

MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
FEDERAL STATE BUDGETARY EDUCATIONAL INSTITUTION OF HIGHER EDUCATION
"MOSCOW STATE UNIVERSITY OF FOOD PRODUCTION"

APPROVED

Rector of MSUFP


M.G. Balykhin
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POLICY
on pay equality

Moscow
2020

1. GENERAL TERMS

1.1. This policy has been developed for implementation at the Moscow State University of Food Production (hereinafter - MSUFP, the University).

1.2. MSUFP makes a commitment to regulate pay equity, including the obligation to measure and close gender pay gaps.

1.3. The University has developed a set of measures aimed at systematizing and structuring the remuneration of workers.

2. SET OF MEASURES

2.1. The University grants equal legal status to women and men and equal opportunities for its implementation, allowing both sexes to participate equally in all spheres of life of the University and society.

2.2. The University is committed to closing the gender gap at the level of labour income by eliminating the facts of direct discrimination and overcoming the existing stereotypes of «female» and «male» occupations reinforced by low occupational status and low wages in female-dominated industries.

2.3. The University continuously monitors compliance with labour legislation to prevent gender discrimination.