



MANAV RACHNA UNIVERSITY

(Declared as State private University Vide Haryana Act No. 26 of 2014)
Plot-B, Sector-43, Aravali Hills, Delhi-Suraj-Kund Road, Faridabad

POLICY ON GENDER PAY EQUITY 2022

POLICY DOCUMENT

MRU is committed to adhering to the labour laws of India and following the global best practices when it comes to employment policies, enforcing gender parity in workforce by eliminating gender pay gaps and upholding equivalent rights of workers. The University has a zero-tolerance policy against violation of human rights and is committed to taking swift actions in case this policy is found to be violated

MRU supports the principle of equal opportunities in employment and believes on the principle that all faculty and staff shall receive equal pay and treatment. The University recognises the dignity and worth of every person and to provide for equal rights and opportunities without discrimination with the aim of enabling the full participation of every individual.

Policy

1. Human Rights & Discrimination

1.1 Commitment to basic human rights in conduct of all its activities and creating an environment where dignity and value of workers are respected are major components of MRU employment Policy.

1.2. The University's policy prohibits retaliation against individuals who raise concerns of perceived discrimination or harassment or who participate in the investigation of any claim of discrimination or harassment.

1.3. The University will not be engaged in any activity which hinders freedom of association of employees.

2. Pay Equity

- Ensure there is no pay discrimination within practice and to eliminate any systematic bias and discrimination.
- Ensure that all employees (male or female or transgender) are treated on the same basis in terms of compensation for the work as per the performance.



- An Annual Increments shall be granted to each teacher/academic staff from the first day of the month of July every year and provided he has completed services of 12 months.
- A selection committee for promotion to the post of associate professor/professor shall be constituted.
- The Assistant Professors and Associate Professors shall be eligible for benefits under the Career Advancement Scheme (CAS) in the basis of Performance Based Appraisal System (PBAS) and as per the norms/guidelines laid down by the AICTE/UGC, approved by the Board of Management of the university.
- No person employed with the University shall be subjected to unequal pay because of gender, race, religion, sexuality, colour, marital status, national origin, physical or mental disability and/or age.
- Salaries of all the administrative staff are competitive and more than the living wage, or minimum wage as defined by the government.
- Salaries of all faculty members are competitive and paid in accordance with University Grants Commission (UGC) pay scales, decided on the basis of experience and qualification of individual faculty members.
- Compensation of the employees are decided on the basis their educational qualification, experience and merit.
- The University adheres to industry standards and benchmarking practices to ensure competitive salaries.
- To eliminate gender, pay gaps and remove any bias in handing out compensation, the University consults the Deans and/or the Head of the Departments involved in decisions about pay and benefits with training and guidance.
- The HR Department will ensure that pay discrimination on the basis of gender, race, religion, sexuality, colour, marital status, national origin, physical or mental disability and/or age is not practiced at the time of hiring and pay raise.

