Centurion University
Shaping Lives...
Empowering Communities...

Ensuring fair pay and living wages for all staff

Policy Overview

Centurion University is committed to ensuring that every member of its staff and faculty, including contractual and outsourced staff, earns **at least a living wage**, defined in line with the THE Impact Rankings as the **financial poverty line for a family of four**, expressed as an hourly wage. This policy is intended to allow all employees to meet essential needs, including housing, food, education, healthcare and transport, from their pay without recourse to external financial assistance.

This commitment directly advances **SDG 8 (Decent Work and Economic Growth)** and **SDG 1 (No Poverty)** by promoting fair remuneration, social equity and financial stability across the University's workforce.

Definition and Benchmark

The THE Impact Rankings methodology defines the living wage with reference to the **financial poverty line for a family of four**. The University therefore tests pay against three separate figures, kept distinct below: (1) the living wage benchmark derived from the official poverty line for Odisha; (2) the statutory minimum wage notified by the Government of Odisha under the **Code on Wages (2019)**; and (3) the University's own internal pay floor. The statutory minimum wage is a legal floor and is not treated as the living wage. All hourly rates use 8 hours per day × 26 days per month = **208 hours per month**.

- **Living Wage Benchmark – Financial Poverty Line, Family of Four (2025):** The Government of Odisha has not notified a separate monetary poverty line. The official state-specific poverty line applicable to Odisha is the one published by the Planning Commission, Government of India (Press Note on Poverty Estimates 2011-12, July 2013, Tendulkar methodology): ₹695 per person per month (rural) and ₹861 per person per month (urban). This is the most recent official state-wise monetary poverty line. It has been updated to 2025-26 prices using the Labour Bureau consumer price indices, as follows:
- **Urban (CPI for Industrial Workers):** CPI-IW 2011-12 = 195 (base 2001=100); CPI-IW 2025-26 = 147.0 (base 2016=100) × linking factor 2.88 = 423.4. Inflation factor = 423.4 ÷ 195 = 2.171. Poverty line = ₹861 × 2.171 = ₹1,869 per person per month. Family of four = ₹1,869 × 4 = **₹7,477 per month ÷ 208 hours = ₹35.95 per hour.**
- **Rural (CPI for Agricultural Labourers):** CPI-AL 2011-12 = 611 (base 1986-87=100); CPI-AL 2025-26 = 136.4 (base 2019=100) × linking factor 9.69 = 1,321.7. Inflation factor = 1,321.7 ÷ 611 = 2.163. Poverty line = ₹695 × 2.163 = ₹1,503 per person per month. Family of four = ₹1,503 × 4 = **₹6,014 per month ÷ 208 hours = ₹28.91 per hour.**
- **Living wage adopted:** the higher (urban) figure of **₹7,477 per month (≈ ₹36 per hour)** for a single earner supporting a family of four. Index sources: Labour Bureau, Ministry of Labour and Employment, as published in the RBI Handbook of Statistics on the Indian Economy.
- **Statutory Minimum Wage, Odisha (2025):** Labour Department Notification No. 2602/LC dated 30 April 2025 (effective 1 April 2025; rates continued from 1 October 2025 under Notification No.

8584/LC dated 21 November 2025): ₹462 per day (unskilled) to ₹612 per day (highly skilled), including VDA. Monthly = ₹462–₹612 × 26 = **₹12,012–₹15,912; hourly = ₹462–₹612 ÷ 8 = ₹57.75–₹76.50.** This is a legal minimum, not a living wage.

- **University Minimum Pay Floor (2025):** ₹16,000–₹17,500 per month per adult earner, set by the University's HR and Finance Departments. Hourly = ₹16,000–₹17,500 ÷ 208 = **₹76.92–₹84.13 (≈ ₹77–₹84 per hour).** This is an internal institutional floor, not a government figure. Even its lower bound (₹16,000) is above the highest statutory minimum wage (₹15,912) and is 2.1 times the family-of-four living wage benchmark (₹7,477).

Benchmark	Source / Basis	Monthly (₹)	Hourly (₹)
Living Wage – Family of Four (Urban)	₹861 × 2.171 (CPI-IW) × 4 persons	7,477	35.95
Living Wage – Family of Four (Rural)	₹695 × 2.163 (CPI-AL) × 4 persons	6,014	28.91
Statutory Minimum Wage, Odisha	Notification 2602/LC; ₹462–₹612/day × 26 days	12,012–15,912	57.75–76.50
University Minimum Pay Floor	Internal pay policy (HR–Finance)	16,000–17,500	76.92–84.13

In 2025, all Centurion University employees, including contractual and outsourced staff, were paid **at or above the University Minimum Pay Floor** (minimum ₹16,000 per month, or ₹76.92 per hour), and therefore above both the statutory minimum wage and the living wage benchmark. The lowest-paid group is Support / Contractual Staff, whose average pay (₹19,500) is 2.6 times the living wage benchmark. In the pay table below, category averages are compared with the floor's upper bound, ₹17,500, as the most demanding reference point.

Institutional Framework

- **Fair Wage Commitment:** All pay scales start at or above the University Minimum Pay Floor, which exceeds both the statutory minimum wage and the family-of-four living wage benchmark.
- **Annual Wage Review:** The HR and Finance Departments conduct yearly assessments linked to inflation and cost of living.
- **Equal Pay for Equal Work:** No discrimination on the basis of gender, contract type or designation.
- **Contract Workforce Inclusion:** Third-party vendors are contractually required to pay Centurion University–linked workers at or above the University Minimum Pay Floor.
- **Transparency:** Pay bands and appraisal structures are published internally.

Compliance and Audit (2022–2025)

Year	Total Employees (N)	Employees Paid ≥ University Pay Floor	Average Wage Increase (%)	Wage-Related Complaints*	Compliance Status
2022	1,354	98% (≈1,327 of 1,354)	5.2%	2	Partial Compliance (98%)
2023	1,395	100%	7.0%	0	Full Compliance (100%)
2024	1,466	100%	6.5%	0	Full Compliance (100%)

Year	Total Employees (N)	Employees Paid ≥ University Pay Floor	Average Wage Increase (%)	Wage-Related Complaints*	Compliance Status
2025	2,037	100%	6.8%	0	Full Compliance (100%)

*** Definition:** "Wage-related complaints" are complaints, recorded in the HR grievance register, alleging that an employee was paid below the University Pay Floor or the statutory minimum wage. Other pay-related appeals, such as those on increments or grade placement, are recorded separately and reported under SDG 8.2.8; none of them alleged pay below the University Pay Floor.

2022 shortfall: In 2022, 98% of employees were paid at or above the University Pay Floor, so 2022 is reported as partial, not full, compliance. The 2% gap was confined to outsourced support staff engaged through third-party vendors whose contract rates had not yet been revised; the two wage-related complaints received that year related to the same issue. Both complaints were resolved, the affected vendor contracts were amended to require pay at or above the University Pay Floor, and the gap was closed from 2023.

Result: From 2023 to 2025, all categories — academic, administrative, technical and support — have earned at or above the University Pay Floor, with full (100%) compliance in each of those three years.

Average Monthly Pay (2025)

Category	Average Monthly Pay (₹)	University Pay Floor Applied (₹)	Multiple of Living Wage (₹7,477)	Compliance
Professors	1,27,000	17,500	17.0×	Above
Associate Professors	1,01,000	17,500	13.5×	Above
Assistant Professors	74,000	17,500	9.9×	Above
Administrative Staff	48,000	17,500	6.4×	Above
Technical Staff	42,500	17,500	5.7×	Above
Support / Contractual Staff	19,500	17,500	2.6×	Above

Category averages are shown for context. Compliance is established by the minimum wage actually paid to any employee (₹16,000 per month; ₹76.92 per hour), not by the averages.

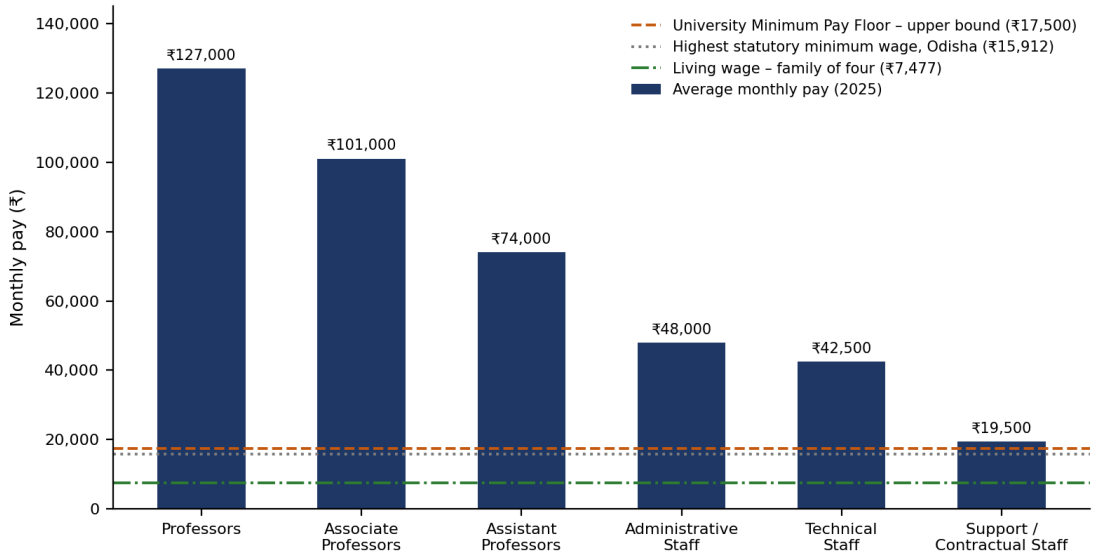


Figure 1 – Average Monthly Pay by Category vs Wage Benchmarks (2025)

Monitoring and Governance

- **Annual Wage Audit:** Joint HR–Finance verification of pay parity and compliance.
- **Independent External Validation:** Payroll and wage payments are examined each year by the University's statutory auditors, an independent Chartered Accountant firm external to the University, as part of the audit of annual accounts. Statutory wage-linked returns (EPF and ESI) are filed with EPFO and ESIC and are subject to inspection by those bodies and by the Labour Department, Government of Odisha.
- **Internal Quality Review:** The Internal Quality Assurance Cell (IQAC) reviews the wage-compliance findings as an internal university body.
- **Employee Grievance Portal:** Anonymous reporting has been enabled since 2022; no complaints of pay below the University Pay Floor have been filed from 2023 through 2025.
- **Public Disclosure:** Findings are reported in Centurion University's Sustainability and SDG Annual Report.

Impact Summary

- **100% of employees** earn at or above the University Minimum Pay Floor (minimum ₹16,000 per month), which is 2.1 times the family-of-four living wage benchmark of ₹7,477 per month.
- **Higher retention (87% → 89%):** Staff retention rose from 87% in 2024 to 89% in 2025. The main driver was the 2025 annual wage review, which gave an average pay increase of 6.8% (up from 6.5% in 2024) with no wage-related complaints, reducing pay-related exits. Retention is tracked year-on-year through HR employee records.
- **Cross-SDG Contribution:** Supports SDG 1 (No Poverty), SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities).

Supporting Evidence

Document	What it shows	Held by
Planning Commission Press Note on Poverty Estimates 2011-12 (July 2013)	Odisha poverty line: ₹695 rural, ₹861 urban per person per month	Government of India
Labour Bureau CPI-IW and CPI-AL tables (RBI Handbook of Statistics)	Index values and linking factors used to update the poverty line to 2025-26	Labour Bureau / RBI
Odisha Notifications 2602/LC (30 Apr 2025) and 8584/LC (21 Nov 2025)	Statutory minimum wage rates, ₹462–₹612 per day	Labour Department, Odisha
University Minimum Pay Floor policy	Internal pay floor of ₹16,000–₹17,500 per month	HR and Finance
Payroll register extract, 2025 (all employees, including outsourced)	Lowest monthly wage actually paid and headcount at or above the floor	HR and Finance
Vendor contract clause on minimum pay	Outsourced workers paid at or above the University Pay Floor	Procurement
Statutory auditors' report on annual accounts; EPF and ESI returns	Independent examination of payroll and wage-linked returns	Finance

Conclusion

Centurion University applies ethical and inclusive employment practices through its Living Wage Policy. Every employee is paid at or above a University Minimum Pay Floor that is 2.1 times the family-of-four living wage benchmark derived from the official poverty line for Odisha, and above the statutory minimum wage. Full (100%) compliance has been achieved and sustained since 2023, and continued through 2025, in line with the THE Impact Rankings framework for decent work.