

Policy on Pay Scale Equity and Gender Pay Gap Elimination

Discussed and approved at the
meeting №ES11-07/24 of Scientific
Council at Baku Eurasian University
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Purpose

The university's dedication to fair pay practices is demonstrated by this policy, which guarantees equal pay for all staff members and actively seeks to close the gender pay gap. By encouraging a workplace where equal effort is rewarded with equal compensation, regardless of gender or other protected characteristics, this strategy fosters inclusive, sustainable economic growth.

Scope

This policy applies to all Baku Eurasian University employees across departments, faculties, including academic, administrative, and support staff, as well as contractors, where applicable.

Policy Statement

The institution has established guidelines to ensure that pay structures are equitable, open, and free from discrimination as part of its commitment to pay equity. The university will:

- **Ensure Equal Pay for Equal Work:** Regardless of gender, color, or other traits, compensate workers equally for equivalent tasks with similar experience, skills, and responsibilities.
- **Measure and Analyze Pay Gaps:** To ensure accountability and transparency, conduct routine audits and analyses of pay scales and compensation data in order to find and correct any gender-based discrepancies.
- **Promote Transparency:** Keep pay structures open and transparent, ensuring that all employees are aware of compensation ranges, chances for advancement, and requirements for promotions and raises.
- **Support Equal Advancement Opportunities:** Make a commitment to fair hiring, advancement, and retention procedures that support a diverse workforce at all organizational levels.

Implementation

To uphold this policy, BAAU will:

- **Set and Review Benchmarks:** Set precise goals and benchmarks to eliminate any gender pay disparities that have been found, as well as improvement schedules.
- **Data-Driven Decisions:** To assist remove unintentional biases in compensation and advancement, use the data gathered to guide hiring, promotion, and compensation choices.
- **Training for Managers:** Provide training for hiring managers, HR staff, and department heads to prevent bias in compensation and to educate them on gender pay equity principles.

- **Reporting Mechanisms:** Encourage staff members to discreetly voice any issues they may have regarding pay equity. In order to enforce the policy, reports will be looked into and changes made as needed.

Continuous Improvement and Policy Review

This policy will be reviewed annually to ensure alignment with evolving best practices, legal standards, and university values. Continuous improvements will be made to adapt to changes and enhance pay equity efforts.

Pay Scale Gender Equity Policy

Objective:

To minimize wage gaps and advance equality by ensuring fair, open, and equal pay procedures for all genders.

Scope:

This policy applies to all Baku Eurasian University employees across departments, faculties, including academic, administrative, and support staff, as well as contractors, where applicable.

Key Components:

1. **Regular analysis:** To find any wage disparities, examine data by gender, role, and experience.
2. **Transparent Pay Scale:** To establish standardized salary ranges for every role to ensure openness. It is important to make sure that job descriptions specify the necessary education, work history, and pay levels.
3. **Equal Pay for Equal Work:** To pay should be based on experience, education, and role responsibilities rather than gender and to reduce biases, standardize starting pay and increment schemes.
4. **Career Development and Advancement Support:** To offer networking opportunities, professional development, and mentoring to all staff members, with special initiatives for underrepresented women in leadership roles and encourage equitable access to possibilities for advancement and promotions by using objective standards.
5. **Equal Opportunities Committee:** To create a committee to oversee and manage gender diversity and pay fairness at the university. The group will offer suggestions for better policies and best practices.
6. **Compliance with National Labor Laws:** To ensure compliance with relevant national and international laws on gender pay equity and modify policies as necessary to take best practices and evolving laws into account.

Impact Assessment:

- Survey employees on a regular basis to find out how satisfied they are and how fair they think pay equity is.
- Monitor progress by calculating yearly gains in gender parity across pay grades.

Policy Review

This policy will be reviewed annually to ensure alignment with evolving best practices, legal standards, and university values.