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INSTITUTE OF SCIENCE, TECHNOLOGY & ADVANCED STUDIES (VISTAS)
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GENDER PAY GAP REPORT – 2022 - 2023

University culture strongly support diversity and inclusion, it includes students and faculty from a wide variety of social, cultural and geographical backgrounds. This promotes flexibility, tolerance and adaptability, thus preparing the students to easily get accommodated in multinational environment and workspaces.

Objective

The purpose of this report is to analyse the gender-wise pay structure within the organization and identify any gender pay gap across employee categories, departments, or grades. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs.

Methodology

The gender pay gap has been calculated using the following formula:

$$\text{Gender Pay Gap (\%)} = \frac{\text{Average Male Salary} - \text{Average Female Salary}}{\text{Average Male Salary}} \times 100$$

Where:

- Average Male Salary = Total salary of male employees ÷ Number of male employees
- Average Female Salary = Total salary of female employees ÷ Number of female employees

Gender Pay Gap % = 3.1

Key Observations

- The overall gender pay gap in the organization is **3.1%.**
- Certain variations are due to differences in experience, designation, tenure, and role distribution.
- No direct discrimination in pay structure has been observed for employees in identical roles and grades.

Conclusion

The ideal gender pay gap is 0%, reflecting equal pay outcomes irrespective of gender. The organization's current gender pay gap of **3.1%** indicates scope for continued focus on equitable compensation and representation across roles and levels.

The organization remains committed to maintaining fair and equitable compensation practices irrespective of gender. Continuous monitoring and corrective measures will be undertaken wherever necessary.

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