

From Equal Pay to Verified Equity

At the Public Authority for Applied Education and Training (PAAET), accountability and fairness are the foundation of our institutional culture.

We believe that true pay equity is achieved not only through fair structures but also through transparency, continuous measurement, and data-driven improvement.

Building upon Kuwait's Unified Government Pay Scale, which ensures equal pay for equal work, PAAET is now taking the next step, transforming this foundational fairness into measurable, verifiable equity through systematic data analysis and gender pay tracking.

This initiative reflects our deep commitment to the UN Sustainable Development Goals (SDG 5 and SDG 8) and to Kuwait Vision 2035, which promotes gender equality, empowerment, and inclusive economic participation.

A Strong Foundation: Fairness Built into the System

PAAET's compensation framework is firmly based on the Unified Kuwaiti Government Pay Scale, which determines salaries solely according to:

- Job grade and professional responsibilities
- Educational qualifications
- Years of experience and service

This objective model eliminates gender bias in base pay, guaranteeing fairness at every level of employment. However, PAAET recognizes that achieving true pay equity requires going further, beyond compliance, toward proactive measurement of institutional trends that may influence the aggregate gender pay gap.

From Structure to Insight: Measuring What Matters

PAAET is currently enhancing its capacity to collect and analyze comprehensive workforce data.

Our next strategic phase focuses on systematically measuring and closing the gender pay gap through evidence-based tools and processes:

- **Annual Pay Equity Audit:** A formal process to calculate mean and median gender pay gaps, providing benchmarks for progress and transparency.
- **Gender-Disaggregated HR Data:** Integration of detailed gender data into the Human Resources Information System (HRIS) to monitor representation, promotion, and pay patterns.
- **Analytical Dashboard Development:** Building interactive dashboards to visualize pay trends and identify structural disparities.

These tools will transform data into actionable insights that inform institutional planning and equity initiatives.

Turning Data into Action

PAAET's forward-looking strategy uses transparency as a driver of change.

The findings from annual pay equity audits will directly shape leadership development programs, mentorship networks, and bias-free promotion frameworks, ensuring that women and men have equal access to career advancement opportunities.

By linking measurement with action, PAAET creates a cycle of continuous improvement and accountability, positioning itself as a leader in gender-responsive management in the higher education sector.

The PAAET Strategic Plan 2025–2030 complements this data-driven approach by prioritizing digital transformation and institutional transparency. It calls for the expansion of integrated HR information systems and analytical dashboards to monitor workforce trends, ensuring evidence-based decisions that promote fairness and equity. By aligning pay-equity tracking with the strategic vision, PAAET embeds continuous measurement and accountability into its management systems, reinforcing Kuwait's leadership in ethical and equitable employment practices.



PAAET Strategy – خطة عمل.pdf

Alignment with National and Global Goals

PAAET's pay equity tracking initiative aligns with both national and international frameworks:

- Kuwait Vision 2035 – “New Kuwait”, which prioritizes women's empowerment and full participation in the labor market.
- ILO Equal Remuneration Convention (No. 100), ensuring fair compensation for work of equal value.
- UN 2030 Agenda for Sustainable Development, particularly SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth).

Through this alignment, PAAET reinforces Kuwait's leadership in fostering equitable and inclusive employment systems built on fairness, transparency, and human dignity.

Conclusion

The Public Authority for Applied Education and Training is moving decisively from policy to proof.

By integrating gender pay tracking into its HR systems and publishing clear, data-driven analyses, PAAET transforms its commitment to pay equity into measurable progress.

This evidence-based approach strengthens institutional integrity, promotes gender equality, and demonstrates PAAET's national leadership in ethical employment, transparency, and sustainable growth, fulfilling the vision of both Kuwait Vision 2035 and the UN Sustainable Development Goals.