



Centurion
UNIVERSITY

Shaping Lives...
Empowering Communities...

**PAY SCALE
EQUITY AND
GENDER GAP
POLICY
2023**

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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management (CUTM), we believe that true excellence in education and research can only be achieved when fairness, equity and inclusivity are embedded in every aspect of institutional practice. As an institution guided by the principles of social justice and equality, we are committed to ensuring that every member of our University community is valued, respected and rewarded equitably for their contributions.

The Pay Scale Equity and Gender Gap Policy represents our firm resolve to uphold transparency, accountability and fairness in compensation practices across all levels of employment. It reinforces the University's adherence to the principle of "Equal Pay for Equal Work" and our commitment to eliminating all forms of gender-based and identity-based disparities in pay and benefits.

Through this policy, Centurion University seeks not only to comply with regulatory norms but also to lead by example — fostering a culture where merit, competence and performance define professional growth. The mechanisms outlined in this document — from data-driven pay equity reviews to transparent benchmarking and regular audits — are designed to strengthen institutional integrity and promote trust among all employees.

I encourage all members of the Centurion University fraternity — faculty, staff and administrators — to uphold the spirit of this policy and ensure its faithful implementation. Together, let us continue to build a workplace that embodies equality, dignity and fairness, setting a standard for ethical employment practices in higher education.

A handwritten signature in blue ink, reading "Supriya Pattanayak".

Prof. (Dr.) Supriya Pattanayak
Vice-Chancellor
Centurion University of Technology and Management

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Pay Scale Equity and Gender Gap Policy

1. Policy Statement

Centurion University of Technology and Management (CUTM) is committed to ensuring fair, transparent and equitable compensation practices across all levels of employment. The University affirms that remuneration shall be determined on the basis of qualifications, responsibilities, experience and performance — and **not influenced by gender, caste, ethnicity, religion or any other personal characteristics.**

Centurion University recognizes the importance of addressing and eliminating gender-based pay disparities and upholds the principle of “**Equal Pay for Equal Work**”.

2. Purpose

This policy aims to:

- Establish equity in pay scales and benefits across comparable roles;
- Identify, measure, and progressively eliminate gender pay gaps;
- Promote transparency and accountability in remuneration practices;
- Reinforce the university’s commitment to equality, fairness and social justice in employment.

3. Scope

This policy applies to:

- All full-time, part-time, contractual and visiting employees of CUTM across all campuses;
- All categories of employment — academic, administrative, technical and support staff.

4. Guiding Principles

I. Equal Pay for Equal Work

- Employees performing substantially similar work shall receive equivalent pay and benefits regardless of gender or other identity-based factors.

II. Transparency in Compensation

- Pay structures, grade classifications, and criteria for salary progression shall be clearly communicated to all employees.
- Any changes to pay scales shall follow due process and be accessible to affected staff.

III. Non-Discrimination

- No employee shall face discrimination in hiring, promotion or pay due to gender, age, ethnicity, disability, marital status or family responsibilities.

IV. Regular Review and Benchmarking

- The University shall review pay scales regularly to maintain parity with UGC/AICTE norms and ensure internal equity across departments and roles.

V. Gender Pay Gap Measurement

- The university will periodically measure average pay differences between male and female employees at equivalent grades and roles.
- Any identified pay disparities shall be analysed and addressed through corrective action within a reasonable timeframe.

5. Implementation Mechanism

a. Compensation Framework:

- The university follows UGC/AICTE-recommended pay scales for faculty and equivalent state pay scales for staff, ensuring standardization and equity.

b. Data Collection and Analysis:

- The **Human Resource Department (HRD)** shall maintain detailed data on employee pay, position and gender.
- Annual pay equity analysis will be conducted to identify pay differentials and trends.

c. Corrective Action:

- Any unjustified pay gap identified shall trigger a review and adjustment plan overseen by the **Pay Equity Review Committee (PERC)** under HRD.

d. Reporting:

- A summary of pay equity analysis and actions taken shall be included in the University's **Annual HR or Sustainability Report**.

6. Accountability and Governance

- **Vice Chancellor / Pro Vice Chancellor (Academics):** Oversight and policy endorsement.
- **Human Resource Department:** Policy implementation, monitoring and periodic review.
- **Deans and Heads of Departments:** Ensure non-discriminatory compensation and evaluation practices.
- **Internal Quality Assurance Cell (IQAC):** Annual audit and verification of pay equity measures as part of institutional review.

7. Training and Awareness

- HRD shall conduct regular awareness programs for managers and selection committees on **gender pay equity, bias reduction and inclusive performance assessment**.
- New employees shall be briefed on this policy during induction.

8. Monitoring and Evaluation

- Pay equity will be reviewed **annually** through a gender-disaggregated analysis of compensation data.
- The HR Department will prepare a **Pay Equity Index** to monitor progress and track the closure of gender pay gaps over time.

9. Alignment with Institutional Values and Code of Conduct

This policy complements the university's **Equal Opportunity Policy, Code of Conduct, Policy on Non-Discrimination** and **Performance Appraisal Framework** outlined in the *Handbook for Faculty and Staff*.

10. Approval and Review

This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws and best practices. Any amendments to the policy will be communicated to the university community.



Dr. Anita Patra
Registrar

Centurion University of Technology and Management



REGISTRAR
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CAMPUSES:

Paralakhemundi Campus

Village Alluri Nagar
P.O. – R Sitapur, Via- Uppalada
Paralakhemundi, Dist.- Gajapati
Odisha, India. PIN– 761211

Bhubaneswar Campus

Ramchandrapur
P.O. – Jatni, Bhubaneswar
Dist.- Khurda, Odisha,
India, PIN– 752050

Balangir Campus

Behind BSNL Office
IDCO land, Rajib Nagar
Dist.- Balangir, Odisha
India, PIN-767001

Rayagada Campus

IDCO Industrial Area
Pitamahal, Rayagada
Dist.-Rayagada, Odisha
India, PIN-765001

Balasore Campus

Gopalpur,
P.O.-Balasore
Dist.-Balasore, Odisha
India, PIN-756044

Chatrapur Campus

Ramchandrapur,
Kaliabali Chhak,
P.O-Chatrapur, Dist.-Ganjam
Odisha, India, PIN-761020