

## 4.1 Transparent salary policies & responsibilities in accordance with payment

Good practices in terms of equal pay in institutions must be implemented because it promotes fairness and equality in the workplace. When employees are paid fairly for their work regardless of their gender, race, ethnicity, or any other personal characteristic, it creates a positive work environment that can lead to higher job satisfaction and productivity. Moreover, having good practices in terms of equal pay can help organizations attract and retain talented employees. Employees are more likely to stay with a company that values and respects them, and that pays them fairly for their work.



Also, having equal pay practices can also help organizations avoid legal disputes and negative publicity. Discrimination in pay can lead to lawsuits and damage to an organization's reputation, which can harm its ability to attract and retain customers and employees. Good practices in terms of equal pay are essential for promoting fairness, equality, and a positive work environment, which can benefit both employees and organizations.