**St. PETER'S**
INSTITUTE OF HIGHER EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY u/s 3 OF THE UGC ACT 1956)
Accredited by **NAAC with A+ Grade, AICTE** Approved and
**ISO 9001: 2015** Certified.
AVADI, Chennai – 600 054, Tamil Nadu.

# 8 DECENT WORK AND ECONOMIC GROWTH

**8.2.6 Policy on Pay Equity & Gender Pay Gap Elimination Policy**

Our university is dedicated to promoting fair and equitable treatment of all employees, recognizing that pay equity and the elimination of gender-based pay gaps are essential to fostering an inclusive and just workplace. This policy reflects our commitment to ensuring that compensation practices are transparent, unbiased, and aligned with principles of fairness and equality.

We collaborate with all departments and leaders to ensure recruitment, promotion, and remuneration processes are free from discrimination and bias. Gender pay audits are conducted regularly to identify disparities and guide corrective measures. We also provide ongoing awareness and training programs to sensitize staff and management about pay equity and gender equality.

Transparent communication about pay structures, clear grievance mechanisms, and prompt, impartial resolution of issues reinforce the institution's commitment to dignity, respect, and equal opportunities for all employees. This policy supports broader university goals of equity, social responsibility, and academic excellence by ensuring that every staff member's contribution is recognized and rewarded fairly.

By upholding these standards, the university fosters a supportive environment that empowers all employees, promotes gender equality, and contributes to reduced inequalities, decent work, and quality education for the entire campus community.

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### POLICY ON PAY EQUITY & GENDER PAY GAP ELIMINATION POLICY

**Introduction**

This policy reaffirms St. Peter's Institute of Higher Education and Research's (SPIHER) commitment to achieving pay equity and eliminating the gender pay gap. It upholds national laws, the Constitution of India, and international standards promoting equality and non-discrimination in remuneration.

**Scope**

The policy applies to all employees across all departments and levels of the university, encompassing faculty, administrative, outsourced, and contractual workers.

**Policy Commitments**

- Equal pay for work of equal value, regardless of gender or other protected characteristics.
- Regular gender pay audits and transparent reporting to identify and address disparities.
- Fair recruitment, promotion, and salary setting practices to ensure equity.
- Provision of training and awareness programs to foster an inclusive work environment.
- Establishment of confidential grievance mechanisms for reporting pay equity concerns.

**Definitions**

Pay Equity: Fairness in compensation where remuneration reflects the value of work performed without gender bias. Gender Pay Gap: Differences in average earnings between men and women across the university workforce.

**Responsibilities**

University Administration: Ensure policy enforcement, oversee pay equity initiatives, monitor recruitment and promotion practices to eliminate gender biases, and set clear expectations for equitable compensation. Human Resources: Conduct regular gender pay gap analyses, implement training on unconscious bias and equitable pay, facilitate transparent salary reviews, and manage confidential grievance mechanisms related to pay equity. Supervisors and Managers: Apply fair and transparent pay decisions, support career development opportunities fairly, and foster an inclusive workplace culture. Recruitment Teams: Implement unbiased hiring processes and ensure salary offers reflect pay equity principles.

**Monitoring and Compliance**

The University commits to annual gender pay audits, transparent reporting of pay data, and the development of corrective action plans to address identified disparities. Regular reviews and updates to the policy will ensure alignment with best practices, legal requirements, and community expectations. Ongoing feedback will be solicited from staff to gauge policy effectiveness and maintain continuous improvement.

**Reporting Mechanism**

Establish confidential and accessible channels for employees to raise concerns about pay equity or discrimination. Guarantee protection against retaliation for all whistleblowers.

**Awareness and Capacity Building**

Offer workshops and training programs on gender equality, pay equity, and unconscious bias to all levels of staff and leadership. Promote awareness campaigns aligned with international commitments to gender equality and fair work.

**Actions on Violations**

- Investigate all reports promptly and impartially.
- Implement necessary disciplinary or corrective measures where violations are confirmed.
- Provide support and resources to affected staff.
- This policy strengthens SPIHER's dedication to a fair, inclusive, and equitable work environment, contributing directly to SDG goals related to poverty reduction, decent

work, and reduced inequalities. It fosters improved wellbeing, gender equality, and educational quality by ensuring fair remuneration for all employees

01.02.2024                                        REGISTRAR

Registrar
St. Peter's Institute of Higher Education and Research
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### Policy on Pay Equity & Gender Pay Gap Elimination Policy

| Policy Created on: | 01/07/2020 | Approved by: |
|---|---|---|
| Revision 1 | 10/02/2024 | REGISTRAR |

**Directly supported SDGs**

- SDG 1 No Poverty
- SDG 8 Decent Work and Economic Growth
- SDG 10 Reduced Inequalities

**Indirectly supported SDGs**

- SDG 3 Good Health and Well-Being
- SDG 5 Gender Equality
- SDG 4 Quality Education (through improved staff stability, wellbeing, and inclusive policies)

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**Policy on Pay Equity & Gender Pay Gap Elimination Policy Steadfast commitment to ensuring fair treatment, dignity, and legal protection for all outsourced workers engaged in university operations.**

The policy applies to all outsourced workers involved in services such as cleaning, security, maintenance, transport, and catering. It mandates equal treatment concerning wages, benefits, working hours, rest and leave entitlements, health and safety protections, and grievance redressal mechanisms.

SPIHER requires all contractors to comply with these standards through clear contractual clauses, regular audits, and systematic monitoring. Transparent communication ensures outsourced workers understand their rights and have access to confidential reporting systems without fear of retaliation. Non-compliance results in corrective actions including contract termination.

This policy safeguards outsourced workers' rights, promotes fair labour conditions, and aligns with SPIHER's broader commitment to social justice, legal compliance, and human dignity, ensuring a respectful, equitable, and safe environment for all contributors to the University community.

**Conclusion**

The policy requires regular gender pay audits, transparent communication of salary structures, and systematic reviews to identify and address any pay gaps. It also promotes equitable recruitment, promotion, and career development processes that support women and underrepresented groups in attaining higher-paying roles. Human Resources are responsible for implementing training programs on unconscious bias and pay equity, and for maintaining confidential grievance mechanisms to handle concerns related to compensation fairly and promptly. The university administration oversees compliance, ensuring corrective actions are undertaken where disparities or discriminatory practices are found. The policy contributes directly to SDGs on poverty eradication, decent work, and reducing inequalities, while indirectly supporting goals on health, gender equality, and quality education. This policy embodies SPIHER's dedication to fostering an inclusive, just workplace culture that values and rewards all employees equitably, enhancing the institution's excellence and social responsibility.