



PAMPANGA STATE UNIVERSITY
PAY SCALE GENDER EQUITY REPORT
2024

GENDER PAY REPORT FOR 2024

Permanent Teaching Staff

Table 1.

Gender pay summary for permanent teaching staff.

Gender	Mean Salary (₱)	Median (₱)	Min (₱)	Max (₱)
Female	52,804.97	45,138	30,705	173,962
Male	50,876.72	38,413	30,705	176,802

Gender Pay Gap

Average Gender Pay Gap: **3.79%**

- Women earn 3.79% more than men on average among permanent teaching staff.
- The median female salary (₱45,138) is higher than the male median (₱38,413), indicating stronger representation of women in mid- to upper-level academic ranks.

Table 2.

Average monthly salary of permanent teaching staff by academic rank and gender.

Academic Rank	Female Avg (₱)	Male Avg (₱)	Pay Gap (%)	Remarks
Instructor I	30,871	30,810	-0.20	Female slightly higher
Instructor II	32,870	32,870	0	Equal
Instructor III	35,453	35,434	-0.05	Female slightly higher
Assistant Professor I	38,413	38,486	0.19	Equal
Assistant Professor II	41,616	41,780	0.39	Equal
Assistant Professor III	45,319	45,354	0.08	Equal
Assistant Professor IV	49,056	49,280	0.46	Equal
Associate Professor I	53,959	53,873	-0.16	Female slightly higher
Associate Professor II	60,451	60,409	-0.07	Female slightly higher
Associate Professor III	67,115	67,005	-0.16	Female slightly higher
Associate Professor IV	74,836	74,836	0	Equal
Associate Professor V	85,173	84,295	-1.04	Female slightly higher
Professor I	94,132	—	—	Only female data
Professor II	—	107,208	—	Only male data
Professor III	121,146	—	—	Only female data
Professor V	154,320	154,320	0	Equal
Professor VI	173,962	174,672	0.41	Equal

Permanent Non-Teaching Staff

Table 3.

Gender pay summary for permanent non-teaching staff.

Gender	Mean Salary (₱)	Median (₱)	Min (₱)	Max (₱)
Female	37,625	36,698	18,255	77,086
Male	43,898	22,551	18,255	202,558

Gender Pay Gap

Average Gender Pay Gap: **14.29%**

- Male non-teaching employees earn, on average, ₱6,274 more per month than female employees.
- The median salary for women (₱36,698) is higher than the male median (₱22,551), which indicates that more women occupy mid-range administrative roles while higher-paid executive posts raise the male average.

Table 4.

Average monthly salary of permanent non-teaching staff by position and gender.

Position	Female Avg (₱)	Male Avg (₱)	Pay Gap (%)
SUC President III	—	202,558	—
Supervising Administrative Officer	77,086	—	—
Administrative Officer V	49,015	—	—
Information Officer III	49,015	—	—
Planning Officer III	49,015	—	—
Administrative Officer I	24,381	24,381	0
Administrative Aide VI	18,255	18,255	0
Administrative Assistant II	21,104	—	—
Administrative Officer I	—	24,381	—
Security Guard III	—	20,720	—
Other positions (Accountant IV, Librarian, Nurse, Dentist, etc.)	—	—	—

Gender Pay Gap

- Equal pay exists in all positions where both genders appear (Administrative Officer I and Administrative Aide VI).

Contract of Service (Teaching Staff)

Table 5.

Gender pay summary for contract of service teaching staff.

Gender	Mean Hourly Rate (₱)	Median (₱)	Min (₱)	Max (₱)
Female	247.75	200	190	882.21
Male	233.12	200	190	866.5

Gender Pay Gap

Average Gender Pay Gap: **6.28%**

- Female instructors earn about 6.3% higher hourly rates than males.

Casual (Non-Teaching Staff)

Table 6.

Gender pay summary for casual non-teaching staff.

Gender	Mean Monthly Salary (₱)	Median (₱)	Min (₱)	Max (₱)
Female	15,408	13,530	13,530	38,413
Male	13,530	13,530	13,530	13,530

Gender Pay Gap

Average Gender Pay Gap: **13.88%**

- Female casual staff earn about 13.9% higher average pay than males.