TSU Pay Scale Equity and Gender Pay Gap Report 2025

Tarlac State University (TSU) pays women and men the same salary for the same position and salary grade. This holds for academic staff, non-academic staff, and support staff alike. TSU follows the national salary schedule under Republic Act 11466, so pay is set by position and grade, not by the person.

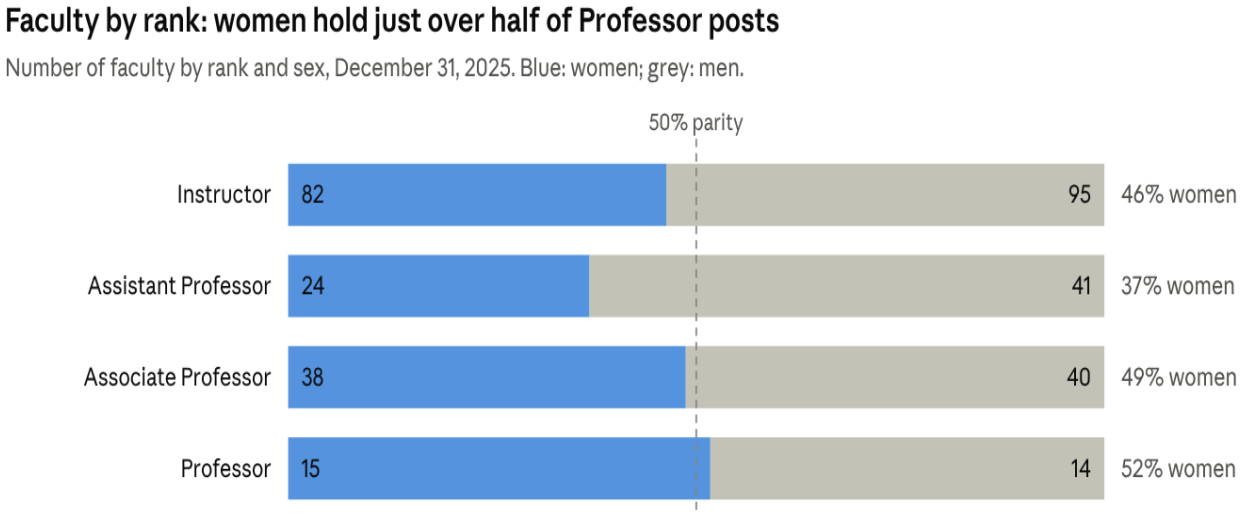
Employees as of December 31, 2025	**Women**	**Men**	**Total**
Plantilla teaching	159	190	349
Plantilla non-academic	95	67	162
Contractual non-academic	24	53	77
Job order	164	266	430
Lecturers	222	202	424
Total	**664**	**778**	**1,442**

Academic staff

Women and men faculty in the same salary grade are paid the same: the gap is **−0.02%**.

	Women	**Men**
Faculty (plantilla)	159	190
Average annual salary (PHP)	685,729	646,329
Pay gap in the same salary grade	−0.02%	

Women faculty earn slightly more on average because more of them hold higher ranks. Within any one grade, the difference is never more than 1%.



FY 2025 PSIPOP and HRDMO faculty list, Tarlac State University · 349 faculty as of December 31, 2025

Lecturers

Lecturers are paid by the hour at a prime hourly teaching rate that is set by their qualifications, not by their gender. The rates were approved by the Board of Regents through Resolution No. 26, s. 2022, effective April 1, 2022, and are based on the salary schedule under Republic Act 11466 (DBM National Budget Circular No. 588).

Full-time lecturers by qualification and hourly rate

Qualification	Hourly rate (PHP)	Women	Men
Bachelor's degree	258.74	35	36
Bachelor's degree and licensed	279.27	58	61
Master's degree	302.91	3	2
Master's degree and licensed	328.93	16	9
Doctoral degree	357.54	1	1
Total full-time lecturers with a listed rate		**113**	**109**

Women and men with the same qualification receive the same hourly rate. Women full-time lecturers average PHP 281.26 per hour and men PHP 277.74, because more women hold the qualifications for the higher rates.

Part-time lecturers (136). Part-time lecturers are paid the same qualification-based rates, or a higher professional rate of PHP 500 to 1,500 per hour. The top rate of PHP 1,500 is paid to 14 women and 14 men.

Retired part-time lecturers (37). Retired lecturers are paid individual rates. Four of the five highest rates are paid to women.

Non-academic and support staff

Non-academic staff in the same salary grade are also paid the same: the gap is **−0.14%**.

	Women	Men
Non-academic staff (plantilla)	95	67
Average annual salary (PHP)	394,343	408,866
Pay gap in the same salary grade	−0.14%	

Contractual non-academic staff. TSU has 77 contractual non-academic personnel (24 women, 53 men).

Support staff (job order). TSU has 430 job order personnel as of December 31, 2025: 164 women and 266 men. Each salary grade has one fixed daily rate, from PHP 568.95 (Grade 1) to PHP 1,595.31 (Grade 15). Women and men in the same grade receive the same daily rate: the gap is **−0.12%**.

Security guards earn more per month than others in the same grade because they are paid for more duty days, not a higher rate.

Conclusion

TSU pays women and men equally for the same position. Plantilla, job order, and lecturer positions each carry one fixed rate for their salary grade or level, so pay depends on the position held, not on the gender of the person holding it.

Women also hold a strong share of the higher positions at TSU:

- Women hold 15 of the 29 Professor posts, the highest faculty rank.
- A larger share of women faculty than men faculty hold Associate Professor or Professor rank (33% against 28%).
- Among job order personnel, 45% of women are in salary grade 7 or higher, against 24% of men.
- Among full-time lecturers, more women than men hold the qualifications for the higher hourly rates.