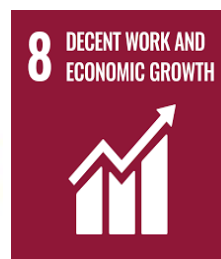




**MANAV RACHNA
UNIVERSITY**

Declared as State Private University Vide Haryana UGC Act 26 of 2014



8.2.1 Employment Practice – Living Wage

Manav Rachna University is committed to upholding fair wage practices in full compliance with government regulations. The university's compensation framework aligns with the minimum wage standards set by both the Government of India and the Government of Haryana.

Regular wage reviews are conducted to ensure salaries remain responsive to evolving economic conditions. A dedicated monitoring committee oversees implementation, and open channels for employee feedback help maintain transparency and trust.

Faculty and staff salaries are structured in accordance with the latest government pay revisions, applicable to both regular and contractual employees. Additional allowances are provided to recognize the contributions of those in supervisory or specialized roles.

Salaries are disbursed in a timely month, and annual increments are issued as per regulatory guidelines. At our university, the average monthly salary for the staff or teaching staff is Rs. -1,00,000/-, and for the non teaching staff Rs 60,000/-. The university ensures that all employees receive compensation well above the statutory minimum, supporting a dignified standard of living.

Manav Rachna University's approach reflects a strong commitment to employee welfare, regulatory compliance, and institutional responsibility. Through clear documentation, periodic reviews, and a robust grievance redressal mechanism, the university fosters a fair and supportive work environment for its academic and administrative community.

Supporting Documents

1. Link to the policy document-

<https://manavrachna.edu.in/assets/campus/mru/images/Living%20Wage%20Employment%20Policy.pdf>