

Gender Pay Gap Report for Academic Employees of Cavite State University Academic Year 2024–2025

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1. Introduction

This report investigates the presence, or absence, of gender pay gap among the academic employees of Cavite State University, both permanent and temporary. The purpose is to examine whether or not there are disparities in compensation between male and female faculty members using their employment ranks and Salary Grade (SG) levels as proxies for pay.

The University follows a standardized compensation framework based on the **Salary Grade system** mandated by the Philippine government through Republic Act No. 11466 or “The Salary Standardization Law (SSL) of 2019” (see Table below). The policy behind the SSL is to “ensure that government personnel receive fair and equitable compensation reflecting the principle of equal pay for work of equal value”. Thus, **salary/compensation is determined primarily by position and qualification, and therefore equal regardless of sex or gender and employment type**. However, analyzing the **distribution of male and female employees across salary grades** and ranks helps us understand patterns in representation and possible *indirect disparities*.

SECOND TRANCHE								
Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	14,081	14,184	14,278	14,393	14,509	14,626	14,743	14,862
2	14,925	15,035	15,146	15,258	15,371	15,484	15,599	15,714
3	15,582	15,671	15,768	15,868	15,969	16,071	16,174	16,279
4	16,633	16,758	16,884	17,009	17,137	17,264	17,394	17,524
5	17,566	17,690	17,813	17,937	18,061	18,186	18,311	18,437
6	18,957	19,098	19,239	19,383	19,526	19,670	19,816	19,963
7	20,110	20,258	20,408	20,560	20,711	20,864	21,019	21,176
8	21,448	21,642	21,839	22,035	22,234	22,435	22,638	22,843
9	23,226	23,411	23,599	23,788	23,978	24,170	24,364	24,560
10	25,586	25,790	25,996	26,203	26,412	26,623	26,835	27,050
11	30,924	30,908	30,897	30,888	31,185	31,486	31,790	32,099
12	32,246	32,529	32,817	33,108	33,403	33,702	34,004	34,310
13	34,421	34,733	35,049	35,369	35,694	36,022	36,354	36,691
14	37,024	37,384	37,749	38,118	38,491	38,868	39,252	39,640
15	40,208	40,604	41,006	41,413	41,824	42,241	42,662	43,089
16	43,980	43,996	44,438	44,885	45,338	45,796	46,261	46,730
17	47,247	47,727	48,213	48,706	49,203	49,706	50,218	50,735
18	51,364	51,832	52,307	52,907	53,456	54,010	54,572	55,140
19	56,390	57,165	57,953	58,753	59,567	60,394	61,236	62,090
20	62,967	63,842	64,732	65,637	66,557	67,478	68,409	69,342
21	70,013	71,000	72,004	73,024	74,061	75,115	76,181	77,259
22	78,162	79,277	80,411	81,564	82,735	83,927	85,099	86,324
23	87,315	88,574	89,859	91,163	92,492	93,843	95,218	96,655
24	98,185	99,721	101,283	102,871	104,483	106,125	107,799	109,431
25	111,727	113,478	115,254	117,062	118,899	120,769	122,684	124,601
26	126,252	128,228	130,238	132,280	134,356	136,465	138,600	140,788
27	142,663	144,897	147,189	149,407	151,752	153,850	156,267	158,723
28	160,489	162,988	165,548	167,994	170,634	173,320	176,003	178,872
29	180,492	183,332	186,218	189,151	192,131	194,767	197,670	200,993
30	203,200	206,401	209,558	212,766	216,022	219,434	222,797	226,319
31	293,191	298,773	304,464	310,119	315,883	321,646	327,609	334,069
32	347,806	354,743	361,736	368,894	376,099	383,391	390,963	398,686
33	438,844	451,713						

Table on the Salary Grade of Government Employees (Second Tranche 2025)

2. Methodology

- **Data Source:** Database access provided by the University's Human Resource Development Office for the latest available term.
- **Variables Considered:** Gender, academic rank (e.g., Assistant Professor I–IV, Instructor I–III, Professor levels), and corresponding Salary Grade (SG 12–30).
- **Scope:** Includes both permanent and temporary academic employees.
- **Analytical Tools:** Frequency tables and visual data (pie charts, bar graphs) for distribution analysis.

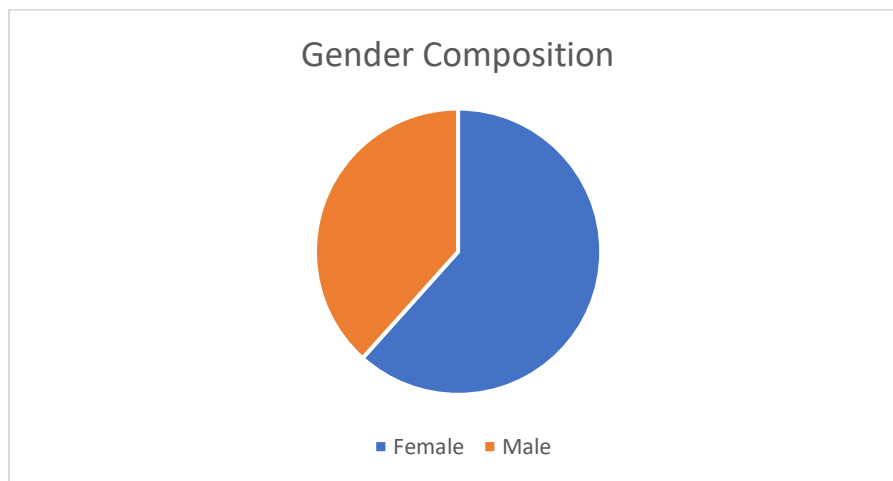
3. Summary of Findings

3.1 Gender Composition

Out of the 245 academic employees:

- 151 are female (61.6%)
- 94 are male (38.4%)

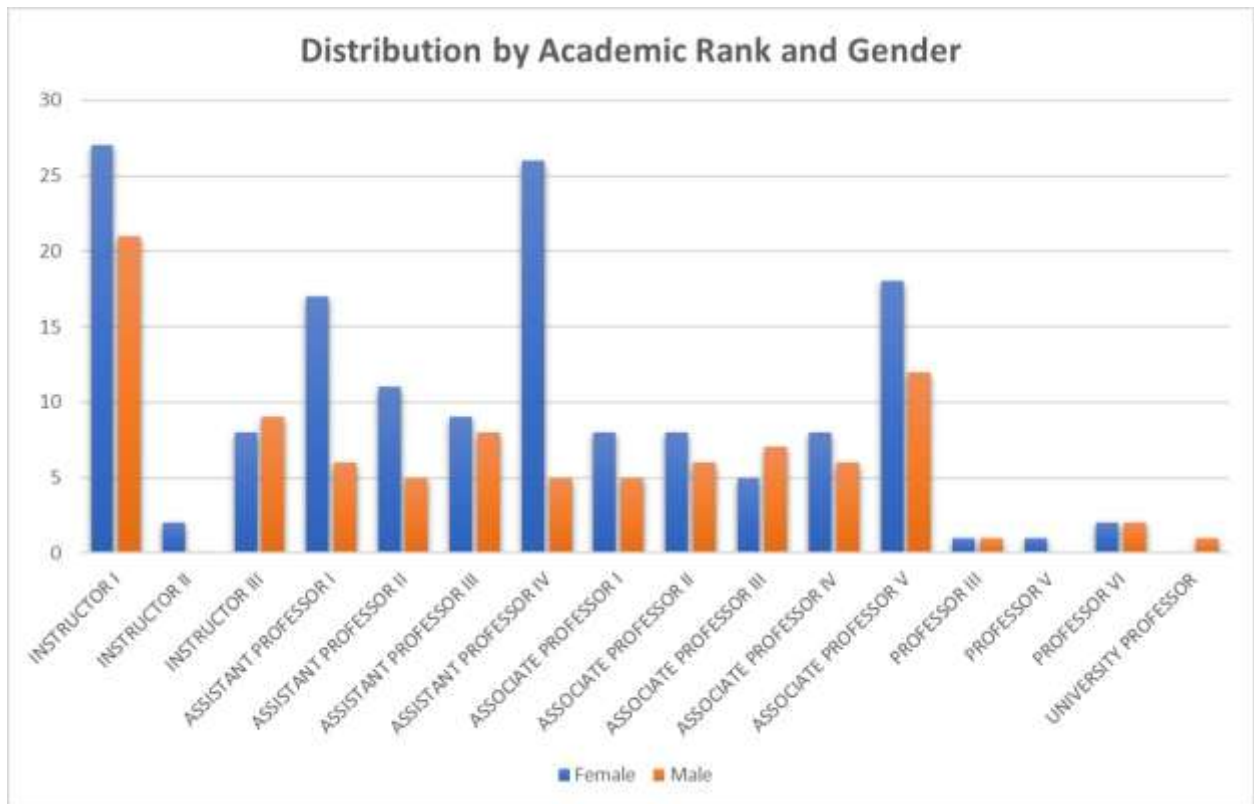
The workforce leans towards the female members, with a ratio of approximately 3:2.



3.2 Distribution by Academic Rank and Gender

- At the lowest Academic ranks (e.g., Instructor I–III), women dominate with 27 female Instructor I vs 21 male.
- At Assistant Professor levels, female representation is consistently higher.
- For higher Academic ranks (Associate Professor III & IV, Professor I–IV), gender distribution becomes more balanced but still female-leaning.
- In the rank of University Professor, the highest rank, only 1 male hold the title.

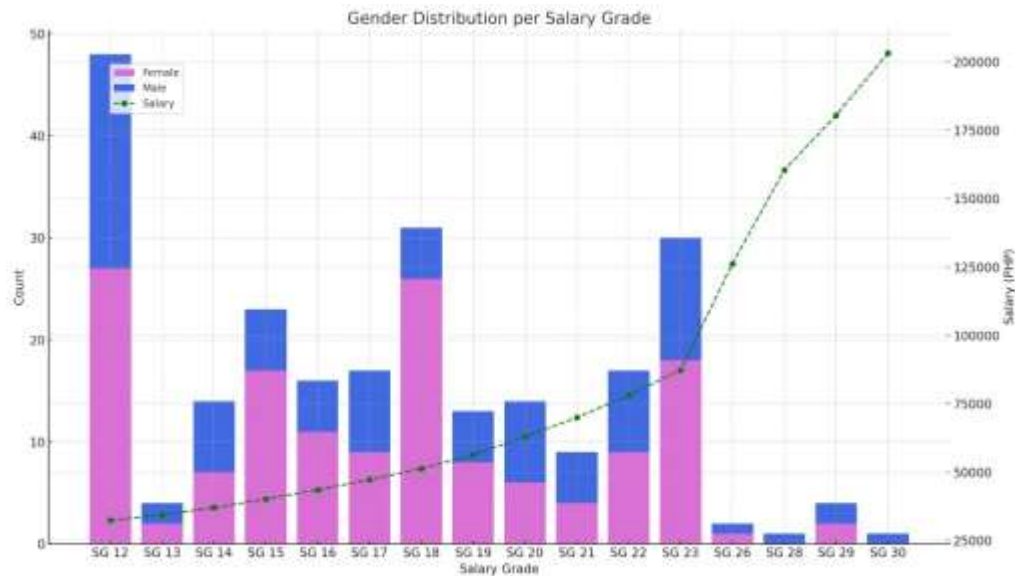
No wide-spread gender disparity in high-ranking positions is observed, but female faculty members are more present across almost all levels.



3.3 Distribution by Salary Grade (SG) and Gender

- SG 12, typically the entry-level Instructor I, is the most populated group, with 27 females vs 21 males.
- SG 18, SG 22, and SG 23 show high female presence.
- SG 30, the highest level, is balanced (1 female and 1 male).

Across all Salary Grade levels, the gender distribution is consistent with the overall faculty profile—female-dominated, but not skewed enough to indicate systemic bias.



4. Analysis and Interpretation

Based on the data, there is **no evidence of a gender pay gap in terms of salary** at Cavite State University. This is primarily because:

- Salaries are **strictly tied to government-prescribed SG levels**, and all faculty—regardless of gender—receive pay based on their position and qualifications.
- There is **no observable gender concentration at the highest or lowest SG levels** that would suggest exclusion or disadvantage.
- The presence of females across all ranks and SG levels—including senior roles—supports gender equity in opportunities and pay.

However, the following should be noted:

- While there is **numerical equity**, further studies could examine **opportunity gaps** (e.g., research grants, training, leadership roles).
- It is also useful to assess if **temporary employees** (often receiving fewer benefits) are disproportionately female or male—though this data is not separated here.

5. Conclusion

There is **no significant gender pay gap** at Cavite State University among academic employees, as salary is determined by **fixed SG scales** based on rank and qualifications, not gender. Women are **well-represented** across most academic levels and pay grades.

The University's current employment structure appears to support **equal pay for equal work**, aligning with Philippine labor laws and gender equality standards. Continued monitoring and reporting will ensure these practices are sustained and enhanced.