

POLICY ON PAY SCALE EQUITY AND GENDER PAY GAP

Cochin University of Science and Technology (CUSAT) is committed to fostering a fair and equitable work environment for all employees. We strictly prohibit gender-based pay disparities and are dedicated to ensuring pay scale equity. Our commitment includes the measurement and elimination of gender pay gaps, aligning with our values of fairness, transparency, and inclusivity.

Scope: This policy applies to all employees of CUSAT, including faculty, staff, and administrators, covering all compensation and benefits provided by the university.

Policy Details:

1. **Equal Pay for Equal Work:** CUSAT is committed to ensuring that all employees receive equal pay for equal work, irrespective of gender. This includes base salaries, bonuses, and all other forms of compensation.
2. **Measurement and Analysis:** The university will conduct regular measurements and analyses of its pay scales to identify and address gender pay gaps. This will be done using appropriate methodologies and data sources to ensure accuracy and reliability.
3. **Elimination of Gender Pay Gaps:** CUSAT will implement strategies and actions to eliminate identified gender pay gaps if necessary, ensuring that any disparities are rectified promptly and fairly.
4. **Transparency:** The university is committed to transparency in reporting its efforts to measure and eliminate gender pay gaps, as required by applicable laws and regulations. Regular updates will be provided to stakeholders to maintain accountability.
5. **Education and Awareness:** CUSAT will actively promote education and awareness regarding gender pay equity among all employees and encourage an open dialogue about compensation practices.
6. **Non-Retaliation:** CUSAT strictly prohibits retaliation against employees who raise concerns or participate in efforts to address gender pay gaps. Any retaliation will be subject to disciplinary action.
7. **Review and Revision:** This policy will be periodically reviewed to ensure its effectiveness and alignment with the university's commitment to pay scale equity and gender equality.

Implementation and Review:

- **Implementation:** The CUSAT administrative department under the Registrar will be responsible for the implementation and oversight of this policy.
- **Review and Revision:** This policy will be periodically reviewed to ensure its effectiveness and alignment with CUSAT's commitment to pay scale equity and gender equality, with the first review scheduled for 2025.