



# URDANETA CITY UNIVERSITY CHAMPIONS PAY EQUITY TO UPHOLD SDG 8

Urdaneta City University (UCU) has strengthened its commitment to fair and inclusive employment by implementing a policy on pay scale equity and the elimination of gender pay gaps. Issued in January 2023 under the leadership of University President Atty. Amihan April C. Mella-Alcazar, PhD, the policy reflects UCU's adherence to the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth, and reinforces its advocacy for gender equality and social justice in the workplace.

The policy ensures that all faculty and staff are compensated fairly and equally, regardless of gender, position, or employment status. It emphasizes the University's guiding principle of "equal pay for equal work," guaranteeing that compensation is determined solely based on qualifications, performance, and responsibilities. In addition, the University has committed to conducting periodic pay equity assessments to identify and address any existing gender-based disparities in its compensation system.

Transparency and accountability are at the core of UCU's compensation practices. The University maintains standardized criteria for determining salaries, benefits, and promotions while ensuring that all processes remain free from discrimination or bias. Capacity-building initiatives are also in place, providing administrators and department heads with training on gender equity, inclusive leadership, and ethical human resource management. President Alcazar emphasized that the policy is not only a compliance measure but also a reflection of UCU's values as an academic institution rooted in fairness and human dignity. She stated that promoting pay equity strengthens the University's culture of respect, trust, and empowerment among its employees.

By enacting this policy, Urdaneta City University continues to serve as a model of equitable labor practices in higher education. Its dedication to eliminating gender pay gaps and ensuring fair compensation for all employees demonstrates the University's ongoing contribution to the global movement toward decent work, sustainable development, and economic equality, in full alignment with the goals of SDG 8.

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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:** February 2023

**Subject:** Policy on Pay Scale Equity and Commitment to Eliminating Gender Pay Gaps

## Purpose

Urdaneta City University (UCU) upholds the principle of fairness, equality, and transparency in compensation practices. In alignment with the **United Nations Sustainable Development Goal 8: Decent Work and Economic Growth** and **SDG 5: Gender Equality**, this policy ensures that all employees, regardless of gender, position, or employment status, receive equitable compensation based on qualifications, performance, and responsibilities. The University is committed to identifying, measuring, and eliminating gender-based pay disparities within its workforce.

## Principles and Commitments

### • Equal Pay for Equal Work

UCU guarantees that men and women performing work of equal value are compensated equally, without bias related to gender or other personal attributes.

### • Transparency and Accountability in Compensation Practices

The University ensures clear, standardized criteria in determining salaries, benefits, and other forms of compensation. Pay structures are reviewed regularly to maintain fairness and alignment with institutional and legal standards.

### • Periodic Pay Equity Assessments

UCU commits to conducting regular evaluations of pay data to identify any existing wage disparities between male and female employees. Corrective actions will be taken promptly to address inequities found during these assessments.

### • Non-Discriminatory Promotion and Evaluation Systems

All recruitment, promotion, and salary adjustment processes are merit-based and free from gender bias. The University fosters a work culture where advancement is determined solely by qualifications, performance, and professional merit.

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- **Capacity Building and Awareness**

UCU provides training and orientation programs to administrators, HR personnel, and department heads to promote awareness of gender equity, inclusive leadership, and fair compensation practices.

- **Commitment to Continuous Improvement**

The University will continuously refine its pay policies and systems based on the results of pay audits, employee feedback, and evolving national and international labor standards.

## **Reporting Procedures**

Any faculty or staff member who believes they are experiencing pay inequity may file a confidential report with the Human Resource Management Office. Reports will be reviewed through a fair and transparent process, ensuring confidentiality and protection against retaliation.

## **Enforcement and Sanctions**

Failure to comply with this policy, including acts of discrimination or deliberate inequity in pay determination, will result in disciplinary measures consistent with university regulations and national labor laws.

## **Conclusion**

Through this policy, Urdaneta City University reaffirms its unwavering dedication to fairness, equality, and social responsibility. By ensuring equitable pay and eliminating gender-based disparities, UCU continues to build a culture of integrity, inclusivity, and respect—upholding its mission of advancing human dignity and sustainable development under SDG 8.

Respectfully yours,

**ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD**

University President

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