

**RUSSIA**

What is the current gender pay gap in Russia?	What Regulations / legislation governs gender pay equality in Russia?	Are there any national reporting obligations in relation to gender pay equality?  If so, what are the obligations?	Are there any specific initiatives proposed (but yet to be implemented) to close the gender pay gap?  If so, what are the proposals?	Are there any sector specific initiatives currently in place to close the gender pay gap?					Are there any reporting obligations in Russia on Chief Executive Pay?
				Engineering & Manufacturing	Financial Services	Infrastructure (construction)	Technology, media and telecoms	Energy	
<p>The most significant pay gap generally relates to the specialists of mid-level: women on average earn about 38% less than men;</p> <p>for the executives the pay gap is lower: 25-30%; and</p> <p>for others (junior level positions): about 20-25%.</p> <p>This is the general average data.</p> <p>But sometimes, the pay gap may vary in different activities or sectors of economy. For example, in agricultural sector, there may be even a negative (reverse) pay gap: women can earn more than men.</p>	<p>Constitution of the Russian Federation and Russian Labor Code declare the general nondiscrimination principle which covers also the salary rights.</p> <p>No other specific statutory regulations with regard to the gender pay equity.</p>	<p>No mandatory reporting obligations in relation to gender pay equity.</p>	<p>No crucial initiatives or draft laws.</p>	--	--	--	--	--	<p>There are certain statutory rules established by the Russian Labour Code with regard to correlation between the salary of the chief executives and employees of other levels that should be followed by the state and municipal organisations, non-budget funds and so on. Such salary correlation system (but not the specific amounts) should be published on the official websites of such organisations. But such obligation does not touch the gender issue.</p> <p>In a public sector, the anticorruption legislation provides an obligation for public servants, government employees, etc. to report on their revenues and other property; such information should be also published on the official websites of the respective state organisations and authorities.</p> <p>In other cases (business sector) there are no such reporting obligations,</p>

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