



WOMEN UNIVERSITY

OF AZAD JAMMU & KASHMIR, BAGH. Website: www.wuajk.edu.pk

POLICY - PAY SCALE EQUITY **INCLUDING A COMMITMENT TO THE MEASUREMENT AND ELIMINATION OF** **GENDER PAY GAPS**

1. Introduction

The Women University of Azad Jammu and Kashmir (WUAJ&K) Bagh recognizes the importance of pay equity and is committed to providing equal pay for equal work to all employees. Furthermore, the University is committed to measuring and eliminating gender pay gaps within the organization.

2. Scope

This policy shall apply to all Women University of Azad Jammu and Kashmir employees.

3. Policy Guidelines

- a. Equity: The University will ensure that all employees are compensated fairly and equitably, regardless of gender.
- b. Gender Pay Gap Analysis: The University will conduct regular gender pay gap analyses to identify organizational gaps.
- c. Elimination of Gender Pay Gap: The University will take appropriate measures to eliminate any identified gender pay gaps, including but not limited to adjusting salaries and benefits.
- d. Non-Discrimination: The University will not discriminate against any employee based on their gender or any other protected characteristic.
- e. Transparency: The University will maintain transparency in its pay scale and compensation policies to ensure employees know the criteria for determining their pay.

4. Report on Violation

All WUAJ&K community members must report to the authorities concerned, without fear, any incident where known facts indicate a possibility of a policy violation.

5. Revision of Policy

Revisions to these policies will be made as and when necessary.