



Policy

University: Sri Sri University
Country: India
Web Address: www.srisriuniversity.edu.in

Pay scale equity

Name of Policy	Pay scale equity	Prepared By	Mr. Jaykaar Sodagiri
Department	All	Verified by	DO
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Introduction

Sri Sri University supports the idea of equal employment opportunities and holds that all employees should be treated fairly in accordance with "The Orissa Contract Labour (Regulation and Abolition) Rules, 1975"

Purpose

This policy was established to ensure that there is no pay discrimination in actual practice, to end all systematic bias and discrimination, and to ensure that women are treated equally with respect to the compensation they get for the work they accomplish.

Scope

This policy is applicable to all Faculty/Departments, and other academic and non-academic personnel employed with Sri Sri University.

1. PAY EQUITY POLICY

1.1 Policy

All employees at Sri Sri University are entitled for an equitable pay, and the university is dedicated to developing pay scales with appropriate criteria based on each employee's qualifications. The following factors are prohibited from influencing pay: race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as someone with a physical or mental disability unrelated to ability, military status, genetic information, marital status, parental status, ancestry, and income source. The commitment to upholding an inclusive and diverse workplace is a part of this policy.

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The same or substantially similar job, work assessed as equivalent, and work of equal worth should all be compensated equally for by all employees. This policy covers all types of compensation, including wages, bonuses, social security, paid time off, holiday pay, reimbursement for travel expenses, and benefits.

1.2 Practices

To put our commitment to equal pay into practice, we will:

1. Conduct an evaluation of gender-based equal pay, and then put the recommendations into practice in a planned programme.
2. Systematically assess the effects of our actions in accordance with the University's diversity and inclusion policies.
3. Explain to employees how these procedures operate and how their individual salary is determined by the Human Resources Department
4. Teaching & Non-Teaching employees who are involved in compensation and benefit decisions are provided with the necessary training.

By taking the aforementioned steps, Sri Sri University seeks to avoid unjust discrimination and to fairly reward all staff members who possess the necessary qualifications. In turn, this is meant to boost productivity and improve the University's standing and perception as an international institution of higher learning.

1.3 Roles and Responsibilities

1.3.1. Staff Members

The University promotes open dialogue and assists anybody who asserts sincere concerns in accordance with this policy. The personnel of Sri Sri University is accountable for:

- Fostering an environment at work where communication lines are kept open to encourage early discussion and resolution of pay-related issues with Human Resources.
- Notifying the Head of the Human Resources department or their reporting authority, if they suspect wage inequality.

1.3.2. Reporting Authorities

Reporting Authorities are responsible for:

- One of the key policies is to provide such wage parity while upholding human rights and having zero tolerance for inequality.

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- Following the aforementioned policy and making sure that his or her staff is aware of it.
- Authorities are required to disclose any information about alleged infractions of this policy. Without being aware of such problems, the University cannot address infractions and implement the necessary corrective measures.
- Addressing complaints favorably to prevent them from developing into grievances and acting appropriately in response to any issues.
- Setting an example and implementing the pay equity policy in a fair and equal manner.
- Reporting Authorities have a duty to handle underperformance or complaints about a staff member's conduct in cases where underperformers have problems with their compensation. Reporting Authorities should provide constructive criticism during these meetings to assist the employee in understanding what needs to be improved, explore the reasons why, and offer suggestions for future progress. This should be done in accordance with the University's Performance Management Policy and in a constructive, motivating manner.

1.3.3. Human Resources Department

The role of the HR Department is to:

- Ensure that this policy and practices are implemented and applied fairly, beginning with the hiring process and continuing through the application of salary increases and benefits.
- Take the initiative to ensure uniform implementation across the University.
- Examining workplace policies and procedures on a regular basis to make sure the aforementioned problems don't exist and workplace procedures are effective
- During the onboarding programme, make sure that all University workers are properly informed about or orientated to this policy.
- Assist related parties with any questions or complaints they may have about this policy.

Executive Registrar

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