent performance evaluations and shift compensation toward impact, not just advanced degrees.