



8 DECENT WORK AND
ECONOMIC GROWTH



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Employment Practices

The University has a policy to pay all staff and faculty members at least the 'living wage,' or subsistence level compensation as defined by the government or by the local poverty indicator for a family of four, expressed as an hourly wage.

As per CUI HR policy, all staff and faculty are entitled to draw a salary (minimum with maximum ranges) along with other allowances and benefits, including a living wage. In addition, adhoc allowances are also granted to the staff and faculty members on an annual basis, according to which salaries are fixed across the university.

The 'living wage' is not defined or fixed by the Government of Pakistan. However, the minimum wage currently being taken into consideration for practical purposes is PKR.25,000.00/- (US\$115.00/-) per month and CUI has also notified this as its minimum wage. An analysis of gross salaries of CUI employees indicated that not a single employee draws salary below this threshold.

Although, unions and associations of academic, administrative and support staff, aimed at collectively advocating for the rights of employees exist at CUI. However, none of these associations are legally recognized by the University.



International staff, as well as faculty members from abroad, including women, are recruited by the University in accordance with the standard operating procedures (SOPs) governing special incentives and recruitment practices for hiring foreigners.

CUI enforces the country's labor laws, in terms of working hours, for all its employees and pays overtime compensation its lower staff grade employees for working beyond normal office hours.

The University has a well-defined policy on non-discrimination at the workplace, including religion, sexual preferences, gender, or age. It also has well-defined and strictly enforced rules against harassment, sexual harassment, and abuse of authority.

As per the CUI's Act No. XI of 2018, the University "shall be open to all persons of either sex of whatever religion, race, creed, color, or domicile as far as admission and appointment of either gender is concerned, and no such person shall be denied the privilege on the ground only of sex, religion, creed, race, color, or domicile. (Clause No.5, Pg-195

5. **University open to all classes, creeds, etc.**—(1) The University shall be open to all persons of either gender and of whatever religion, race, creed, class, colour or domicile and no person shall be denied the privileges of the University on the grounds of religion, race, caste, creed, class, colour or domicile.

(2) An increase in any fee or charge that is in excess of ten percent per annum on annual basis from the last such increase may not be made except in special circumstances, and only with the approval of the Chancellor.

(3) The University shall institute financial aid programmes for students in need, to the extent considered feasible by the Senate, given the resources available, so as to enable admission and access to the University and the various opportunities provided by it to be based on merit rather than ability to pay:

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CUI ACT 2018,(Clause No. 5, Pg-195)

The University also has a policy commitment against forced labor of all kinds, modern forms of slavery in any form whatsoever, human trafficking, and child labor.

The University follows a policy of 40-working hours per week, clearly mentioned in employment contracts. However, the staff grade employees are eligible for additional 'over-time' compensation, in accordance with prior approved rates for various grades. Furthermore, the Efficiency & Discipline Statutes, 2006, and Rules for Harassment, Sexual Harassment and Abuse of Authority, 2009, are also implemented. Thus, no one in authority is allowed to exploit employees for personal gains.

Employees are at liberty to engage themselves for volunteer work outside office hours. Employees are, however, not permitted to undertake any commercial activity during office hours. For this, they need to obtain prior written permission for consultancy in which case, the fee is divided in the ratio of 25:75 between the University and the employee.

The University's policies guarantee equivalent rights to workers, even when outsourcing routine operational activities to third party employment

agencies. While outsourcing such activities, existing employees are not barred from participation.

While outsourcing activities to third parties, an effort is made to ensure that employees of third party receive salary equivalent or more than the minimum wage, applicable. According to expression of interest for outsourcing of security services, 'The contractor shall abide by all the prevailing applicable labor laws of Pakistan and any violation thereof shall make it liable to disqualification/ penalty.' For outsourcing of janitorial services, submission of the 'minimum wage certificate' is mandatory.

At CUI, employees are categorized according to their pay scales and their pay packages are according to the provisions for each pay scale. These pay scales are qualification and experience based revised payscales. To ensure equity, the University has a policy on pay scale equity, including a commitment to the measurement and elimination of gender pay gaps.

The University measures and tracks pay scale gender equity in terms of employee rights of pay and privileges and there is no discrimination at all. Pay scale of CUI are equally applicable to all genders.

The University has a process for employees to appeal on employee rights and/or pay. Such a process is part of the CUI Act, 2018, as well as policies. The grievance redressal process is there and besides policy documents, it is also mentioned in the employment contract. Further, as per Employees Efficiency & Discipline Statutes, 2006, Clause 26(A), the employee has the right to prefer an appeal within 30 days of the issuance of the order imposing the penalty to the appropriate

appellate authority.

Employees can present their grievances related to their salaries and promotions. There is a devised mechanism and notified committees to address this grievance.

The total number of employees is 5,080. Among them, number of academic staff is 2,083. The University's total expenditure during 2021 was PKR.6,623.787 million. The number of students 34,323.

As per policy, students are provided with internship opportunities for work placement for a monthly stipend.

In this regard, severe open house conducted sessions at CUI in order to explore internships opportunities and job placement opportunities in the markets. We are really grateful for an excellent session given by Mr. Abdullah Hassan, Technical Lead Stella Technologies on "Selecting the right FYP, Project to product".)



Selecting the right FYP, Project to product

We are also thankful to our alumni Mr. Haider Zada from Arbisoft, Ms. Ishra from LMKR for accompanying Stella Technologies team and guiding their juniors in selecting FYPs.

Dr. Majid Iqbal, Head Department of Computer Science also expressed his views and presented the shield to our guest speaker.

This session was followed by a recruitment drive from Stella Technologies.



Seminar on "Exploring the horizons of Information and communication technologies".

Speakers:

Mr. Naveed Ramzan (General secretary, Agile society of Pakistan. He will deliver talk on Industrial career opportunities).

Mr. Qaseem Ramzan (Founder Toggletech. He will deliver talk on career opportunities in online world).

It was great pleasure to host Mr. Naveed Ramzan, Secretary General Agile Society of Pakistan and Mr. Qaseem Ramzan Founder Toggletech. They both have an interactive session with first three semester students on "exploring the horizons in information and Communication technologies" in

industry as well as online world.

Mr. Muhammad Rashid Mukhtar, convenor ILC and Dr. Majid Iqbal, Head Department of Computer Science also expressed their views about future possibilities.

Dr. Majid Iqbal presented the shields to our respected guest speakers.



As per policy, all employees at CUl are working on a contract basis. All employees, except faculty members working on the Tenure Track System, are on a secure contract, which means they can continue to work till the age of superannuation (60 years), unless they themselves resign prior to that.



MINIMUM WAGE CURRENTLY
PKR. **25,000/-**

TOTAL NUMBER OF EMPLOYEES
5,080

TOTAL EXPENDITURE DURING 2021
PKR. **6,623.787**
MILLION

NUMBER OF STUDENTS
34,323