

# I.K. Akhunbaev Kyrgyz State Medical Academy

## Gender Pay Gap Report:

### Introduction

The I.K. Akhunbaev Kyrgyz State Medical Academy (KSMA) is committed to fostering an inclusive and equitable working environment. A core principle of this commitment is ensuring equal pay for all employees, regardless of gender. This report provides an overview of KSMA's approach to pay equity, highlighting our adherence to the principle of equal remuneration for equal work.

### Key Findings

#### 1. Equal Pay for Equal Work

At KSMA, salaries are determined based on job roles, qualifications, and experience, without any consideration of gender. A transparent and standardized remuneration system ensures that all employees, regardless of gender, receive equal pay for equal work.

#### 2. No Gender-Based Disparities

- **Average Pay by Gender:** Analysis of payroll data confirms that there are no statistically significant differences in average salaries between male and female employees across all categories of staff.

- **Distribution Across Roles:** Male and female employees are equally represented in various professional and administrative roles, ensuring parity in career advancement opportunities.

### Supporting Policies and Practices

1. **Standardized Pay Scales.** KSMA employs a standardized pay scale system that applies uniformly to all employees, ensuring transparency and fairness in salary allocation.

2. **Merit-Based Progression.** Promotions and salary increments are based on objective criteria, including performance reviews, qualifications, and contributions, and are implemented without gender bias.

3. **Commitment to Diversity and Inclusion.** KSMA actively promotes gender equality through recruitment, training, and professional development programs, ensuring equal opportunities for all employees.

### Summary of Gender Pay Gap Metrics

Since all employees at KSMA receive equal pay for their respective roles, the gender pay gap is effectively **0%**. This outcome reflects the institution's adherence to the principles of equity and fairness in all aspects of employment.

### Future Commitments

While KSMA has successfully eliminated gender pay gaps, the Academy remains committed to:

- Monitoring and auditing pay equity regularly to uphold these standards.
- Promoting leadership opportunities equally for all genders.
- Fostering a workplace culture that supports gender diversity and inclusion.

### Conclusion

The I.K. Akhunbaev Kyrgyz State Medical Academy takes pride in its equitable pay practices and reaffirms its dedication to maintaining a zero gender pay gap. By upholding these values, the Academy continues to set a standard for fairness and inclusivity in higher education and healthcare sectors.