



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.1 Employment practice living wage

CUSAT is committed to implementing fair wage practices while ensuring compliance with government minimum wage regulations.

The policy framework at CUSAT is a testament to the institution's commitment to implementing fair wage practices, intricately aligning with Kerala's minimum wage regulations. The implementation framework of the Government of India and the Government of Kerala includes mechanisms for regular wage reviews, establishing a robust monitoring committee, and maintaining open communication channels for employee feedback. These elements are crucial in ensuring the policy remains dynamic and responsive to changing economic conditions.

The salaries of appointed personnel have been implemented in accordance with the regulations of the Government of Kerala. The most recent pay revision, which took effect on 07/03/2022, increased salaries by 01/07/2019 in accordance with the regulations. This revision applies to both regular faculty and contract employees within the university. Additionally, supervisory and work allowances have been updated to acknowledge the extra efforts of those in administrative roles or with special job duties.

At our university, the average monthly salary for the staff or teaching staff is Rs.1,53980/-, technical staff is Rs.79245/-, and administrative officers are Rs.65448/-.

Calculated in the 01/11/2024, the average salary of the university-appointed personnel is about the Rs.99227/- per month. The minimum paid salary is Rs.18225/-, which is much higher than the current minimum basic wage of Rs.5340/- set by the Ministry of Labor, the Government of India.

Therefore, the salaries paid to faculty and staff at our university are more than sufficient to meet basic living expenses. In addition, the university regularly distributes salary on the 1st of every month, and yearly increments are issued following the government regulations.

In conclusion, CUSAT's policy framework is a comprehensive approach to fair compensation, reflecting both regulatory requirements and employee welfare objectives. This alignment with Kerala's complex minimum wage structure positions CUSAT as a responsible employer within the state's academic sector. Through regular reviews, clear documentation of wage calculations, and a robust grievance redressal mechanism, CUSAT maintains transparency and trust with its workforce. This holistic approach underscores CUSAT's commitment to being an exemplary institution that values its employees and their contributions to both the university and the broader community.

Supporting documents

1. Policy document - 8.2.1 CUSAT Living Wage Employment Policy- https://iqac.cusat.ac.in/uploads/web/files/Living_Wage_Employment_Policy.pdf
2. Kerala Gazette - <https://lc.kerala.gov.in/sites/default/files/inline-files/CodeonWages.pdf>

3. CUSAT implementation of pay scale regulations (attach UO)-
[https://iqac.cusat.ac.in/uploads/web/files/staff_pay_revision_order_CUSAT-AD\(A\)_A1-1149-2022_March_2022_UO.pdf](https://iqac.cusat.ac.in/uploads/web/files/staff_pay_revision_order_CUSAT-AD(A)_A1-1149-2022_March_2022_UO.pdf)
4. Other documents supporting minimum wage details-
[https://iqac.cusat.ac.in/uploads/web/files/U O Enhanced Remuneration Daily wage.pdf](https://iqac.cusat.ac.in/uploads/web/files/U_O_Enhanced_Remuneration_Daily_wage.pdf)