Gender Pay Gap Report for Non-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 non-academic employees of Cavite State University, both permanent and casual. The purpose is to examine whether or not there are disparities in compensation between male and female non-academic employees 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	14,061	14,164	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	15,852	15,971	16,088	16,208	16,329	16,448	16,571	16,693
4	16,833	16,958	17,084	17,209	17,337	17,464	17,594	17,724
5	17,866	18,000	18,133	18,267	18,401	18,538	18,676	18,813
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	20,865	21,019	21,175
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	24,558
10	25,586	25,790	25,996	26,203	26,412	26,623	26,835	27,050
11	30,024	30,308	30,597	30,889	31,185	31,486	31,790	32,099
12	32,245	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	37,364	37,749	38,118	38,491	38,869	39,252	39,640
15	40,208	40,604	41,006	41,413	41,824	42,241	42,662	43,090
16	43,560	43,996	44,438	44,885	45,338	45,796	46,261	46,730
17	47,247	47,727	48,213	48,705	49,203	49,708	50,218	50,735
18	51,304	51,832	52,367	52,907	53,456	54,010	54,572	55,140
19	56,390	57,166	57,953	58,753	59,567	60,394	61,235	62,089
20	62,967	63,842	64,732	65,637	66,557	67,479	68,409	69,342
21	70,013	71,000	72,004	73,024	74,061	75,115	76,151	77,239
22	78,162	79,277	80,411	81,564	82,735	83,887	85,096	86,324
23	87,315	88,574	89,855	91,183	92,592	94,043	95,518	96,955
24	98,185	99,721	101,283	102,871	104,483	106,123	107,739	109,431
25	111,727	113,476	115,254	117,062	118,899	120,766	122,664	124,591
26	126,252	128,228	130,238	132,280	134,356	136,465	138,608	140,788
27	142,663	144,897	147,169	149,407	151,752	153,850	156,267	158,723
28	160,469	162,988	165,548	167,994	170,634	173,320	175,803	178,572
29	180,492	183,332	186,218	189,151	192,131	194,797	197,870	200,993
30	203,200	206,401	209,568	212,766	216,022	219,434	222,797	226,319
31	293,191	298,773	304,464	310,119	315,883	321,846	327,695	334,059
32	347,888	354,743	361,736	368,894	375,980	383,391	390,963	398,686
33	438,544	451,713						

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

This report evaluates the gender-based distribution of **non-academic personnel** at Cavite State University (CvSU). While the University follows the Philippine government's Salary Grade (SG) system—which ensures **equal pay for equal work**—this analysis investigates whether **gender disparities exist in how men and women are distributed across salary levels**.

Using the **Equality and Human Rights Commission's (EHRC)** 6-step reporting framework, the report focuses on **structural pay inequality**—particularly occupational clustering by gender—despite formal pay equity.

2. Methodology

Data from non-academic employee records were disaggregated by gender and salary grade. Since the University implements standardized SG-based compensation, we use **distribution across SGs as a proxy for wage stratification**.

- **Total Non-Academic Employees**: **538**

    - **Male**: **289 (53.7%)**

    - **Female**: **249 (46.3%)**

3. Key Findings

3.1 Gender Representation by Salary Grade

Although Cavite State University implements a standardized Salary Grade (SG) system that guarantees equal pay for the same job position regardless of gender, the **distribution of male and female employees across different SG levels reveals significant patterns**.

Lower Salary Grades (SG 1–3)

- These are the most populated levels, accounting for more than 60% of all non-academic staff.

- SG 1: Dominated by male employees (91 males vs. 53 females).

- SG 2: Also heavily male-dominated (28 males vs. 3 females).

- SG 3: Interestingly, females slightly outnumber males (87 females vs. 67 males).

These levels typically include those who are working as utility workers, maintenance workers, and entry-level clerical positions. The strong male presence in SG 1 and 2 suggests that manual or labor-intensive roles are predominantly filled by men, while SG 3 shows more gender balance or even female concentration—likely representing clerical support roles.

Middle Salary Grades (SG 4–12)

This range contains many administrative, technical, and specialist roles.

- More gender balance is observed here, with nearly equal counts of male and female employees in SGs 7 to 12.

- For example:

  - SG 7: 21 males vs. 18 females

  - SG 9: 21 males vs. 10 females

  - SG 12: 13 males vs. 14 females

This indicates that in these mid-level positions, women are more equally represented, possibly due to qualifications in administrative and coordination roles.

Upper Salary Grades (SG 13–27)

These positions are **higher-paying**, usually involving **supervisory, technical, or managerial responsibilities**.

- Males consistently outnumber females in this upper salary grade.

- Notable examples:

  - **SG 15**: 13 males vs. 4 females

  - **SG 18**: 9 males vs. 4 females

  - **SG 24**: 3 males vs. 1 female

  - **SG 27**: 1 male, **no female**

Female representation in these upper SG levels is limited, suggesting potential barriers in access to higher-level roles, or a slower rate of promotion compared to their male counterparts.

Gender Distribution by Salary Grade
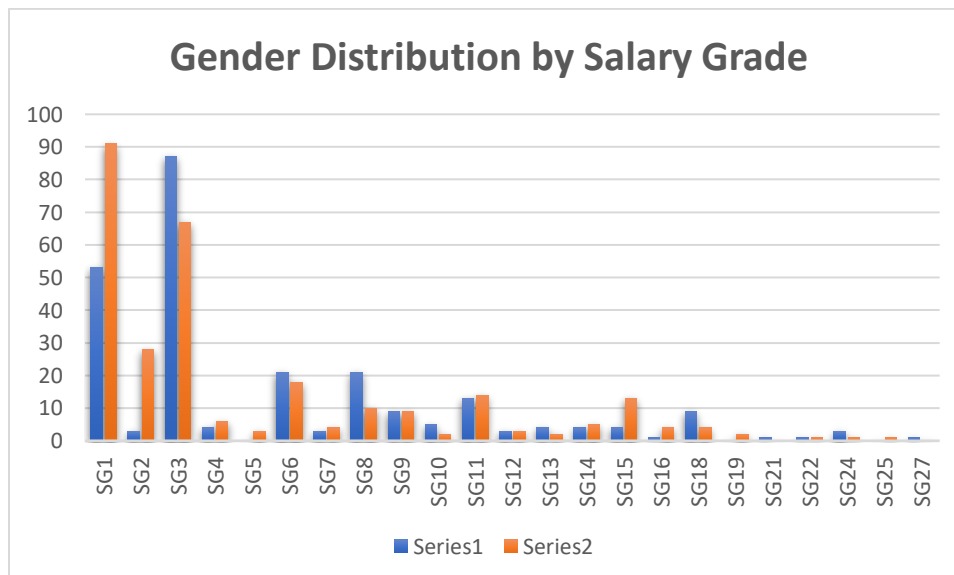
4. Analysis and Interpretation

There is **no formal pay gap**, as Cavite State University adheres to a fixed SG-based salary structure. However, the data reveal gender-based clustering by salary grade:

- ◆ Male Employees (289 total / 53.7%)

  - Males dominate SG 1 and SG 2, with 91 and 28 employees respectively.

  - They also have notable representation in SG 3, SG 7 to SG 15, and continue to appear in upper SGs (SG 18, 21, 24).

  - This suggests that male employees are more prevalent in both lower and upper SG roles, including utility, technical, and supervisory positions.

- ◆ Female Employees (249 total / 46.3%)

  - Females outnumber males in SG 3 (87 vs. 67) and are present across mid-level SGs (SG 7–12).

  - However, female representation drops at the higher SG levels, with only 1 female each in SG 25 and SG 27.

Gender Ratio
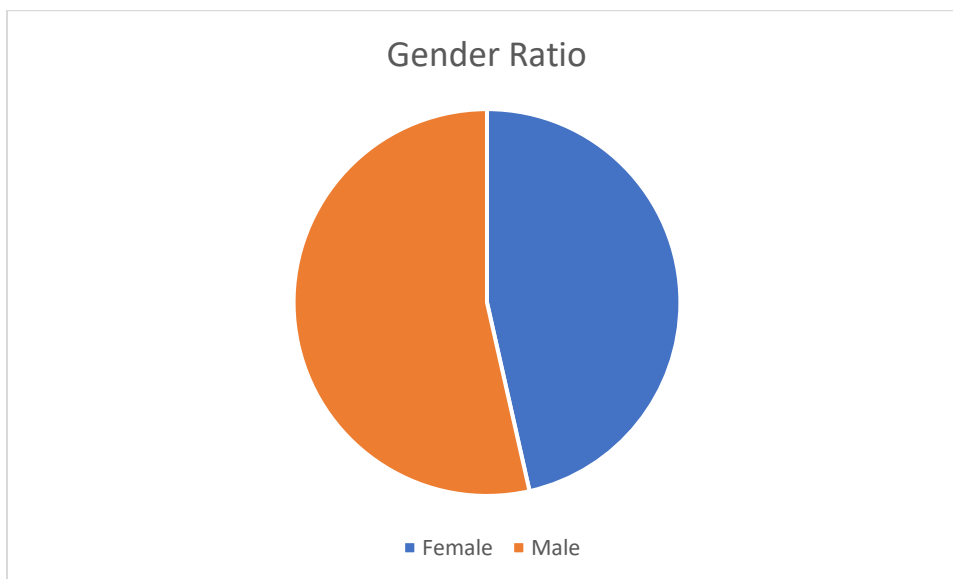
■ Female ■ Male

Male employees are overrepresented in both the lowest and highest SG levels, while females are concentrated in the middle tiers and underrepresented in upper management or specialized technical grades.

5. Conclusion

Cavite State University demonstrates compliance with equal pay policies through its SG-based salary system. However, the **gender representation across SG levels reveals structural patterns**:

- **Men dominate in both low-SG and high-SG positions**, often associated with manual, technical, or supervisory duties.

- **Women are more concentrated in mid-level administrative roles**, with lower presence in the highest SG brackets.

This indicates a **distributional gender gap**, which, while not violating equal pay laws may reflect **institutional or occupational segregation**.