



**2025**

**GENDER PAY GAP**

**REPORT**



# **EAST EUROPEAN UNIVERSITY (EEU)**



## **GENDER PAY GAP REPORT 2025**

**Tbilisi, Georgia**

**2026**

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I am pleased to present the East European University's (EEU) first Gender Pay Gap Report for 2025, which marks an important step toward strengthening transparency and accountability within our institution.

Our university is guided by core values — unity, respect, empathy, support, conscientiousness, freedom of thinking and expression, and collaboration and benevolence. These principles shape every aspect of our institutional culture.

The findings presented in this report provide an overview of the current situation regarding pay distribution within the university and highlight equality between academic and administrative staff. As we move forward, we remain committed to continuous improvement in all areas of equity and inclusion.

Promoting fairness, transparency, and equal opportunities remains a key priority for our institution. The university will continue to strengthen its policies and practices to support an inclusive environment for all staff and students.

I would like to thank all colleagues who contributed to the preparation of this report. Their work helps us continue building a university community grounded in respect, dignity, and equality.

**Dr. David Cherkezishvili**

Rector, Professor

East European University

## Abbreviations

<b>EEU</b>	East European University
Geostat	National Statistics Office of Georgia
<b>GPG</b>	Gender Pay Gap
ILO	International Labour Organization
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
UNDP	United Nations Development Programme



### Gender Pay Gap in Georgia

Gender equality in the labour market remains a significant policy issue in Georgia. Persistent disparities in employment, wages, and career advancement continue to affect women's economic opportunities. One of the most visible manifestations of these inequalities is the gender pay gap, which reflects structural inequalities in labour market participation, occupational segregation, and unequal access to leadership positions.

According to the National Statistics Office of Georgia (Geostat), women in Georgia consistently earn significantly less than men. Official statistics indicate that in 2023 the average monthly nominal earnings amounted to 1,425.4 GEL for women and 2,099.8 GEL for men, representing a wage difference of approximately 32 percent. More recent data show that this gap remains substantial: in the second quarter of 2025 women's average monthly earnings were 1,769.5 GEL compared to 2,655.8 GEL for men, meaning that women earned approximately 33.3 percent less than men on average.<sup>1</sup>

These figures place Georgia among countries with relatively high gender wage disparities in the Europe and Central Asia region. Globally, gender wage inequalities remain widespread. According to the International Labour Organization (ILO), employed women worldwide earn approximately 77 cents for every dollar earned by men, reflecting persistent gender disparities in earnings across regions and sectors.<sup>2</sup>

Although the magnitude of the gender pay gap varies across countries and economic sectors, this global statistic highlights the structural nature of wage inequality between women and men. Factors such as occupational segregation, unequal access to leadership positions, differences in working hours, and the unequal distribution of unpaid care work continue to shape gendered labour market outcomes in most countries.

In order to better measure gender inequality in earnings, Geostat introduced the **Adjusted Gender Pay Gap** indicator in 2022, developed with technical support from UN Women. This indicator controls for various demographic and job-related characteristics, including age, education, marital status, region of residence, occupation, and sector of employment. The introduction of this indicator represents an important methodological step in identifying structural barriers in the labour market and improving evidence-based policymaking.<sup>3</sup>

Using this methodology, Geostat Estimated that in 2023 the adjusted hourly gender pay gap was 13.2 percent, while the adjusted monthly gender pay gap reached 20.9 percent. Preliminary data for 2024

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<sup>1</sup> National Statistics Office of Georgia (Geostat). (2025). *Average monthly nominal earnings by sex*. Tbilisi: Geostat. [https://www.geostat.ge/media/69168/Average-Monthly-Nominal-Earnings-of-Employees---%28IV-Quarter%2C-2024%29.pdf?utm\\_source=chatgpt.com](https://www.geostat.ge/media/69168/Average-Monthly-Nominal-Earnings-of-Employees---%28IV-Quarter%2C-2024%29.pdf?utm_source=chatgpt.com)

<sup>2</sup> International Labour Organization (ILO). (2024). *Global employment trends and gender inequalities in labour income*. [https://www.ilo.org/resource/news/achieving-gender-equality-employment-rates-would-take-almost-two-centuries?utm\\_source=chatgpt.com](https://www.ilo.org/resource/news/achieving-gender-equality-employment-rates-would-take-almost-two-centuries?utm_source=chatgpt.com)

<sup>3</sup> National Statistics Office of Georgia (Geostat). (2022). *Publishing an adjusted gender pay gap*. [https://www.geostat.ge/index.php/en/single-news/2459/geostat-commences-publishing-an-adjusted-gender-pay-gap?utm\\_source=chatgpt.com](https://www.geostat.ge/index.php/en/single-news/2459/geostat-commences-publishing-an-adjusted-gender-pay-gap?utm_source=chatgpt.com)

show a slightly smaller gap, with the adjusted hourly gender pay gap estimated at 11.4 percent, while the monthly gap remains close to 19.3 percent<sup>4</sup>.

### **Structural Drivers of the Gender Pay Gap**

Several structural factors contribute to the persistence of the gender pay gap in Georgia. One of the most significant factors is horizontal occupational segregation, where women and men tend to work in different sectors of the economy. Women are disproportionately represented in traditionally lower-paid sectors such as education, health care, and social services, while men dominate higher-paying industries such as construction, information technology, and finance.<sup>5</sup>

Additionally, vertical segregation plays a crucial role in wage inequality. Although women are well represented in the labour force in certain sectors, they remain underrepresented in leadership and managerial positions. According to UN Women and the ILO, women hold only 16.5 percent of top management positions in private companies in Georgia, while women own approximately one-third of active enterprises.<sup>6</sup>

Another important structural factor relates to the unequal distribution of unpaid care work. Time-use studies demonstrate that women in Georgia spend approximately five times more time on unpaid domestic and care work than men, which limits their opportunities for full participation in the labour market and reduces career advancement prospects<sup>7</sup>.

These structural inequalities also affect long-term financial outcomes. For example, a recent UNDP-supported study on pension inequality found that gender disparities in wages and labour market participation contribute to a 46 percent gap in accumulated pension savings between men and women.<sup>8</sup>

Together, these structural factors reinforce economic inequality and contribute to persistent gender wage disparities across sectors.

### **Gender Pay Gap in Higher Education and Academia**

The higher education sector in Georgia reflects many of the broader gender inequalities observed in the national labour market. Women represent a significant proportion of the workforce in the education sector, including higher education. According to the GEOSTAT, women account for the majority of employees in the education sector overall, which is one of the most feminized sectors of the Georgian labour market.<sup>9</sup> However, despite their strong representation among teaching staff,

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<sup>4</sup>National Statistics Office of Georgia (Geostat). (2024). *Adjusted Gender Pay Gap (GPG)*. [https://www.geostat.ge/en/single-news/3575/adjusted-gender-pay-gap-2024?utm\\_source=chatgpt.com](https://www.geostat.ge/en/single-news/3575/adjusted-gender-pay-gap-2024?utm_source=chatgpt.com)

<sup>5</sup> World Bank (2021). *Country Gender Assessment Georgia*.

<https://documents1.worldbank.org/curated/en/407151616738297662/pdf/Georgia-Country-Gender-Assessment.pdf>

<sup>6</sup> UN Women, (2021), *Country Gender Equality Profile Georgia*, <https://georgia.unwomen.org/sites/default/files/2022-04/Country%20Gender%20Equality%20ENG%20%20UPDATED.pdf>

<sup>7</sup> International Labour Organization. (2022). *Gender Wage Gap in Georgia*.

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@europe/@ro-geneva/@sro-budapest/documents/publication/wcms\\_842290.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@europe/@ro-geneva/@sro-budapest/documents/publication/wcms_842290.pdf)

<sup>8</sup> United Nations Georgia. (2024). *Gender Pension Gap in Georgia: Gender Disparities within Georgia's Funded Pension Scheme*.

[https://georgia.un.org/en/285091-gender-pension-gap-georgia-gender-disparities-within-georgia%E2%80%99s-funded-pension-scheme-2024?utm\\_source=chatgpt.com](https://georgia.un.org/en/285091-gender-pension-gap-georgia-gender-disparities-within-georgia%E2%80%99s-funded-pension-scheme-2024?utm_source=chatgpt.com)

<sup>9</sup> National Statistics Office of Georgia (Geostat). (2025). *Employment and Wages*.

<https://www.geostat.ge/en/modules/categories/683/Employment-Unemployment>

women remain underrepresented in senior academic and leadership positions, such as full professors, deans, and rectors.

International analyses of gender equality in academia confirm that this pattern is common across many countries. According to UNESCO data on higher education systems, women tend to be well represented among students and junior academic staff but remain less represented in senior academic ranks and institutional leadership positions.<sup>10</sup> Similar findings are highlighted in the World Bank's Georgia Country Gender Assessment, which notes that although women are highly educated and widely employed in education-related professions, they are less likely to occupy senior managerial and decision-making roles.<sup>11</sup>

International research on academia consistently shows that gender pay disparities often emerge through vertical stratification of academic careers rather than direct wage discrimination. Women are more likely to be concentrated in lower-ranked academic positions, while men dominate senior positions that provide higher salaries, research funding opportunities, and institutional influence. Studies of university systems globally demonstrate that even after controlling for qualifications, female professors may earn lower salaries than their male counterparts, reflecting structural inequalities within academic career progression.

Additionally, gender disparities in academia are reinforced by differences in research collaboration networks, grant access, and publication opportunities, which are key determinants of academic promotion and salary progression. Research indicates that male academics tend to dominate international research collaborations and large research projects, which often play a critical role in career advancement and salary increases.

Although comprehensive national-level statistics on the gender pay gap specifically within Georgian universities remain limited, institutional analyses and sectoral observations suggest similar patterns. Women tend to be concentrated in teaching roles, administrative functions, and lower academic ranks, while men are more likely to hold senior academic and managerial positions. Because salaries increase significantly with academic rank and administrative responsibilities, these patterns contribute to gender differences in overall earnings within higher education institutions.

## **Policy Framework and Recent Developments**

Georgia has made progress in establishing legal and policy frameworks aimed at promoting gender equality in the labour market. The principle of equal pay for equal work is embedded in national labour legislation and reflects international commitments such as the ILO's Equal Remuneration Convention<sup>12</sup>.

Furthermore, gender equality is integrated into several national policy frameworks and development strategies. International organizations, including UN Women, UNDP, and the European Union, have supported various initiatives aimed at strengthening gender statistics, promoting women's economic empowerment, and improving gender-responsive policymaking.

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<sup>10</sup> UNESCO, Institute for Statistics (UIS), *Data for the Sustainable Development Goals*  
<https://www.uis.unesco.org/en>

<sup>11</sup> World Bank. (2021). **Georgia - Country Gender Assessment**  
<https://documents.worldbank.org/en/publication/documents-reports/documentdetail/407151616738297662>

<sup>12</sup> National Statistics Office of Georgia (Geostat). (2022). *Publishing an adjusted gender pay gap*.  
[https://www.geostat.ge/index.php/en/single-news/2459/geostat-commences-publishing-an-adjusted-gender-pay-gap?utm\\_source=chatgpt.com](https://www.geostat.ge/index.php/en/single-news/2459/geostat-commences-publishing-an-adjusted-gender-pay-gap?utm_source=chatgpt.com)

Nevertheless, persistent structural barriers remain. Women's labour market participation remains significantly lower than men's, and gender stereotypes regarding occupational roles continue to influence career choices and professional advancement. These factors, combined with unequal care responsibilities and limited representation in leadership positions, continue to shape the gender pay gap across sectors.

### **Implications for the Higher Education Sector**

Understanding the national gender pay gap context is essential for assessing wage disparities within universities. Higher education institutions often reflect broader labour market patterns, including occupational segregation, gendered career trajectories, and unequal access to leadership positions.. In Georgia, labour market patterns reflect broader gender inequalities in employment and career progression. As noted in the World Bank's Georgia Country Gender Assessment, these disparities are shaped by structural factors such as occupational segregation and unequal access to leadership positions.

A university-level gender pay gap analysis therefore provides an important opportunity to identify institutional patterns that may contribute to wage inequality, including differences in academic rank, administrative responsibilities, contract types, and promotion pathways. Such analyses are increasingly used internationally as part of broader gender equality strategies within universities, particularly in the context of gender mainstreaming and institutional accountability.

Addressing gender pay disparities within higher education institutions requires both institutional measures, such as transparent salary structures and gender-sensitive promotion policies, and broader societal changes aimed at reducing structural inequalities in the labour market.



### About EEU

East European University (EEU) is a private, state accredited higher education institution located in Tbilisi, Georgia. The university is dedicated to delivering high quality, internationally oriented education and research, grounded in democratic and humanistic values. EEU received authorization and program accreditation from the Ministry of Education and Science of Georgia in 2012 and has since expanded its academic portfolio and institutional capacity.

### History and Development

EEU was established with the goal of creating a progressive and internationally competitive university. Since its founding, the institution has grown to offer a comprehensive range of degree programs and built a reputation for modern academic standards, international partnership initiatives, and a student-centred educational environment. EEU's development includes active participation in international programs, partnerships with universities and organizations abroad, and continuous improvement of academic and research infrastructure.

### Mission, Vision and Strategic Priorities

EEU's mission emphasizes the introduction and implementation of international standards in both teaching and research, creating an educational environment that supports academic freedom, integrity, and professional growth for all members of the university community. The university aims to help students and staff flourish academically, morally, and civically, contributing to Georgian society and beyond.

The university's vision is to become an internationally recognized institution fully integrated into the European Higher Education Area, known for expanding research potential, ensuring the qualification of competitive specialists, and fostering democratic principles among students and staff.



#### EEU Strategic Priorities

- Increasing institutional attractiveness through modern academic offerings and partnerships.
- Developing research capacity and infrastructure.
- Strengthening internationalization and global engagement.
- Enhancing governance and human resource capacity.
- Investing in modern infrastructure and academic services.





These priorities guide the university's strategic development and shape policies related to human resources, academic quality, and institutional growth.

## Internationalisation and Partnerships

Internationalisation is a core strategic objective for EEU. The university actively pursues global partnerships and collaboration with universities and organizations around the world, supports exchange programs and dual-degree initiatives, and aims to raise its international profile within the European Higher Education Area.

## Academic Structure and Faculties

EEU's academic activities are organized across multiple faculties offering undergraduate, graduate, and doctoral programs aligned with both national regulatory frameworks and international standards. The main academic units include:

 <b>Faculty of Law and Social Sciences</b>	 <b>Faculty of Education Sciences</b>	 <b>Faculty of Business and Engineering</b>	 <b>Faculty of Healthcare Sciences and Medicine</b>
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Each faculty's programs are designed to address current labour market needs while ensuring theoretical rigor and practical relevance.

## Staff and Student Community

EEU employs a mix of local and international academic staff, supported by administrative personnel responsible for academic services, institutional governance, and student support systems. The student body includes both Georgian and international students, with English-medium programs attracting learners from a diverse set of countries.

## Organizational Structure and HR Policies

The university operates within a three-cycle system (Bachelor, Master, Doctoral) with distinct academic and administrative functions. Modern digital platforms such as EEU-EL, ELMA, Microsoft Teams, and OPAC support the effectiveness of administrative processes, staff management, teaching, and research.

While EEU's strategic and operational documents do not elaborate a specific gender equality policy, its emphasis on equity, professional development, and inclusive academic values underscores a foundational commitment to fair treatment and equal opportunities for all staff and students, which provides an important contextual basis for the Gender Pay Gap analysis undertaken in this report.

### Overall Analytical Framework



The purpose of this analysis is to assess gender differences in remuneration within the university by calculating the Gender Pay Gap (GPG) across different categories of employees. The analysis follows internationally recognized approaches used in institutional gender pay gap reporting, which rely on hourly pay comparisons between women and men and use both mean and median pay gap indicators.

All data in this analysis are based on the 2025 calendar year, covering 1 January 2025 to 31 December 2025.

The methodology ensures transparency and comparability across staff groups by calculating the average hourly pay of female and male employees within comparable categories. The analysis focuses on identifying differences in pay between women and men rather than assessing equal pay for identical positions. In other words, the Gender Pay Gap reflects structural differences in average earnings between female and male employees across the institution, which may arise from occupational segregation, differences in seniority, employment status, or representation in higher-paid roles.

Data were provided by the University’s Human Resources Department and relevant administrative units. All data were disaggregated by gender to enable the calculation of gender-based pay indicators.

### Staff Categorization

 <b>Administrative Staff</b>	 <b>Academic Staff</b>
<ul style="list-style-type: none"> <li>▶ Top Management — Rector, Vice-Rectors, Deans</li> <li>▶ Middle-Level — Heads of units, Deputy heads, Deputy Deans</li> <li>▶ Lower-Level — Coordinators, Senior Specialists, Specialists</li> </ul>	<ul style="list-style-type: none"> <li>▶ Full Professors</li> <li>▶ Associate Professors</li> <li>▶ Assistant Professors</li> <li>▶ Invited / Non-staff Academic Personnel</li> </ul>

For each category, mean and median hourly pay were calculated by gender.

### Foreign Academic Staff

Foreign academic staff were analyzed together with the Georgian academic staff as there is no differences in contract types and employment conditions.

### Hourly Pay Calculation

Hourly pay was calculated based on payroll data and standardized for full-time equivalence where applicable. Hourly paid or casual workers were included when data were available.

## Gender Pay Gap Indicators

- **Mean Gender Pay Gap:** Difference between mean hourly pay of men and women.

$$\frac{\text{Mean (Male hourly rates of pay)} - \text{Mean (Female hourly rates of pay)}}{\text{Mean (Male hourly rates of pay)}}$$

- **Median Gender Pay Gap:** Difference between median hourly pay of men and women.

$$\frac{\text{Median (Male hourly rates of pay)} - \text{Median (Female hourly rates of pay)}}{\text{Median (Male hourly rates of pay)}}$$

## Student Gender Distribution

Although not directly related to remuneration, data on student gender distribution for the **2025-2026 academic year** were included:

- Active student counts by gender
- Georgian and international student breakdown

## Limitations

- The analysis relies on administrative data available at the time of reporting.
- Differences in employment contracts, working hours, or temporary academic appointments may affect pay comparisons.

The Gender Pay Gap reflects average earnings differences and does not necessarily indicate unequal pay for identical roles.



## Findings

Administrative Staff — Gender and Pay Analysis

### Administrative Staff - Gender and Pay Analysis

The university's administrative staff consists of **108 employees**, with women accounting for **56.5% (61 staff)** and men **43.5% (47 staff)**. Staff are distributed across three hierarchical levels: top management, middle-level administrative staff, and lower-level operational staff.

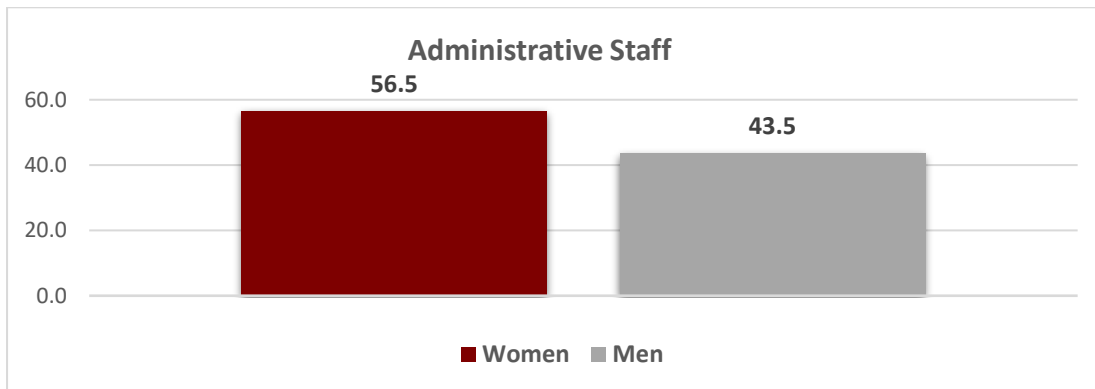


Chart 1

**Top Management** - including the Rector, Vice-Rectors, and Deans – comprises **13 employees**, with men slightly overrepresented at **54%**. This group exhibits the highest salaries, with a relatively small variation in pay, reflecting a concentrated leadership structure.

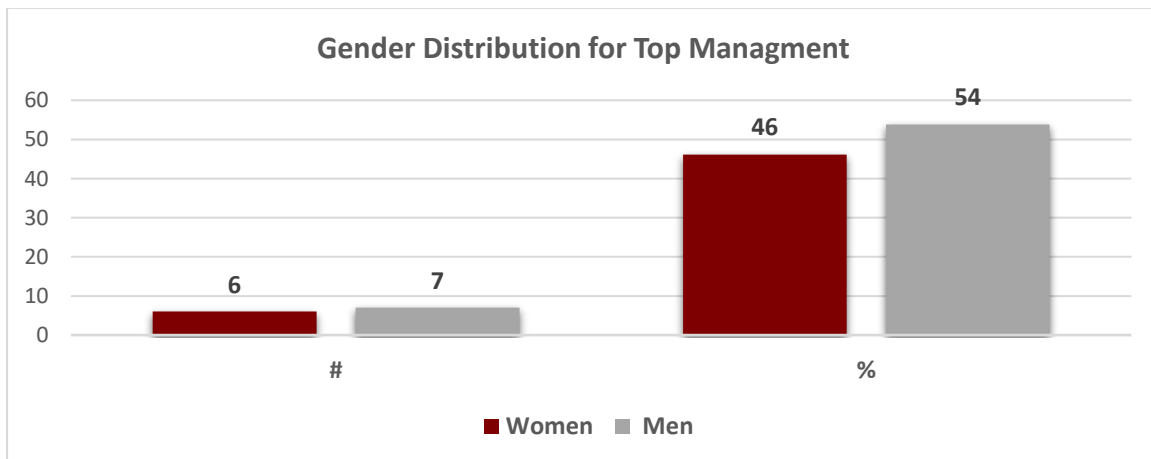


Chart 2

**Middle-Level Administrative Staff** - consisting of heads and deputy heads of structural units and deputy deans – includes **29 employees**, with women representing **62%** of the group. Pay levels in this category are moderately higher than those of lower-level staff, with deviations reflecting differences in responsibility and experience.

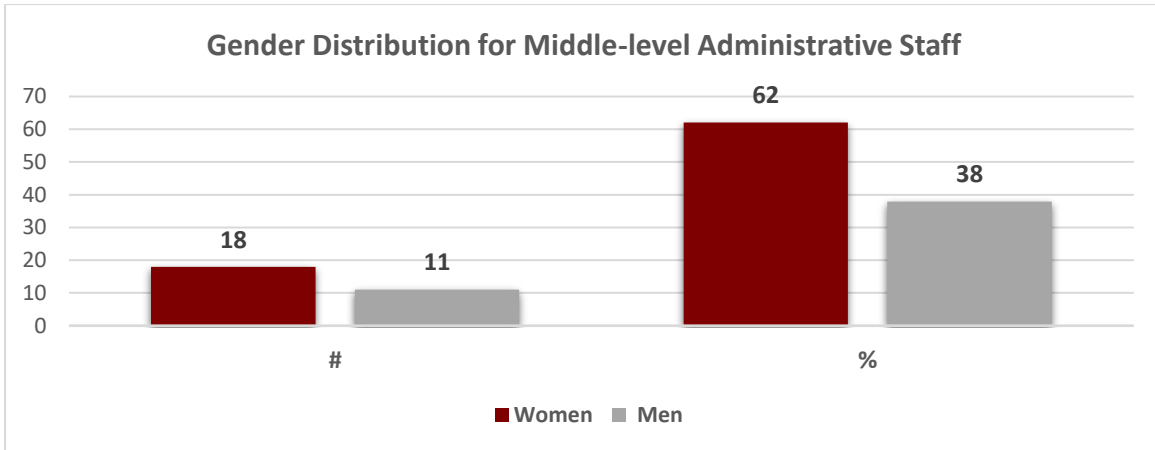


Chart 3

**Lower-Level Administrative Staff**, comprising coordinators, senior specialists, and specialists, is the largest group with **66 employees**. Women constitute **56%** of this group, highlighting a slightly higher female presence at operational levels.

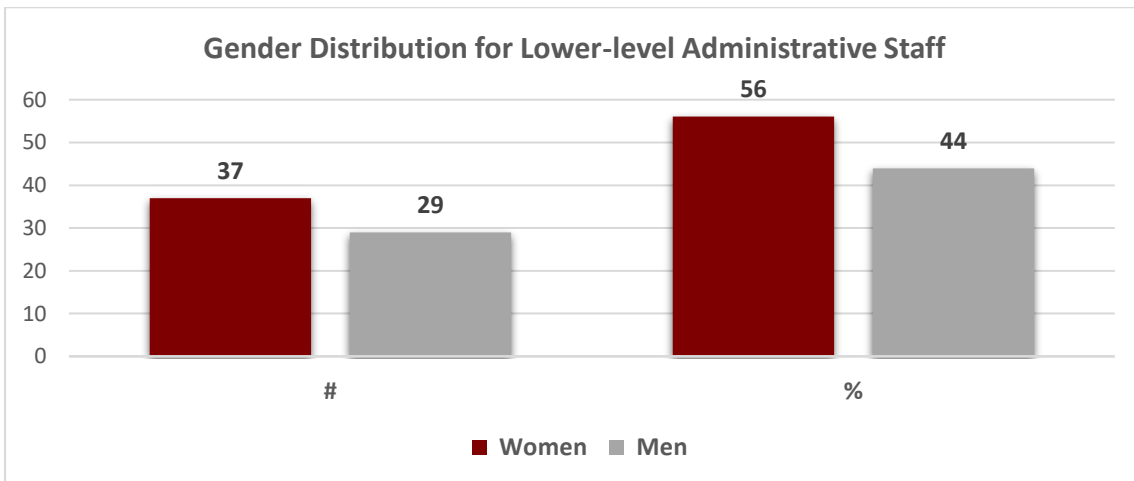


Chart 4

The analysis of mean and median salaries shows a **hierarchical pay structure**: top management earns substantially more than middle and lower-level staff. Median salaries are generally lower than the mean, particularly in top management, indicating that a small number of higher earners elevate the average.

### Pay Distribution by Administrative Level

The analysis of the gender pay gap across administrative levels shows relatively small differences in average earnings between women and men within the same hierarchical groups, although some variation is observed depending on the level of responsibility.

At the **top management level**, the **mean gender pay gap is 1.21%**, while the **median pay gap is 0%**. This suggests that, overall, the average earnings of men in senior administrative positions are only slightly higher than those of women, while the median value indicates that the typical earnings of

women and men at this level are effectively equal. This pattern indicates a **high degree of pay parity at senior administrative levels.**

Within the **middle-level administrative positions**, the **mean gender pay gap stands at 1.16%**, again showing only a marginal difference between the average earnings of men and women. However, the **median pay gap is higher at 32.02%**, which suggests that the distribution of salaries within this group may be uneven. In practical terms, this may indicate that while average earnings between genders are similar, a larger proportion of women are positioned in the lower part of the salary distribution within this category.

At the **lower-level administrative positions**, the analysis shows a **negative gender pay gap**, with the **mean gap at -1.90% and the median gap at - 6.69%**. A negative value indicates that, on average, **women earn slightly more than men within this group**. This suggests that gender differences at the operational level do not disadvantage women and may instead reflect variations in job roles, tenure, or grade distribution within these positions.

The findings shows that **gender pay differences within administrative levels are relatively limited**, particularly at the senior management level where parity is most evident. Where differences occur, they appear to be influenced more by **salary distribution patterns within staff categories rather than systematic differences in pay between men and women performing comparable roles.**

Overall, when considering administrative staff as a whole, men earn on average approximately 12% more than women. However, the gap in median earnings is considerably smaller, at around 4%, indicating that the overall gender pay gap is influenced by a relatively small number of higher-paid positions that raise average earnings. In contrast, the smaller gap in median earnings suggests that the majority of administrative staff earn similar salaries regardless of gender.

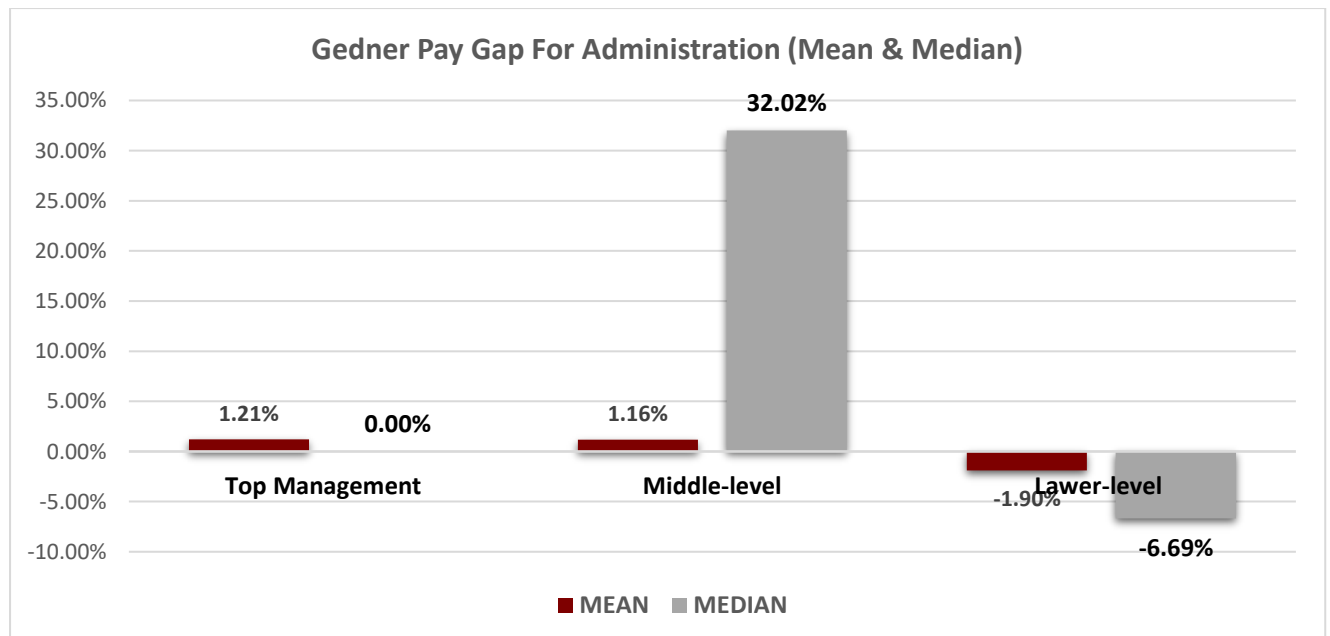


Chart 5

## Findings

### Academic Staff — Gender Distribution and Pay Analysis

#### Gender Distribution Across Academic Positions

The university's academic and visiting staff consists of **298 employees**, with women accounting for **62% (160 academics and visiting staff)** and men **38% (98 academics and visiting staff)**. The gender composition of academic staff varies across different academic ranks, reflecting differences in representation at various levels of the academic hierarchy.

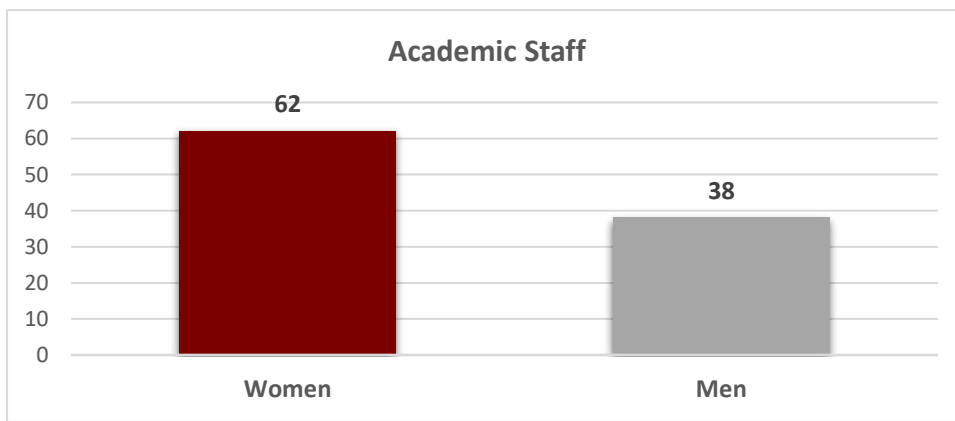


Chart 6

Among **Full Professors**, men constitute the majority, representing **62% (28)** of staff in this category, while women account for **38% (17)**. This shows that male academics are more strongly represented at the most senior academic level.

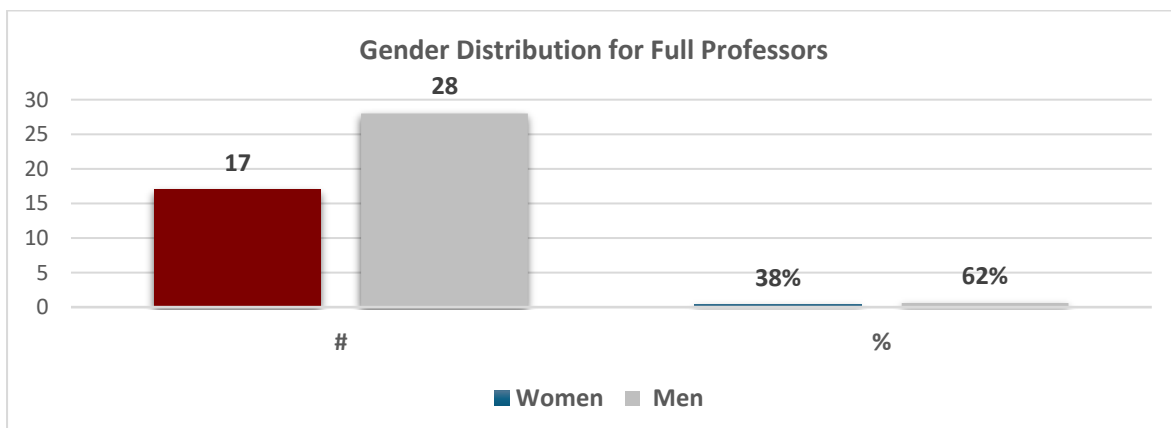


Chart 7

At the level of **Associate Professors**, the gender distribution shifts in favour of women. Women represent **59% (48)** of staff in this category, compared to **41% (33)** men. This shows a stronger presence of women in mid-level academic positions.

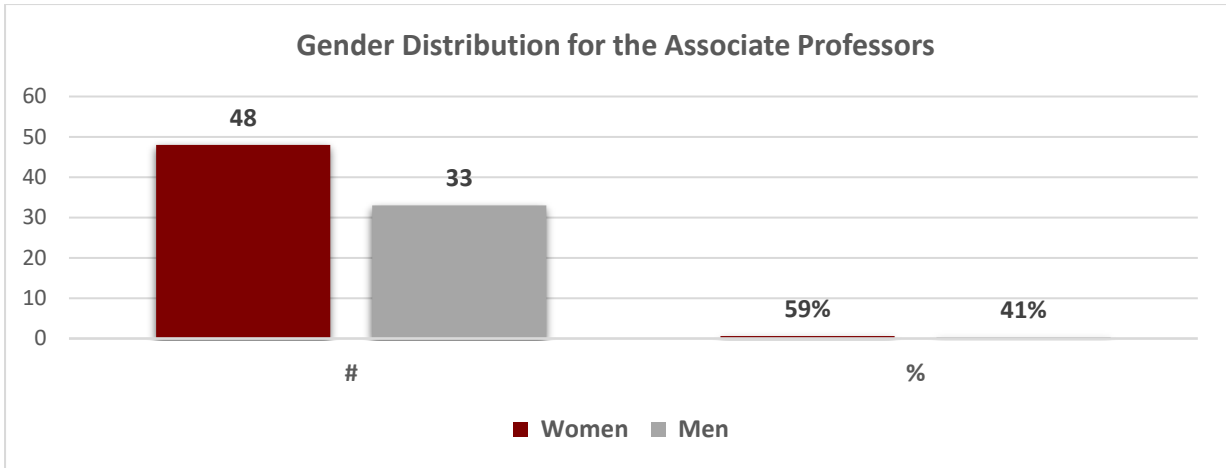


Chart 8

A similar pattern is observed among **Assistant Professors**, where women represent a significant majority, accounting for **82% (28)** of staff, while men represent **18% (6)**. This shows that women are highly represented at this early-career academic stage.

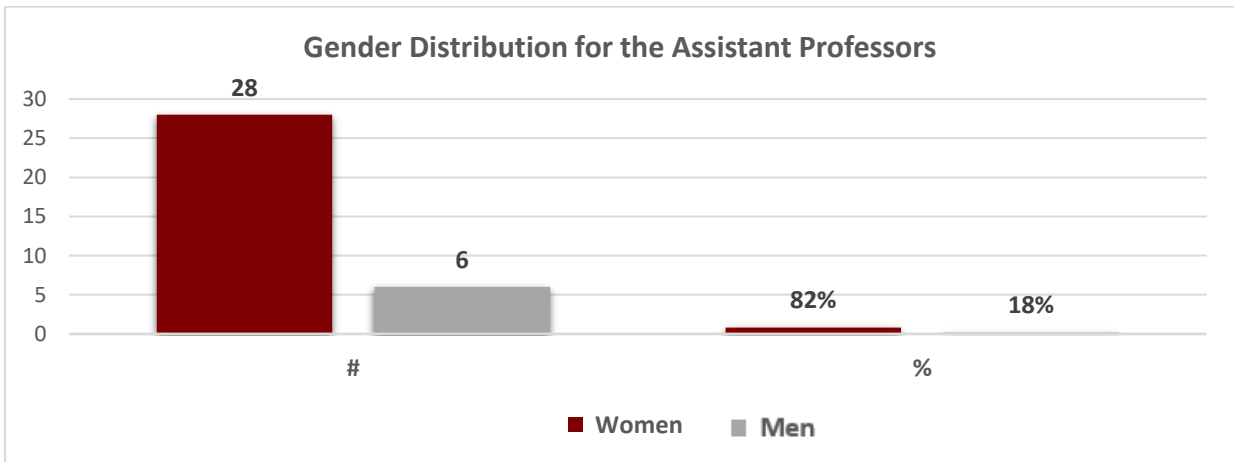


Chart 9

Among **Invited Lecturers**, women also form the majority, representing **68% (67)** of staff compared to **32% (31)** men. This category typically includes part-time or externally engaged academic staff, where women appear to have a stronger presence.

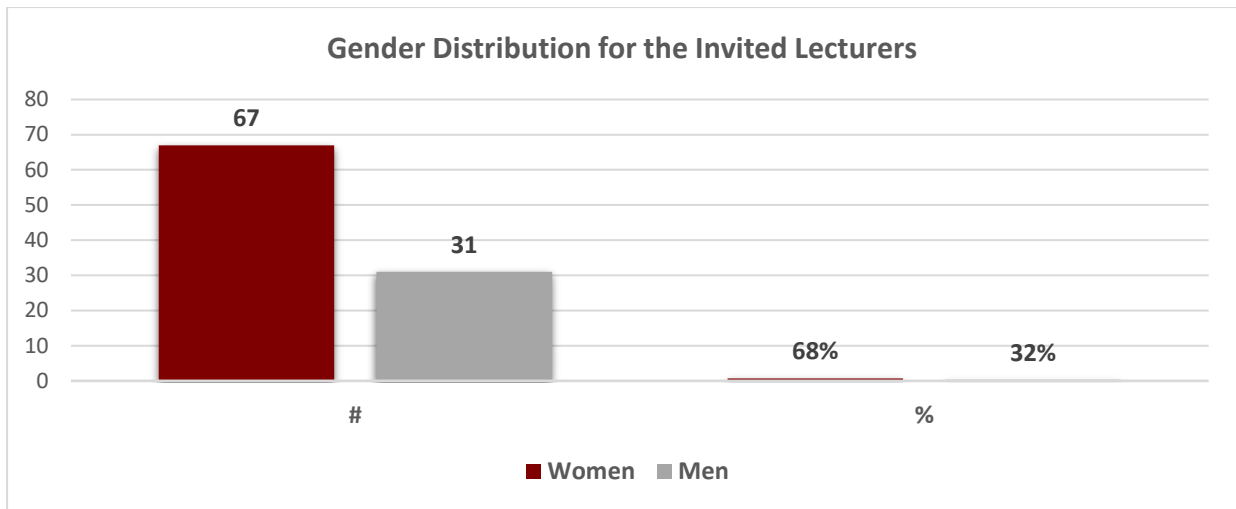


Chart 10

The above-mentioned data shows that gender **distribution pattern across academic ranks**, where men are more strongly represented at the **highest academic level**, while women constitute the majority in **mid-level and entry-level academic positions as well as among invited lecturers**. This pattern is commonly observed in higher education institutions.

### Pay Distribution Across Academic Positions

The analysis of the gender pay gap across academic staff categories shows **very small differences in pay between women and men within the same academic ranks**. The results show a high level of pay parity across most academic positions.

Among **Full Professors**, the **mean gender pay gap is -0.65%**, while the **median pay gap is 0%**. The negative mean value indicates that, on average, women in this category earn slightly more than men. The median value of zero suggests that the typical earnings of women and men at this level are effectively equal, pointing to a strong level of pay balance among the most senior academic staff.

A similar pattern is observed among **Associate Professors**, where the **mean gender pay gap is -3.35%**, again indicating that women on average earn slightly more than their male counterparts. The **median pay gap remains at 0%**, highlighting that the typical salary levels of women and men within this rank are equivalent. This further leads to the finding that there is **no significant gender-based pay difference within this academic category**.

For **Assistant Professors**, the **mean gender pay gap is -0.17%**, which represents a negligible difference in average pay between women and men. As with the other academic ranks, the **median pay gap is 0%**, indicating that the typical pay levels of male and female staff members are equal within this group.

Among **Invited Lecturers**, the **mean gender pay gap is 2.40%**, showing that men earn slightly more on average in this category. However, the **median pay gap is again 0%**, which shows that the typical pay for women and men remains equivalent and that the observed difference in the mean may be influenced by variations in individual contracts.

The findings indicate that **gender pay differences within academic ranks are minimal**, with median values consistently showing pay parity across all academic categories. Where minor differences in

mean values occur, they are relatively small and may reflect variations in contract type rather than systematic differences in pay between men and women performing comparable academic roles.

Overall, when considering academic staff as a whole, gender pay differences are minimal. On average, men earn approximately 12% more than women. However, the median pay gap is 0%, showing that typical earnings are effectively equal across genders. This suggests that the overall gender pay gap among academic staff is not driven by systematic pay inequalities but may instead reflect minor variations in individual contracts. At the median level, the data show strong pay parity, with men and women earning equivalent salaries across all academic ranks.

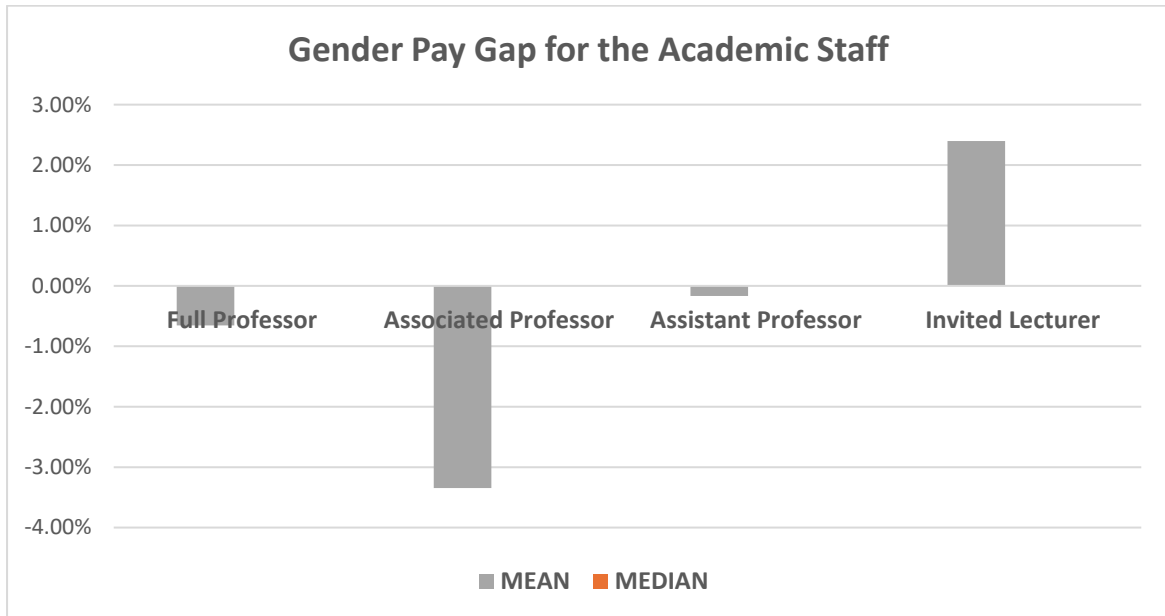


Chart 11



## Findings

Student Gender Distribution — 2025/2026 Academic Year

### Gender Distribution of Students by Citizenship

The analysis of student enrolment by gender and student citizenship shows differences between **the Gender Distribution**.

Among **local students**, women represent a clear majority, accounting for **70% (637 students)** of enrolment, while men constitute **30% (279 students)**. In contrast, the gender distribution among **international students** is more balanced. Women represent **49% (493 students)**, while men account for **51% (522 students)**.

The data show that **female students dominate the local student population**, whereas the **international student cohort is characterized by a relatively equal gender distribution**. These differences may reflect variations in programme choices, recruitment patterns, or broader trends in higher education participation among domestic and international students.

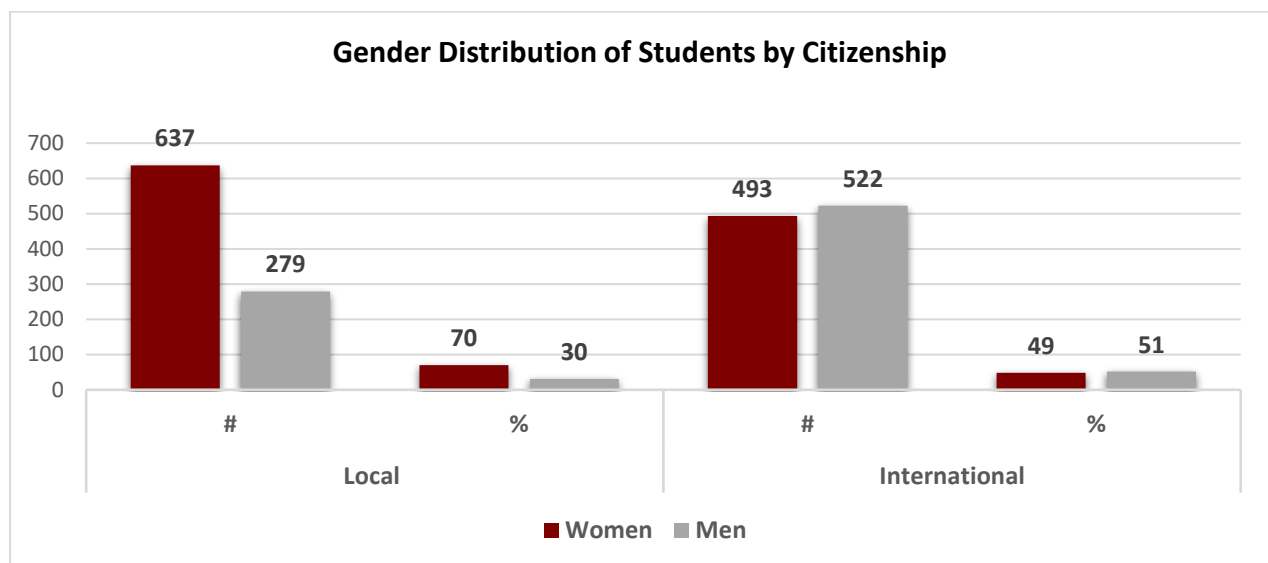


Chart 12



## Conclusion and Recommendations

### Summary of Key Findings

The data analyses of administrative, academic, and student populations at the EEU reveals a clear picture of gender representation and pay equity. Among administrative staff, women constitute a slight

majority overall, and gender pay differences are relatively small. Notably, top management shows near-complete pay parity, while minor variations at middle and lower levels are influenced more by salary distribution patterns than systemic bias.

In the academic ranks, men are predominantly represented at the highest level (Full Professors), whereas women form the majority in mid-level and entry-level positions, including Assistant Professors and Invited Lecturers. This reflects common hierarchical trends in higher education, with gender imbalances decreasing at earlier career stages.

Among students, local enrolment is female dominated, while international student numbers are nearly balanced by gender, highlighting broader patterns in recruitment and participation.

Overall, the university demonstrates strong gender pay equality, particularly within administrative positions, and shows progressive gender representation at early and mid-career academic stages.

## Recommendations

- 1 Continue annual GPG monitoring across all staff categories to track progress over time.
- 2 Develop targeted career development programmes to support women's progression to senior academic ranks.
- 3 Review promotion criteria and processes to ensure gender-neutral evaluation at all academic levels.
- 4 Investigate the drivers of the 32% median GPG at middle-level administrative positions.
- 5 Publish the GPG report annually as part of EEU's commitment to transparency and accountability.

### **Next Report**


The next Gender Pay Gap Report will cover the 2026 calendar year and will be published in 2027, in line with EEU's EDI Strategy 2026–2030 annual reporting commitments.



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