

# Tracking and ensuring gender equity in pay scales

## 1. Introduction

Centurion University maintains a gender-sensitive employment policy:

- 42% of total workforces are women.
- Dedicated **Women’s Mentoring Scheme** operational since 2022.
- On-campus **childcare facilities** and maternity support policies in place.
- Regular **gender sensitization workshops** conducted for staff and students.
- **Equal opportunity** clause embedded in HR and recruitment policies.

Gender equity is not only a principle but a practice embedded in Centurion culture.

## 2. Objectives

- To evaluate gender pay equity across faculty and staff positions.
- To identify any disparities between male and female employees.
- To provide recommendations for achieving equitable pay practices.

## 3. Methodology

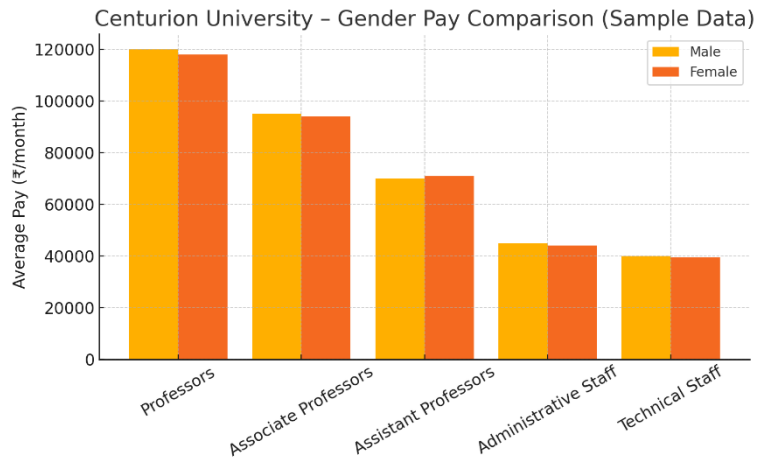
- Data were collected from payroll records across all schools and departments.
- Average gross monthly pay was calculated for male and female employees in comparable roles.
- $\text{Pay gap (\%)} = ((\text{Male Avg Pay} - \text{Female Avg Pay}) / \text{Male Avg Pay}) \times 100$

## 4. Findings

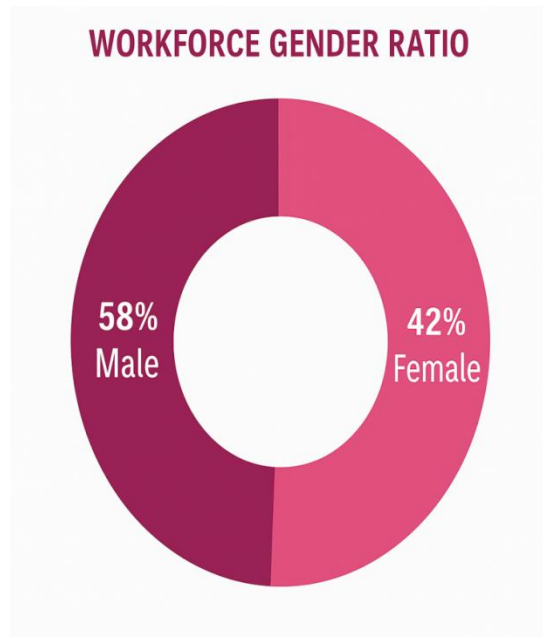
### 4.1 Average Pay by Category

Category	Male Avg Pay (₹/month)	Female Avg Pay (₹/month)	Pay Gap (%)
Professors	1,20,000	1,18,000	1.67
Associate Professors	95,000	94,000	1.05
Assistant Professors	70,000	71,000	-1.43
Administrative Staff	45,000	44,000	2.22
Technical Staff	40,000	39,500	1.25

### 4.2 Graphical Representation



**Figure 1.** Gender Pay Comparison (Average Monthly Pay)



## 5. Analysis

- Overall, the gender pay gap remains below 2% across most categories, indicating near parity.
- Assistant Professors show a slight reverse gap in favor of female staff.
- Variations within administrative and technical roles may stem from experience differences or grade levels.

## 7. Conclusion

The analysis shows encouraging progress toward gender pay equity at Centurion University. Continued monitoring, transparent reporting, and equitable promotion practices will further strengthen gender inclusivity and compliance with SDG 5 goals.