



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.6 Employment policy pay scale equity

CUSAT implements an equal remuneration policy for all staff in accordance with the Equal Remuneration Act of 1976, which has been superseded by the Code on Wages, 2019. CUSAT employs standardized salary tables for faculty, staff, and contractual employees. This consistent and transparent framework ensures that all employees are compensated equitably, which is essential for maintaining gender equity across the institution. By standardizing salaries and allowances, CUSAT promotes fairness and reduces potential biases in pay structures. This approach not only supports financial equality but also enhances trust among employees.

The principle of equal pay for equal work is firmly upheld at CUSAT. The university ensures that men and women in identical positions receive the same basic salaries, effectively addressing the gender pay gap. This commitment to equity is a fundamental step toward achieving broader gender equality. By adhering to this principle, CUSAT reinforces its dedication to fair treatment and opportunities for all employees, regardless of gender.

Transparency is a key component of CUSAT's approach to gender equality. The university regularly publishes gender-related personnel statistics. This openness allows for continuous monitoring and evaluation of gender equity in pay grades, providing accountability and fostering trust within the institution. Such transparency not only highlights areas of progress but also identifies opportunities for further improvement.

CUSAT is also committed to gender representation in leadership roles. Recent statistics demonstrate a balanced approach to appointing men and women in supervisory positions. This commitment to diverse leadership ensures that decision-making processes benefit from varied perspectives and experiences. By promoting gender diversity at higher levels, CUSAT sets a positive example for other institutions.

Overall, CUSAT's practices reflect a solid commitment to gender equality, encompassing both pay equity and career development opportunities. This holistic approach ensures that gender equity is woven into the fabric of the organizational culture. By integrating these principles throughout its operations, CUSAT fosters an inclusive environment where all employees can thrive.

Supporting documents

- Policy 8.2.6 - Pay Scale Equity and Gender Pay Gap Policy-
https://iqac.cusat.ac.in/uploads/web/files/Pay_Scale_Equity_Gender_Pay_Policy.pdf
https://iqac.cusat.ac.in/uploads/web/files/Pay_Scale_Equity_Gender_Pay_Policy.pdf
- Order on pay scale implementation-
[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)
- Any documents from women's studies/IQAC-
https://iqac.cusat.ac.in/uploads/web/files/Womens_study_centre_Activities_report_2023-24.pdf

