



**MANAV RACHNA  
UNIVERSITY**

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



### **8.2.6 Policy on Pay Scale Equity**

Manav Rachna University maintains a transparent and equitable compensation framework that ensures equal pay for equal work across all roles and designations. As of the latest internal review, the university employs —167-----full-time faculty members, including —56-----male and —111----female faculty. Among —155---full-time non-teaching staff, 89 are male and 66 are female. Salaries are determined through standardized pay scales, and the average monthly compensation for male and female employees in equivalent positions is equal, maintaining a 1:1 pay ratio.

This parity applies to base salaries, allowances, and benefits. The university conducts regular audits to uphold fairness and compliance, and recognizes the contributions of women across academic, research, and leadership domains. Through inclusive policies and transparent practices, Manav Rachna University continues to foster a workplace culture rooted in respect, opportunity, and gender equity.

### **Supporting documents**

#### **1. Link to policy on Gender equity**

**<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20GENDER%20PAY%20EQUITY%202022.pdf>**

#### **2. Link to Anti- bribery and Anti- Corruption**

**<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20Anti-Bribery%20and%20Anti-Corruption.pdf>**