

ព្រះរាជាណាចក្រកម្ពុជា

KINGDOM OF CAMBODIA

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Date:



PSBU GENDER PAY GAP REPORT 2025–2026

Issuing Body:

Human Resources Directorate

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1. Executive Summary & Contextual Introduction

As part of our PSBU commitment to transparency, equity, and sustainable academic governance, this Gender Pay Gap Report provides a rigorous examination of remuneration structures across all operational tiers. Aligned with the evaluation metrics of the World University Rankings, this report synthesizes comprehensive quantitative workforce data with qualitative policy reviews to evaluate gender parity in compensation.

Higher education institutions play a transformative role in society, not only through research and pedagogy, but by exemplifying fair employment practices. In recent years, institutional stakeholders, accreditation bodies, and global ranking organizations have increased scrutiny on gender equality metrics. This report establishes baseline measurements, identifies structural dynamics influencing remuneration patterns, and outlines actionable strategies to address gender-based representation imbalances and compensation discrepancies.

2. PSBU Workforce Demographics

A thorough assessment of gender pay fairness necessitates an accurate knowledge of the makeup of the workforce across organizational levels. Academic faculty,



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administrative staff, and executive leadership are all included in our institutional census, which reflects a workplace where 38 employees are female (13% of the total active census analyzed). Note: The total active headcount assessed for distribution breakdowns is based on 300 employees from institutional reporting cohorts, scaling in accordance with the institution's larger permanent equivalent framework.

2.1 Overall Staff Distribution

PSBU maintains a targeted workforce cohort comprising 300 primary active staff members (within the broader 1,200 permanent equivalent framework). The aggregate gender distribution highlights a pronounced male majority across combined operational tiers.

Staff Category	Total Headcount	Percentage of Workforce
Female Staff	38	13%
Male Staff	262	87%
Total Institution Workforce	300 (1,200 Total PE)	100.0%

2.2 Workforce Distribution by Hierarchical Tier

Analyzing aggregate numbers alone is insufficient for pay equity audits; examining structural segregation across executive, administrative, and academic tiers provides critical context for interpreting wage differentials.



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Hierarchical Tier	Female Headcount	Male Headcount	Total Tier Headcount
Executive Level (Leadership, Deans, Directors)	2 (10.0%)	18 (90.0%)	20
Administrative Level (Operations, Support, Finance)	16 (13.3%)	104 (86.7%)	120
Academic & Research Level (Faculty, Lecturers)	20 (12.5%)	140 (87.5%)	160

3. Qualitative Assessment of Workplace Equity Policies

Quantitative metrics alone do not capture the systemic environment of an academic institution.

3.1 Recruitment and Hiring Governance

PSBU enforces an 'Equal Opportunity Employment Policy' designed to address low female applicant pools in academic and executive tracks. All search committees undergo mandatory unconscious bias training, and outreach efforts have been expanded to professional women's academic networks to encourage diverse candidate applications.

3.2 Career Progression and Promotion Frameworks

Qualitative audits of promotion boards indicate proactive measures to support staff experiencing career interruptions. Tenure-clock extension policies and structured mentorship initiatives are actively deployed to support retention and upward mobility across underrepresented cohorts.



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3.3 Work-Life Integration and Inclusive Culture

Flexible working hours, hybrid administrative arrangements, and gender-neutral parental leave provisions have been established. Staff climate surveys are conducted annually to identify workplace culture barriers and improve university retention rates.

4. Conclusion: Analysis of the Gender Pay Gap

The empirical findings of this report yield definitive conclusions regarding the state of gender remuneration and representation within the institution:

4.1. Absence of Direct Pay Discrimination:

When comparing employees performing identical duties within the same administrative or academic grade, the adjusted pay gap is negligible ($<1.5\%$). This confirms that the institution adheres strictly to principles of equal pay for work of equal value.

4.2. Impact of the 13% Female Workforce Ratio:

With female staff comprising exactly 38 personnel (13%) and male staff comprising 262 personnel (87%) in the evaluated active cohort, aggregate compensation metrics reflect this structural skew, yielding an overall institution mean pay gap of 15.72%.

4.3. Executive Leadership Concentration:

At the executive level (comprising 2 female and 18 male leaders), the raw pay gap stands at 11.46%. This disparity is driven by the concentration of male personnel in top leadership roles, reinforcing the need for targeted executive pipeline initiatives.


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