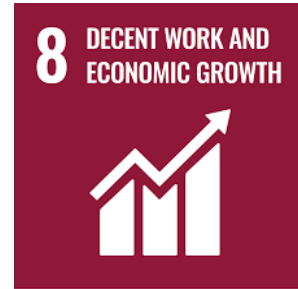




MANAV RACHNA
Vidyaparishad

MANAV RACHNA
UNIVERSITY

Declared as State Private University vide Haryana Act 26 of 2014



8.2.7 Tracking Pay Scale for Gender Equity

Manav Rachna University (MRU) is dedicated to fostering a fair and equitable work environment, strictly prohibiting gender-based pay disparities and ensuring pay scale equity. MRU policy applies to all employees, including faculty, staff, and administrators, covering all forms of compensation and benefits. MRU is committed to ensuring equal pay for equal work, regardless of gender, encompassing base salaries, bonuses, and other compensation forms. MRU 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 MRU are determined according to established pay-scale guidelines approved by statutory authorities, which ensure 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 167 full-time faculty members, with 56 being male and 111 female. The average salary paid for both male and female faculty is equal.

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

Supporting Documents

1. MRU Policy on Women Access

<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20for%20Women's%20Access.pdf>

2. MRU Policy on Gender Pay Equity

<https://manavrachna.edu.in/assets/campus/mru/pdf/MRU%20Policy%20on%20GENDER%20PAY%20EQUITY%202022.pdf>

3.Salary details for Male and Female Faculty Members

Sr. No.	Sex	Cadre	BASIC	GROSS
1	M	TEACHING STAFF	1,35,000.00	1,35,000.00
2	F	NON TEACHING STAFF	22,840.00	64,501.00
3	M	NON TEACHING STAFF	26,900.00	1,22,143.00
4	F	NON TEACHING STAFF	33,140.00	55,876.00
5	F	TEACHING STAFF	68,980.00	2,50,000.00
6	M	TEACHING STAFF	30,850.00	1,28,000.00
7	M	NON TEACHING STAFF	14,090.00	38,899.00
8	F	NON TEACHING STAFF	25,340.00	88,500.00
9	F	NON TEACHING STAFF	28,220.00	68,114.00
10	M	NON TEACHING STAFF	29,920.00	96,499.00
11	M	TEACHING STAFF	34,720.00	1,10,024.00
12	F	TEACHING STAFF	68,220.00	3,05,000.00
13	M	NON TEACHING STAFF	14,090.00	45,813.00
14	M	NON TEACHING STAFF	25,340.00	76,050.00
15	M	NON TEACHING STAFF	11,780.00	40,111.00
16	M	NON TEACHING STAFF	8,510.00	33,258.00
17	F	TEACHING STAFF	62,280.00	1,92,360.00
18	M	TEACHING STAFF	53,820.00	1,05,415.00
19	M	TEACHING STAFF	67,940.00	1,45,506.00
20	F	TEACHING STAFF	54,000.00	1,37,000.00
21	F	TEACHING STAFF	75,920.00	1,76,890.00
22	F	NON TEACHING STAFF	14,680.00	53,027.00
23	F	NON TEACHING STAFF	14,620.00	37,272.00
24	M	TEACHING STAFF	55,620.00	1,32,420.00
25	M	TEACHING STAFF	69,600.00	1,55,775.00
26	F	TEACHING STAFF	57,290.00	1,90,001.00
27	F	TEACHING STAFF	58,680.00	1,60,000.00
28	M	NON TEACHING STAFF	9,020.00	34,455.00
29	F	NON TEACHING STAFF	35,760.00	1,08,000.00
30	M	NON TEACHING STAFF	14,680.00	50,788.00
31	F	TEACHING STAFF	28,830.00	61,000.00
32	M	TEACHING STAFF	34,140.00	89,835.00

33	M	NON TEACHING STAFF	20,190.00	56,644.00
34	F	TEACHING STAFF	50,720.00	1,05,999.00
35	F	TEACHING STAFF	54,000.00	1,20,215.00
36	F	TEACHING STAFF	52,250.00	1,10,935.00
37	F	NON TEACHING STAFF	9,020.00	34,259.00
38	M	TEACHING STAFF	52,250.00	94,090.00
39	M	TEACHING STAFF	35,170.00	84,000.00
40	M	TEACHING STAFF	34,990.00	92,320.00
41	F	TEACHING STAFF	32,240.00	87,730.00
42	F	TEACHING STAFF	54,000.00	1,25,060.00
43	M	TEACHING STAFF	49,240.00	1,05,230.00
44	M	TEACHING STAFF	52,250.00	89,000.00
45	F	TEACHING STAFF	52,250.00	1,19,780.00
46	F	TEACHING STAFF	52,250.00	1,09,830.00
47	M	TEACHING STAFF	47,800.00	1,17,000.00
48	F	TEACHING STAFF	47,800.00	94,965.00
49	M	TEACHING STAFF	69,640.00	1,15,660.00
50	F	TEACHING STAFF	52,250.00	1,03,835.00
51	M	TEACHING STAFF	58,680.00	1,34,000.00
52	F	TEACHING STAFF	47,800.00	1,07,000.00
53	M	NON TEACHING STAFF	22,750.00	96,000.00
54	M	TEACHING STAFF	30,880.00	86,290.00
55	M	TEACHING STAFF	49,240.00	1,03,000.00
56	M	TEACHING STAFF	31,730.00	68,003.00
57	M	TEACHING STAFF	30,320.00	89,422.00
58	F	TEACHING STAFF	50,720.00	1,24,999.00
59	M	TEACHING STAFF	31,230.00	1,02,426.00
60	M	TEACHING STAFF	30,600.00	88,825.00
61	M	TEACHING STAFF	30,600.00	75,825.00
62	F	TEACHING STAFF	49,240.00	1,00,000.00
63	M	NON TEACHING STAFF	9,810.00	36,712.00
64	F	TEACHING STAFF	53,820.00	1,09,310.00
65	M	TEACHING STAFF	53,820.00	1,08,310.00
66	M	TEACHING STAFF	30,320.00	68,520.00

67	M	TEACHING STAFF	49,240.00	1,06,030.00
68	M	TEACHING STAFF	31,230.00	90,001.00
69	M	TEACHING STAFF	31,230.00	85,066.00
70	M	TEACHING STAFF	29,510.00	98,515.00
71	M	TEACHING STAFF	28,650.00	77,220.00
72	F	TEACHING STAFF	49,240.00	95,308.00
73	F	TEACHING STAFF	52,250.00	1,00,000.00
74	F	TEACHING STAFF	31,230.00	85,466.00
75	F	TEACHING STAFF	50,720.00	97,000.00
76	F	NON TEACHING STAFF	14,520.00	52,399.00
77	F	TEACHING STAFF	58,680.00	1,14,200.00
78	F	TEACHING STAFF	31,230.00	80,654.00
79	F	TEACHING STAFF	27,990.00	76,155.00
80	F	TEACHING STAFF	53,820.00	1,00,000.00
81	F	TEACHING STAFF	32,140.00	1,32,500.00
82	F	TEACHING STAFF	60,110.00	1,65,000.00
83	M	TEACHING STAFF	27,810.00	78,999.00
84	F	TEACHING STAFF	28,830.00	74,000.00
85	F	TEACHING STAFF	28,830.00	85,000.00
86	F	TEACHING STAFF	55,310.00	1,49,999.00
87	F	TEACHING STAFF	57,290.00	1,92,001.00
88	F	TEACHING STAFF	24,990.00	59,652.00
89	F	TEACHING STAFF	49,240.00	96,000.00
90	F	NON TEACHING STAFF	8,260.00	30,958.00
91	F	TEACHING STAFF	27,810.00	79,654.00
92	M	TEACHING STAFF	53,820.00	1,25,000.00
93	M	TEACHING STAFF	53,820.00	1,36,000.00
94	F	TEACHING STAFF	47,800.00	87,000.00
95	M	NON TEACHING STAFF	14,090.00	35,153.00
96	M	TEACHING STAFF	53,820.00	1,07,500.00
97	F	TEACHING STAFF	32,170.00	88,000.00
98	F	TEACHING STAFF	57,290.00	1,80,001.00
99	M	TEACHING STAFF	53,820.00	1,42,000.00
100	M	TEACHING STAFF	31,230.00	86,001.00

101	F	NON TEACHING STAFF	24,600.00	81,000.00
102	M	NON TEACHING STAFF	8,440.00	20,173.00
103	M	TEACHING STAFF	24,320.00	62,000.00
104	F	TEACHING STAFF	24,320.00	1,06,000.00
105	M	TEACHING STAFF	26,210.00	85,000.00
106	F	TEACHING STAFF	22,920.00	68,000.00
107	F	TEACHING STAFF	26,210.00	83,000.00
108	F	TEACHING STAFF	24,320.00	76,000.00
109	F	TEACHING STAFF	47,800.00	1,10,000.00
110	F	TEACHING STAFF	23,610.00	66,000.00
111	F	TEACHING STAFF	24,320.00	73,000.00
112	F	TEACHING STAFF	22,920.00	70,000.00
113	M	TEACHING STAFF	52,250.00	1,65,000.00
114	F	TEACHING STAFF	24,990.00	1,01,606.00
115	F	TEACHING STAFF	54,000.00	1,40,000.00
116	F	TEACHING STAFF	50,720.00	86,000.00
117	F	TEACHING STAFF	23,610.00	76,000.00
118	M	NON TEACHING STAFF	13,670.00	41,000.00
119	M	NON TEACHING STAFF	13,670.00	42,000.00
120	F	NON TEACHING STAFF	23,610.00	53,000.00
121	F	NON TEACHING STAFF	13,270.00	41,999.00
122	M	NON TEACHING STAFF	22,920.00	90,000.00
123	M	NON TEACHING STAFF	13,270.00	48,999.00
124	F	NON TEACHING STAFF	13,270.00	44,000.00
125	M	NON TEACHING STAFF	13,270.00	37,999.00
126	F	TEACHING STAFF	23,610.00	82,000.00
127	F	NON TEACHING STAFF	13,270.00	36,999.00
128	M	NON TEACHING STAFF	24,600.00	86,000.00
129	F	TEACHING STAFF	22,920.00	75,000.00
130	F	TEACHING STAFF	50,720.00	1,04,999.00
131	F	TEACHING STAFF	23,610.00	79,000.00
132	F	TEACHING STAFF	24,990.00	70,300.00
133	F	TEACHING STAFF	55,620.00	1,38,000.00
134	F	TEACHING STAFF	50,720.00	1,24,999.00

135	F	TEACHING STAFF	24,260.00	68,600.00
136	M	TEACHING STAFF	49,240.00	96,000.00
137	F	NON TEACHING STAFF	12,500.00	35,000.00
138	F	TEACHING STAFF	22,920.00	86,000.00
139	F	TEACHING STAFF	24,260.00	76,600.00
140	M	NON TEACHING STAFF	21,520.00	59,000.00
141	F	NON TEACHING STAFF	13,270.00	37,000.00
142	M	TEACHING STAFF	22,920.00	1,48,500.00
143	F	TEACHING STAFF	22,920.00	84,000.00
144	M	TEACHING STAFF	22,920.00	86,000.00
145	F	NON TEACHING STAFF	12,880.00	37,000.00
146	M	NON TEACHING STAFF	36,850.00	1,72,000.00
147	M	TEACHING STAFF	92,000.00	92,000.00
148	M	NON TEACHING STAFF	50,050.00	1,90,000.00
149	F	NON TEACHING STAFF	12,880.00	34,000.00
150	F	NON TEACHING STAFF	25,340.00	70,000.00
151	F	NON TEACHING STAFF	12,880.00	40,000.00
152	F	TEACHING STAFF	22,920.00	52,000.00
153	M	TEACHING STAFF	50,890.00	1,25,000.00
154	F	TEACHING STAFF	22,920.00	85,000.00
155	F	TEACHING STAFF	22,920.00	68,000.00
156	F	TEACHING STAFF	22,920.00	83,000.00
157	F	TEACHING STAFF	32,170.00	88,000.00
158	F	NON TEACHING STAFF	25,000.00	25,000.00
159	F	NON TEACHING STAFF	13,790.00	42,000.00
160	M	NON TEACHING STAFF	13,790.00	42,000.00
161	F	TEACHING STAFF	22,250.00	66,000.00
162	M	NON TEACHING STAFF	10,140.00	35,000.00
163	M	TEACHING STAFF	27,000.00	84,000.00
164	F	NON TEACHING STAFF	1,26,690.00	3,48,050.00
165	F	NON TEACHING STAFF	13,790.00	43,000.00
166	F	NON TEACHING STAFF	12,880.00	48,000.00
167	F	NON TEACHING STAFF	12,880.00	44,000.00

168	F	NON TEACHING STAFF	12,880.00	42,000.00
169	F	NON TEACHING STAFF	13,790.00	44,250.00
170	F	TEACHING STAFF	22,250.00	86,000.00
171	F	NON TEACHING STAFF	13,790.00	39,000.00
172	M	NON TEACHING STAFF	35,000.00	35,000.00
173	F	NON TEACHING STAFF	20,890.00	85,000.00
174	F	TEACHING STAFF	22,250.00	77,000.00
175	M	TEACHING STAFF	22,250.00	66,000.00
176	F	TEACHING STAFF	47,800.00	1,11,000.00
177	F	TEACHING STAFF	47,800.00	96,000.00
178	M	NON TEACHING STAFF	12,880.00	48,000.00
179	F	NON TEACHING STAFF	10,140.00	35,000.00
180	F	NON TEACHING STAFF	14,250.00	65,000.00
181	M	NON TEACHING STAFF	59,010.00	2,60,000.00
182	M	NON TEACHING STAFF	13,380.00	35,000.00
183	F	NON TEACHING STAFF	12,500.00	30,000.00
184	M	NON TEACHING STAFF	2,10,000.00	7,25,000.00
185	M	NON TEACHING STAFF	13,380.00	36,000.00
186	M	NON TEACHING STAFF	12,500.00	45,000.00
187	M	NON TEACHING STAFF	24,600.00	90,000.00
188	M	NON TEACHING STAFF	13,380.00	40,000.00
189	F	TEACHING STAFF	22,250.00	1,27,000.00
190	F	TEACHING STAFF	26,370.00	1,31,000.00
191	F	TEACHING STAFF	22,250.00	70,000.00
192	F	TEACHING STAFF	46,400.00	1,08,050.00
193	F	TEACHING STAFF	47,800.00	1,00,000.00
194	F	NON TEACHING STAFF	12,500.00	50,000.00
195	F	TEACHING STAFF	22,250.00	99,000.00
196	M	TEACHING STAFF	1,95,000.00	1,95,000.00
197	F	TEACHING STAFF	21,600.00	1,05,000.00
198	F	TEACHING STAFF	22,250.00	69,000.00
199	M	TEACHING STAFF	52,420.00	1,37,000.00
200	M	TEACHING STAFF	22,250.00	70,000.00

201	F	TEACHING STAFF	52,420.00	1,25,000.00
202	M	TEACHING STAFF	22,250.00	80,000.00
203	F	TEACHING STAFF	53,950.00	2,95,000.00
204	F	TEACHING STAFF	47,800.00	1,62,000.00
205	F	NON TEACHING STAFF	17,580.00	68,000.00
206	F	TEACHING STAFF	53,950.00	2,70,000.00
207	M	NON TEACHING STAFF	20,280.00	83,000.00
208	F	TEACHING STAFF	47,800.00	1,35,000.00
209	F	TEACHING STAFF	36,960.00	1,09,000.00
210	F	TEACHING STAFF	52,420.00	1,73,000.00
211	F	NON TEACHING STAFF	12,500.00	35,000.00
212	M	TEACHING STAFF	21,600.00	60,000.00
213	M	TEACHING STAFF	21,600.00	1,10,000.00
214	M	NON TEACHING STAFF	48,520.00	1,72,000.00
215	F	TEACHING STAFF	46,400.00	1,40,000.00
216	F	TEACHING STAFF	46,400.00	1,20,000.00
217	F	NON TEACHING STAFF	12,500.00	45,000.00
218	F	TEACHING STAFF	21,600.00	60,000.00
219	F	NON TEACHING STAFF	20,280.00	70,000.00
220	F	TEACHING STAFF	46,400.00	1,00,000.00
221	M	NON TEACHING STAFF	24,600.00	85,000.00
222	M	TEACHING STAFF	21,600.00	90,000.00
223	F	TEACHING STAFF	46,400.00	1,20,000.00
224	F	TEACHING STAFF	50,890.00	1,00,000.00
225	M	NON TEACHING STAFF	12,500.00	45,000.00
226	M	NON TEACHING STAFF	12,500.00	42,000.00
227	F	NON TEACHING STAFF	24,600.00	92,000.00
228	M	TEACHING STAFF	21,600.00	80,000.00
229	F	TEACHING STAFF	21,600.00	70,000.00
230	F	TEACHING STAFF	46,400.00	1,30,000.00
231	M	TEACHING STAFF	53,390.00	2,40,000.00
232	F	NON TEACHING STAFF	46,300.00	2,40,000.00
233	F	NON TEACHING STAFF	18,460.00	40,000.00
234	F	TEACHING STAFF	21,600.00	75,000.00

235	F	TEACHING STAFF	25,600.00	85,000.00
236	F	TEACHING STAFF	21,600.00	85,000.00
237	F	TEACHING STAFF	25,600.00	1,50,000.00
238	M	NON TEACHING STAFF	12,500.00	50,000.00
239	F	TEACHING STAFF	50,890.00	1,30,000.00
240	F	TEACHING STAFF	21,600.00	68,000.00
241	F	TEACHING STAFF	25,600.00	75,000.00
242	F	TEACHING STAFF	46,400.00	1,56,500.00
243	F	TEACHING STAFF	32,480.00	80,200.00
244	F	TEACHING STAFF	30,320.00	83,000.00
245	M	TEACHING STAFF	49,240.00	93,000.00
246	F	TEACHING STAFF	46,400.00	94,600.00
247	M	TEACHING STAFF	46,400.00	1,50,000.00
248	F	TEACHING STAFF	25,600.00	1,05,000.00
249	F	TEACHING STAFF	21,600.00	75,000.00
250	M	TEACHING STAFF	21,600.00	85,000.00
251	F	TEACHING STAFF	21,600.00	55,000.00
252	M	TEACHING STAFF	21,600.00	78,000.00
253	F	TEACHING STAFF	21,600.00	70,000.00
254	F	NON TEACHING STAFF	17,050.00	57,000.00
255	F	NON TEACHING STAFF	20,280.00	98,077.00
256	M	NON TEACHING STAFF	17,080.00	57,000.00
257	M	NON TEACHING STAFF	40,660.00	1,75,000.00
258	M	NON TEACHING STAFF	14,090.00	45,501.00
259	F	NON TEACHING STAFF	14,250.00	90,000.00
260	M	NON TEACHING STAFF	15,480.00	51,400.00
261	M	NON TEACHING STAFF	15,020.00	44,000.00
262	M	NON TEACHING STAFF	47,400.00	1,25,000.00
263	M	NON TEACHING STAFF	26,590.00	49,600.00
264	F	NON TEACHING STAFF	13,510.00	38,474.00
265	F	NON TEACHING STAFF	22,250.00	49,000.00
266	M	NON TEACHING STAFF	13,830.00	44,800.00
267	M	NON TEACHING STAFF	17,370.00	50,500.00
268	M	NON TEACHING STAFF	25,340.00	77,124.00

269	M	NON TEACHING STAFF	29,560.00	55,000.00
270	F	NON TEACHING STAFF	14,520.00	49,000.00
271	M	NON TEACHING STAFF	17,370.00	55,500.00
272	M	NON TEACHING STAFF	14,520.00	44,951.00
273	M	NON TEACHING STAFF	14,520.00	49,880.00
274	F	NON TEACHING STAFF	26,910.00	85,000.00
275	F	NON TEACHING STAFF	15,030.00	56,000.00
276	M	NON TEACHING STAFF	22,170.00	64,499.00
277	M	NON TEACHING STAFF	16,090.00	55,000.00
278	F	TEACHING STAFF	24,880.00	77,000.00
279	M	NON TEACHING STAFF	10,980.00	37,715.00
280	M	NON TEACHING STAFF	10,980.00	36,715.00
281	F	TEACHING STAFF	24,880.00	88,615.00
282	M	NON TEACHING STAFF	14,520.00	53,356.00
283	M	NON TEACHING STAFF	10,980.00	37,207.00
284	M	NON TEACHING STAFF	47,400.00	1,45,001.00
285	M	NON TEACHING STAFF	14,520.00	40,400.00
286	M	NON TEACHING STAFF	14,520.00	46,800.00
287	M	NON TEACHING STAFF	32,710.00	1,45,000.00
288	F	NON TEACHING STAFF	25,340.00	81,900.00
289	M	NON TEACHING STAFF	23,530.00	58,001.00
290	M	NON TEACHING STAFF	22,840.00	51,000.00
291	F	NON TEACHING STAFF	23,610.00	75,020.00
292	F	NON TEACHING STAFF	14,520.00	46,000.00
293	F	NON TEACHING STAFF	22,840.00	53,000.00
294	M	NON TEACHING STAFF	15,130.00	47,000.00
295	M	NON TEACHING STAFF	15,590.00	97,200.00
296	M	NON TEACHING STAFF	24,520.00	87,200.00
297	M	NON TEACHING STAFF	21,520.00	44,400.00
298	M	NON TEACHING STAFF	13,270.00	36,899.00
299	M	NON TEACHING STAFF	23,610.00	1,11,804.00
300	F	NON TEACHING STAFF	22,170.00	91,800.00
301	M	NON TEACHING STAFF	13,670.00	38,100.00
302	M	NON TEACHING STAFF	13,670.00	39,000.00

303	M	NON TEACHING STAFF	55,620.00	2,50,000.00
304	M	NON TEACHING STAFF	13,270.00	39,000.00
305	M	NON TEACHING STAFF	16,090.00	60,000.00
306	M	NON TEACHING STAFF	21,520.00	56,000.00
307	M	NON TEACHING STAFF	20,280.00	56,000.00
308	F	NON TEACHING STAFF	21,520.00	55,000.00
309	F	NON TEACHING STAFF	19,020.00	51,600.00
310	F	NON TEACHING STAFF	21,520.00	73,500.00
311	M	NON TEACHING STAFF	21,520.00	54,000.00
312	F	NON TEACHING STAFF	21,520.00	79,000.00
313	M	NON TEACHING STAFF	21,520.00	54,000.00
314	F	NON TEACHING STAFF	21,520.00	48,500.00
315	M	NON TEACHING STAFF	13,270.00	37,000.00
316	F	NON TEACHING STAFF	20,890.00	48,000.00
317	F	NON TEACHING STAFF	20,890.00	50,000.00
318	F	NON TEACHING STAFF	19,020.00	45,000.00
319	F	NON TEACHING STAFF	20,890.00	71,500.00
320	M	NON TEACHING STAFF	11,510.00	40,000.00
321	M	NON TEACHING STAFF	11,660.00	40,000.00
322	M	NON TEACHING STAFF	20,280.00	86,400.00
323	M	NON TEACHING STAFF	16,580.00	70,000.00
324	M	NON TEACHING STAFF	16,580.00	43,200.00
325	F	NON TEACHING STAFF	16,580.00	42,000.00
326	M	NON TEACHING STAFF	13,380.00	30,000.00
327	M	NON TEACHING STAFF	13,830.00	45,000.00
328	F	NON TEACHING STAFF	29,920.00	1,43,050.00
329	M	NON TEACHING STAFF	13,830.00	50,000.00
330	F	NON TEACHING STAFF	13,830.00	60,000.00
331	M	NON TEACHING STAFF	13,830.00	70,000.00