

UCU UPHOLDS PAY SCALE GENDER EQUITY IN SUPPORT OF SDG 8

Urdaneta City University (UCU) reinforces its dedication to **Sustainable Development Goal (SDG) 8—Decent Work and Economic Growth** by implementing a comprehensive policy that ensures pay scale gender equity across all levels of employment. The university emphasizes transparency, fairness, and inclusivity in compensation practices, aligning with its mission to foster an equitable academic and professional environment.

The newly established policy mandates the consistent monitoring and evaluation of salary structures to identify and address any gender-based discrepancies in compensation. Through this initiative, UCU aims to guarantee that male and female employees performing comparable roles receive equal pay, reflecting the institution's firm commitment to gender equality and workplace justice.

University officials affirm that regular assessments and data-driven analyses will guide salary adjustments when necessary, ensuring that UCU maintains a balanced and fair compensation framework. This proactive stance not only benefits the university's workforce but also sets a strong example for other institutions striving toward equitable labor practices.

By integrating gender pay equity into its operational policies, UCU continues to embody the principles of SDG 8, promoting decent work opportunities, economic inclusivity, and equal treatment for all employees. This initiative further strengthens the university's reputation as a progressive institution that values fairness, respect, and empowerment within its community.

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8 DECENT WORK AND
ECONOMIC GROWTH





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To: All Faculty and Staff

From: Office of the University President

Date: March 2023

Subject: Policy on the Measurement and Monitoring of Pay Scale Gender Equity

Purpose

Urdaneta City University (UCU) is committed to fostering a fair, transparent, and equitable work environment where all employees are valued and compensated based on merit and performance, not gender. In line with the **United Nations Sustainable Development Goal 8: Decent Work and Economic Growth** and SDG 5: Gender Equality, this policy establishes the University's commitment to systematically measure, monitor, and address gender pay equity across all employment levels.

Principles and Commitments

• Regular Pay Equity Audits

UCU shall conduct periodic audits and evaluations of compensation data to identify and assess any gender-based disparities in salaries, benefits, and other forms of remuneration.

• Data-Driven Decision Making

All compensation reviews and policy adjustments will be guided by accurate and up-to-date data collected through Human Resource Management Office (HRMO) reports and internal assessments.

• Transparency in Reporting

Findings from pay equity assessments will be communicated to relevant university governing bodies to ensure accountability and transparency in implementing corrective actions.

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- **Corrective Measures for Identified Gaps**

In cases where pay inequities are detected, the University shall promptly implement fair adjustments in alignment with institutional policies, national labor standards, and budgetary provisions.

- **Capacity Building and Gender Sensitivity**

The University will provide regular training to HR personnel, administrators, and department heads to enhance awareness of gender equity principles and promote fair and inclusive decision-making in employment practices.

- **Continuous Monitoring and Improvement**

UCU commits to maintaining an ongoing system of review and documentation of pay data to ensure the sustainability and effectiveness of gender pay equity measures.

Reporting Procedures

The Human Resource Management Office shall be responsible for maintaining pay equity records and conducting gender-based salary analyses. Any concerns or reports regarding pay inequity may be submitted confidentially to the HRMO or directly to the Office of the University President. Reports will be handled with fairness, discretion, and protection against retaliation.

Enforcement and Sanctions

Failure to comply with this policy or deliberate actions leading to gender-based pay discrimination will result in appropriate administrative sanctions in accordance with university regulations and applicable laws.

Conclusion

Through this policy, Urdaneta City University reaffirms its firm commitment to gender equality, transparency, and social justice. By regularly measuring and addressing gender pay equity, UCU strengthens its culture of fairness, accountability, and respect advancing both institutional excellence and its dedication to achieving SDG 8.

Respectfully yours,

ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD

University President

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