



## Evidence(s) THE-Impact Ranking



University : Sri Sri University  
Country : India  
Web Address : [www.srisriuniversity.edu.in](http://www.srisriuniversity.edu.in)

### SDG 8: DECENT WORK AND ECONOMIC

#### 8.2.7 Does your university as a body measure/track pay scale gender equity

##### Description:



Sri Sri University has a number of measures in place to track and ensure pay scale gender equity.

**Pay equity analysis:** An annual pay equity analysis is done by the institution to evaluate the salary between male and female employees in roles that are similar. Any potential salary inequalities are found, and any appropriate adjustments are made.

- **Salary transparency:** The university publishes a salary transparency report each year that shows the average salaries for different positions, broken down by gender. This report helps to ensure that employees are aware of their own salaries and the salaries of their colleagues, and it can also be used to identify any potential pay disparities.
- **Employee surveys:** The university conducts regular employee surveys to gather feedback on a variety of topics, including pay satisfaction. These surveys can help to identify any areas where the university may need to improve its pay scale gender equity.

In addition to these measures, Sri Sri University is also committed to creating a workplace culture that values and respects all employees, regardless of gender. The university has a number of policies and procedures in place to prevent discrimination and harassment, and it also provides training to employees on these topics.

Maintain your regular wage transparency reports and analysis of pay equity. This makes it easier to spot any potential pay gaps and make the required corrections. Employer surveys used to guide choices on gender parity in the pay scale. For instance, the University can take action to solve the issue if polls reveal that female employees are less satisfied with their compensation than male employees. Continue to educate staff members on inclusion and diversity. This contribute to the development of a respectful and appreciated workplace culture for all workers. Set objectives to increase gender equity in the pay



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scale and monitor your success over time. This will make sure that the university is moving closer to its objective of establishing pay equity for all.

The University promotes open dialogue and provides assistance to anyone who voiced valid concerns in compliance. The Sri Sri University staff is accountable for: encouraging early discussion and resolution of pay-related concerns with Human Resources through fostering a communicative environment at work. They should notify the head of the human resources division or their immediate superior if they notice wage inequality.