

Gender Pay Gap Report

JSS Academy of Higher Education & Research, Mysuru

1. Introduction

JSS Academy of Higher Education & Research (JSS AHER), Mysuru, is committed to promoting equality, fairness, inclusivity and non-discrimination across all aspects of employment. The University recognises the importance of ensuring equal opportunities and fair remuneration for all employees irrespective of gender.

This Gender Pay Gap Report provides an overview of the gender distribution of employees and examines differences in remuneration between male and female employees across various employee categories.

The report is intended to support transparency, institutional self-assessment and continuous improvement in the University's human resource practices.

2. Scope of the Report

The report covers the employees of JSS Academy of Higher Education & Research during the reporting period 2025-26.

The analysis includes:

- Academic employees
- Administrative employees
- Support and other employees
- Employees across different levels of seniority and responsibility

The analysis is based on remuneration data available through the University's official HR/payroll records.

3. Gender Composition of the Workforce

During the reporting period, the University had a total workforce of 754 **employees**, comprising **368 male employees** and **386 female employees**.

Particulars	Number	Percentage
Total Employees	754	100%
Male Employees	368	48.81%
Female Employees	386	51.19%

The workforce composition demonstrates the representation of both men and women across various academic and administrative functions of the University.

4. Gender Pay Gap

The gender pay gap has been calculated by comparing the average remuneration received by male and female employees.

4.1 Mean Pay Gap

Particulars	Value
Average Pay – Male Employees	₹ 1,49,22,416.00
Average Pay – Female Employees	₹ 1,25,09,410.00
Difference in Average Pay	₹ 24,13,006.00
Mean Gender Pay Gap	16.17%

Formula:

Mean Gender Pay Gap (%) = [(Average Male Pay – Average Female Pay) / Average Male Pay] × 100

Based on the analysis, the mean gender pay gap is 16.17%.

4.2 Median Pay Gap

Particulars	Value
Median Pay – Male Employees	₹ 1,63,330/-
Median Pay – Female Employees	₹ 1,19,440/-
Difference in Median Pay	₹ 43,890/-
Median Gender Pay Gap	26.87%

Formula:

Median Gender Pay Gap (%) = [(Median Male Pay – Median Female Pay) / Median Male Pay] × 100

The median pay gap provides an additional measure of the difference in remuneration between male and female employees.

5. Gender Pay Gap by Employee Category

To understand the pay structure more effectively, the gender pay gap may be analysed across different categories of employees.

Employee Category	Male Employees	Female Employees	Average Male Pay	Average Female Pay	Pay Gap
Professor	99	50	₹2,41,48,249/-	₹2,42,64,306/-	0.48%
Associate Professor	98	80	₹1,77,14,630/-	₹1,80,63,198/-	1.96%
Assistant Professor	160	180	₹ 63,22,459/-	₹ 87,47,382/-	38.35%
Overall	357	260	₹4,81,85,338/-	₹5,10,74,886/-	5.99%

The analysis should take into consideration differences in **designation, level of responsibility, qualifications, years of experience, seniority, nature of employment and other legitimate factors** that may influence remuneration.

6. Factors Influencing Pay Differences

A gender pay gap, where identified, does not necessarily indicate unequal pay for the same work. Differences in aggregate remuneration may arise due to several factors, including:

- Designation and level of responsibility
- Academic qualifications
- Years of professional experience
- Length of service
- Seniority
- Nature and complexity of duties
- Leadership responsibilities
- Performance-related increments
- Additional academic/administrative responsibilities
- Recruitment at different points in the salary structure
- Other legitimate and objective remuneration factors

The University remains committed to ensuring that remuneration decisions are based on **objective, transparent and non-discriminatory criteria**.

7. Equal Pay and Non-Discrimination

JSS AHER is committed to providing equal opportunities to employees and maintaining a work environment free from discrimination.

The University's approach to remuneration and career progression is guided by principles of:

- Equal opportunity

- Non-discrimination
- Merit and performance
- Qualification and experience
- Responsibility and role requirements
- Transparent employment practices
- Fair career progression

The University will continue to review its employment and remuneration practices to identify and address any unintended gender-based disparities.

8. Institutional Measures to Address Gender Pay Gaps

JSS AHER will continue to strengthen gender equality through appropriate institutional measures, including:

1. Periodic review of remuneration across employee categories.
2. Monitoring of gender representation at different levels of the organisation.
3. Ensuring equal opportunities for recruitment and career progression.
4. Encouraging representation of women in academic and leadership positions.
5. Reviewing promotion and performance appraisal processes.
6. Supporting professional development and capacity-building opportunities for employees.
7. Monitoring gender representation across different salary bands.
8. Addressing any unjustified differences in remuneration identified through periodic review.

9. Conclusion

JSS Academy of Higher Education & Research recognises gender equality as an important component of a fair, inclusive and sustainable institutional environment. The University is committed to ensuring **equal opportunity, fair remuneration and non-discriminatory employment practices**.

The Gender Pay Gap Report provides a framework for systematically monitoring gender-based differences in remuneration and representation. The University will continue to analyse the available data, identify areas requiring attention and implement appropriate measures to promote greater gender equity across its workforce.




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