



FAIR WAGE POLICY TO ENSURE GENDER EQUALITY



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Stavropol

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SSAU considers achieving the UN Sustainable Development Goal to ensure gender equality one of its key priorities in personnel management.

This is enshrined in the employment policy with regard to ending discrimination in the workplace based on race, social, gender, religion, nationality and other factors.

The University carefully ensures that decisions on salary increases are made solely on individual work results and conscientious performance of work duties.

Remuneration (salary) at SSAU is carried out not according to the employee's gender, but according to the employee's performance indicators in accordance with the approved KPI. KPI for each position held include agreed upon strategic development indicators of SSAU, strategic indicators of industry affiliation and indicators of personal growth of the employee in accordance with his personal well-being profile.

In order to implement a fair remuneration scale that ensures gender equality, SSAU guarantees regular:

- conducting a gender audit of existing tariffs, standards, and the practice of setting tariff rates and allowances; audit of jobs, positions, wage systems (especially in gender-neutral types of economic activity);
- improving the workplace standardization system for a better understanding of employee requirements, eliminating gender inequality;
- informing about the transparency of wages and all its constituent elements to ensure gender equality of SSAU employees
- support for the achievement of material and spiritual well-being of each employee, regardless of race, faith or gender;
- ensuring a balance between the work and personal life of each employee, eradicating gender inequality.

Every employee of SSAU, regardless of their gender, deserves to be treated with respect, including in terms of fair wages. If there is a suspicion of unfair pay, an employee has the opportunity to report it confidentially and anonymously as follows:

- university management and heads of structural divisions;
- specialists of the personnel development department, using "request boxes";
- ask a question using the service on the official corporate portal of SSAU in the "Question and Answer" section (<http://www.stgau.ru/ANS/>);
- or use another acceptable method of informing SSAU employees.