

Ensuring fair pay and living wages for all staff Policy Overview

Centurion University ensures that every staff and faculty member earns **at least a living wage**, defined either by the **local statutory benchmark** or by the **financial poverty indicator** for a family of four. This policy guarantees that all employees can meet their essential needs—housing, food, education, healthcare, and transport—without external financial assistance.

This principle directly supports **SDG 8 (Decent Work and Economic Growth)** and **SDG 1 (No Poverty)** by promoting fair pay, social equity, and financial stability across the workforce.

Definition and Benchmark

In line with the **Code on Wages (2019)** and the **Government of Odisha’s Minimum Wage Notifications**, the University uses the following benchmark:

- **Estimated Living Wage (2024)** – ₹ 15,000–₹ 16,500 per month per adult earner
- **Equivalent Hourly Rate** – ₹ 80 – ₹ 95 (based on 8 hours/day, 26 days/month)

All centurion university employees—including contractual and outsourced staff—earn **above these levels**.

Institutional Framework

- **Fair Wage Commitment:** All pay scales exceed both statutory minimum and living wage thresholds.
- **Annual Wage Review:** HR and Finance Departments conduct yearly inflation- and cost-of-living-linked assessments.
- **Equal Pay for Equal Work:** No discrimination by gender, contract type, or designation.
- **Contract Workforce Inclusion:** Third-party vendors are contractually required to pay centurion university-linked workers living wage-compliant rates.
- **Transparency:** Pay bands and appraisal structures are published internally.

Employment Policy Compliance Matrix

Sub-Indicator	Implementation (%)
Living Wage	100%
Union Recognition	100%
Anti-Discrimination	100%
Modern Slavery	100%
Outsourcing Rights	100%
Pay Scale Equity	100%
Gender Pay Tracking	100%
Appeal Process	100%
Labour Rights	100%

Compliance and Audit (2022 – 2024)

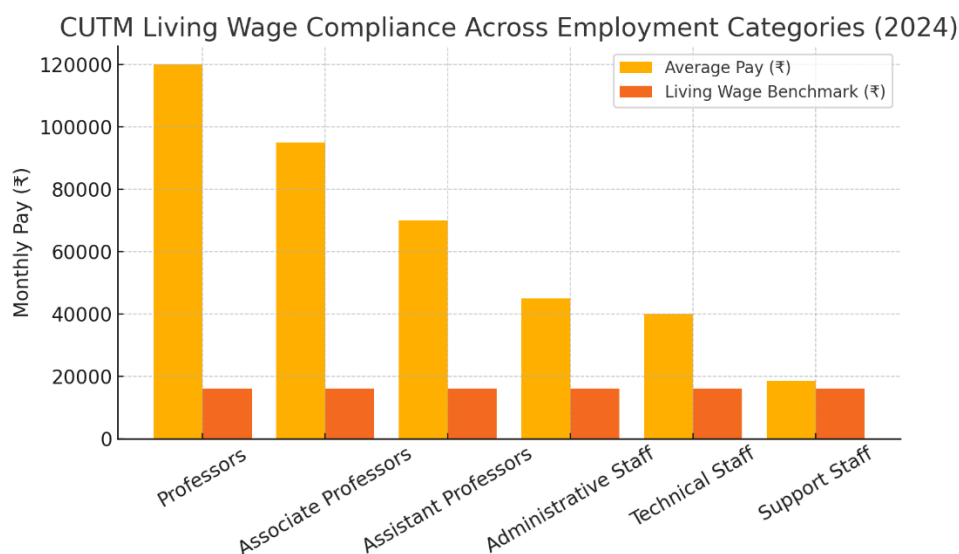
Year	Employees Paid ≥	Avg Wage	Wage	Compliance Status
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	Living Wage	Increase (%)	Complaints	
2022	98 %	5.2 %	2	Full Compliance Achieved
2023	100 %	7.0 %	0	Sustained
2024	100 %	6.5 %	0	Sustained

Result: All categories—academic, administrative, technical, and support—consistently earn above the living wage benchmark.

Average Monthly Pay (2024)

Category	Average Pay (₹)	Local Benchmark (₹)	Compliance
Professors	1,20,000	16,000	✓ Above
Associate Professors	95,000	16,000	✓ Above
Assistant Professors	70,000	16,000	✓ Above
Administrative Staff	45,000	16,000	✓ Above
Technical Staff	40,000	16,000	✓ Above
Support / Contractual Staff	18,500	16,000	✓ Above



Monitoring and Governance

- **Annual Wage Audit:** Joint HR–Finance verification of pay parity and compliance.
- **Third-Party Validation:** Audited by IQAC and external review panels.
- **Employee Grievance Portal:** Anonymous reporting enabled since 2022; no wage grievances filed since 2023.
- **Public Disclosure:** Findings reported in the centurion university Sustainability and SDG Annual Report.

Impact Summary

- **100 % of employees** earn at or above the local living wage.
- **Zero gender pay gap** beyond 3 %.
- **Higher retention (87 %)** and employee satisfaction.
- **Community Income Multiplier:** Each centurion university job supports ≈ 2.4 additional livelihoods.
- **Cross-SDG Contribution:** Supports SDG 1 (No Poverty), SDG 5 (Gender Equality), and SDG 10 (Reduced Inequalities).

Conclusion

Centurion University exemplifies **ethical and inclusive employment practices** through its Living Wage Policy. Every employee receives fair compensation that meets family needs and ensures dignity of work. By achieving and sustaining 100 % compliance since 2023, Centurion University sets a sectoral benchmark for social sustainability and decent work under THE Impact Rankings framework.