

# Gender Pay Gap Report

## 2025

Published October 2025

## Introduction

This Gender Pay Gap Report has been prepared to examine the income disparities between male and female personnel at Chulalongkorn University for the year 2025. The analysis focuses on the mean pay gap within two key groups: academic staff and support staff.

Chulalongkorn University recognizes the importance of gender equality and is committed to narrowing the gender pay gap to uphold human dignity and ensure equitable treatment for all. This commitment aligns with the University's Human Resources policy on equity, which emphasizes respect for human rights, fairness, and individuality, thereby fostering a just and inclusive environment for all personnel.

## Definitions

- **University Employee**

Refers to an employee officially appointed by Chulalongkorn University.

- **Personnel**

Refers to University Employees, Civil Servants, employees of government agencies working within the University, and other University-hired staff.

- **Academic Staff**

Refers to personnel working in the academic stream, divided into two groups:

- *Permanent Faculty* (Professor, Associate Professor, Assistant Professor, Lecturer)
- *Researchers*

- **Support Staff**

Refers to personnel working in the support/operational stream, divided into two groups:

- *Managerial Support Staff* (Employee Levels P4, P5, and P6)
- *Operational Staff* (Employee Levels P7, P8, and P9)

- **Gender Pay Gap**

Refers to the difference in average monthly earnings between male and female personnel.

- **Average Monthly Earnings**

Refers to the average regular monthly income of male or female personnel.

- **Mean Gender Pay Gap**

Refers to the average difference in monthly earnings between male and female personnel, calculated using the following formula:

$$\frac{(\text{Average Monthly Earnings of Male Personnel}) - (\text{Average Monthly Earnings of Female Personnel})}{(\text{Average Monthly Earnings of Male Personnel})} \times 100$$

## Findings

### 1. Mean Gender Pay Gap for Academic Staff

	Mean Monthly Pay		Mean Gender Pay Gap
	Male	Female	
<b>Academic Staff</b>	<b>69,842.38</b>	<b>69,716.92</b>	<b>0.17%</b>
<b>Academic Staff - Permanent Faculty</b>	<b>74,784.75</b>	<b>74,049.90</b>	<b>0.98%</b>
Professor	105,363.05	103,201.64	2.05%
Associate Professor	82,836.94	82,502.39	0.40%
Assistant Professor	62,583.47	63,316.45	-1.17%
Lecturer	48,355.53	47,179.11	2.43%
<b>Academic Staff - Researchers</b>	<b>50,072.91</b>	<b>52,385.00</b>	<b>-4.61%</b>

As shown in the table above, Academic Staff at Chulalongkorn University exhibit a mean gender pay gap of **0.17%**. Among the subgroups, **Researchers** show the lowest gap at **-4.61%**, while **Permanent Faculty** register a gap of **0.98%**.

Within the Permanent Faculty group—comprising **Professors, Associate Professors, Assistant Professors, and Lecturers**—the **Assistant Professor** subgroup records the lowest mean gender pay gap at **-1.17%**, followed by **Associate Professors** at **0.40%** and **Professors** at **2.05%**. The **Lecturer** subgroup shows the highest mean gender pay gap at **2.43%**.

## 2. Mean Gender Pay Gap for Support Staff

	Mean Monthly Pay		Mean Gender Pay Gap
	Male	Female	
Support Staff	47,287	45,235.76	4.33%
Support Staff - Managerial Support	69,989.96	65,605.08	6.26%
Employee Level P4	98,723.33	82,403.08	16.5%
Employee Level P5	64,085.63	66,094.90	-3.13%
Employee Level P6	47,160.91	48,317.26	-2.45%
Support Staff - Operational Staff	24,584.04	24,866.45	-1.14%
Employee Level P7	32,054.30	32,699.95	-2.01%
Employee Level P8	24,111.21	24,322.92	-0.87%
Employee Level P9	17,586.61	17,576.47	0.05%

*(Note: The value 47,287 was formatted as 47,287.00 for consistency with other figures.)*

Based on the table for Support Staff, the overall mean gender pay gap is 4.33%. The Operational Staff group records the lowest gap at -1.14%, while the Managerial Support Staff group shows the highest gap at 6.26%.

Within the Managerial Support Staff group, which comprises Employee Levels P4, P5, and P6, Level P5 exhibits the lowest mean gender pay gap at -3.13%, followed by Level P6 at -2.45%. Level P4 records the highest gap within this group at 16.5%.

In the Operational Staff group, which comprises Employee Levels P7, P8, and P9, Level P7 shows the lowest mean gender pay gap at -2.01%, followed by Level P8 at -0.87%. Level P9 has the highest gap in this group, at 0.05%.

## Conclusion

The analysis of the mean gender pay gap among **Academic** and **Support Staff** at Chulalongkorn University in 2025 reveals that Academic Staff recorded a gap of **0.17%**, while Support Staff showed a higher gap of **4.33%**. Overall, male personnel earned more on average per month than female personnel.

Within the **Academic Staff**, the **Permanent Faculty** group registered a mean gap of **0.17%**. Subgroup analysis shows that male personnel in the **Professor**, **Associate Professor**, and **Lecturer** categories earned more than their female counterparts. In contrast, female **Assistant Professors** earned more than males. The **Researcher** group exhibited a reversed trend, with a mean gap of **-4.61%**, indicating higher average earnings for female personnel.

Among **Support Staff**, the **Managerial Support Staff** group showed a mean gender pay gap of **6.26%**, with **Employee Level P4** aligning with the overall trend of males earning more than females. However, in **Levels P5** and **P6**, female personnel earned more than males. The **Operational Staff** group recorded a mean gap of **-1.14%**, with **Levels P7** and **P8** favoring female earnings, while **Level P9** showed higher earnings for male personnel.

A year-on-year comparison between **2025 (B.E. 2568)** and **2024 (B.E. 2567)** reveals a positive shift for Academic Staff: the mean gender pay gap decreased significantly from **4.27%** in 2024 to **0.17%** in 2025. This improvement is particularly notable in the **Professor** category, where the gap dropped from **4.88%** to **2.05%**.

Conversely, the gender pay gap among **Support Staff** increased slightly, rising from **4.09%** in 2024 to **4.33%** in 2025.

## Path Forward

Chulalongkorn University recognizes the vital importance of **gender equality**. Insights from this study highlight opportunities to further strengthen institutional processes and strategies aimed at closing the gender pay gap among university personnel.

This commitment will be realized through the implementation of the **University's Equality Policy in Human Resources Management**, which provides a standard framework for fair administration and equitable treatment of all staff.

Chulalongkorn University will continue to publish the **Gender Pay Gap Report** in future years to monitor and evaluate the mean gender pay gap among academic and support staff, ensuring sustained progress toward **equity, fairness, and inclusion**.