IQRA NATIONAL UNIVERSITY (INU), PESHAWAR

LIVING WAGE POLICY

Purpose and Objective

Iqra National University (INU) is committed to providing a fair, equitable, and sustainable working environment for all its employees. The purpose of this Living Wage Policy is to ensure that all staff members are compensated fairly, enabling them to meet their basic living needs, support their families, and maintain a decent standard of living. This policy strictly aligns with the mandates set forth by the Government of Pakistan and the Government of Khyber Pakhtunkhwa (KPK) regarding minimum and living wage benchmarks.

Scope and Applicability

This policy applies to all personnel engaged by the University. This includes, but is not limited to, Full-time and part-time academic, administrative, and support staff, Temporary and contractual employees.

Core Policy Statement

As of the latest notifications by the Government of Khyber Pakhtunkhwa (effective from July 2025 onwards), Iqra National University guarantees that no unskilled, semi-skilled, or temporary worker shall receive a baseline remuneration of less than **PKR 40,000 per month** for a standard working schedule (8 hours a day, 26 days a month). Furthermore, the University commits to proactively adjusting this baseline living wage whenever the Provincial Labour Department or the Minimum Wages Board issues new statutory minimum wage notifications.

Compliance with Government Regulations

INU complies with the regulatory framework set by the provincial and federal authorities. The University's wage structures adhere to:

- The Khyber Pakhtunkhwa Minimum Wages Act.

- Periodic Minimum Wages Notifications issued by the Directorate of Labour, KPK.

Gender Pay Parity and Equal Opportunity

In alignment with national labor laws and INU's core values, minimum and living wage rates apply uniformly across all genders. Female, male, and transgender workers performing work of equal value shall receive identical baseline compensation. Wage discrimination based on gender, religion, ethnicity, or disability is strictly prohibited.

Annual Review and Adjustments

The HR Department, in coordination with the Finance Directorate, will conduct an annual review of the university's wage schedules following the announcement of the provincial and federal budgets. Any legally mandated increases to the minimum wage will be implemented in the payroll cycle immediately following the effective date of the government notification.

Grievance and Reporting Mechanism

Any employee, direct or outsourced, who believes they are being compensated below the mandated living wage may submit a formal complaint to concerned department. Reports can be made confidentially without fear of retaliation. The Compensation Committee is obligated to review, investigate, and resolve such grievances.