



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

8.2.7 Tracking pay scale for gender equity

Cochin University of Science and Technology (CUSAT) is dedicated to fostering a fair and equitable work environment, strictly prohibiting gender-based pay disparities and ensuring pay scale equity.

CUSAT policy applies to all employees, including faculty, staff, and administrators, covering all forms of compensation and benefits. CUSAT is committed to ensuring equal pay for equal work, regardless of gender, encompassing base salaries, bonuses, and other compensation forms. CUSAT actively adheres to government regulations, promotes open dialogue, and prioritizes gender equality. The contributions and accomplishments of female faculty and staff are clearly visible, serving as a key driver for the university's ongoing advancement and development.

Faculty and staff salaries at CUSAT are determined according to established guidelines by the government of Kerala, which ensures equal pay for equal work. The pay structure is transparent, with the ratio of basic salaries for men and women in the same roles being 1: 1, eliminating any gender pay gap.

There are currently 212 full-time faculty members, with 131 being male and 81 female. The average salary paid for both male and female faculties is Rs.153980- Among 708 full-time staff, there are 338 male and 370 female. The average salary paid for both male and female staff is Rs.68160/-.

This demonstrates CUSAT's strong commitment to gender equality in career opportunities and salary fairness.

Supporting documents

- Document from IQAC with salary details and male/female salaries- [https://iqac.cusat.ac.in/uploads/web/files/SALARY_DETAILS - Teaching_NonTeaching_MARCH_2024_edited.pdf](https://iqac.cusat.ac.in/uploads/web/files/SALARY_DETAILS_-_Teaching_NonTeaching_MARCH_2024_edited.pdf)