



SRI SIVASUBRAMANIYA NADAR COLLEGE OF ENGINEERING

(An Autonomous Institution)
Kalavakkam – 603 110

PLANNING & ADMINISTRATION

PA 13 PAY EQUITY AND LIVING WAGE

13.2 Percentage of Employees that Receive a Living Wage

Submitted to

**The Sustainability Tracking, Assessment & Rating
System (STARS)**

13.2 Percentage of employees that receive a living wage

- Narrative detailing the institution's living wage accreditation

'Our Institution is affiliated to Anna University and follows the same path in paying the employees.

'Our institution not only ensures that no individual is paid below the minimum wage but also abides by a compensation structure that travels on a little higher side than the UGC (University Grants Commission) mentioned compensation. India's living wage, which encompasses the cost of living for a predefined food basket, housing, transportation, and a margin for unexpected expenses, has averaged around 10,200 INR per month from 2015 to 2018. In 2018, it reached an all-time high of 10,300 INR per month, while in 2017, it was at a record low of 10,100 INR per month. At our institution, we prioritize fair compensation that not only meets but also exceeds these standards, reflecting our commitment to valuing and supporting our employees' well-being.

Our Commitment to Fair Compensation: Beyond the Minimum Wage in Tamil Nadu

At our institute, we are committed to ensuring the well-being of our staff. We recognize the vital role our workers play in our success, and we believe fair compensation is an essential part of that.

Living Wage and Policy Landscape:

India is indeed transitioning from a minimum wage system to a living wage by 2025. The living wage aims to provide a more comprehensive income, encompassing not just basic needs but also essential items for a decent life. While this policy is under development, we at our institute proactively implement practices that go beyond the current minimum wage structure.

Our Compensation Approach:

As of April 2023, the minimum wage in Tamil Nadu varies depending on the job category and zone (A, B, C, or D). For instance, the minimum daily wage in Chennai (likely Zone A) is ₹409.04. We are proud to say that our institute's compensation structure surpasses these minimum requirements for all our workers & employees.

Benefits of Our Approach:

By exceeding minimum wage requirements and incorporating Fair Trade Agreements (FTA), we aim to:

- Attract and retain top talent.
- Boost employee morale and productivity.
- Contribute to a more equitable and sustainable work environment.

We believe that investing in our workforce is an investment in our institute's future. We are dedicated to providing fair compensation that allows our employees to thrive both personally and professionally.