

Differences in the average level of remuneration identified in individual job categories are due exclusively to objective factors, such as qualifications, academic degree, academic title, professional experience, functional duties performed and level of responsibility. The analysis did not reveal any cases of establishing different salaries on the basis of gender.

Table 1 Analysis of remuneration by gender in the context of academic positions

Position	Women (number)	Average official salary of women, KZT	Men (number)	Average official salary of men, tg	Range of salaries according to the staffing table, KZT
Professor	5	400 000 – 500 000 KZT	4	400 000 – 500 000	400 000 – 500 000
Research Professor	3	625 000 – 813 757	3	625 000 -999 747	438 690 – 999 747
Associate Professor	22	350 000 -450 000	10	350 000 -450 000	350 000 -450 000
Senior teacher	46	290 000 -350 000	13	290 000 -350 000	290 000 -350 000
Lecturer	2	245 000	4	245 000	245 000
TOTAL	78		34		

The analysis shows that the remuneration system at META University is based on uniform objective criteria. The amount of the official salary is determined by the position held, qualifications, academic degree, work experience and the amount of work performed. Differences in average wages within individual job categories are due to these objective factors and are not related to the gender of employees. For each position, a single approach to the formation of official salaries is applied, regardless of the gender of the employee.

Table 3. Analysis of remuneration of administrative and managerial personnel by gender

Position	Women (number)	Average salary of women, tg	Men (number)	Average salary of men, tg
President	—	—	1	1 000 000
President	—	—	1	1 000 000
Rector	1	1 000 000	—	—
Vice-Rector	1	550 000	1	902 553
Director of the Department	5	505 426	1	500 000
Head of Department	1	507 470	3	382 053
Chief Specialist	7	284 155	1	307 470
Specialist	4	221 533	2	162 500

Dean	–	–	1	799 765
Deputy Dean	2	497 528	–	–

An analysis of the actual data on the staffing table did not reveal any cases of different salaries on the basis of gender. Differences in the average level of remuneration may be due solely to differences in the positions held, qualifications, work experience and other objective factors provided for by the university's remuneration system.

Thus, the current remuneration system of META University complies with the principle of **"Equal Pay for Work of Equal Value"** and ensures equal pay conditions for men and women.