



2023 GENDER PAY GAP REPORT AMONG CMU SUPPORT PERSONNEL

Salary Grade**	Female	Male	TOTAL
SG1	13	45	58
SG2	1	13	14
SG3	40	52	92
SG4	23	58	81
SG5	1	14	15
SG6	12	28	40
SG7	4	0	4
SG8	6	10	16
SG9	7	3	10
SG10	6	2	8
SG11	21	17	38
SG12	0	0	0
SG13	0	0	0
SG14	4	2	6
SG15	7	5	12
SG16	7	5	12
SG17	2	0	2
SG18	2	6	8
SG19	0	0	0
SG20	0	0	0
SG21	2	1	3
SG22	0	2	2
SG23	0	0	0
SG24	2	1	3
TOTAL	160	264	424

Table 1. Salary grade distribution among CMU personnel as of February 2024

Overall, there are more male employees (264) than female employees (160) across the salary grades of the support personnel in CMU.

Observations about representation by gender across grade levels:

Lower Salary Grades (SG1-SG7):

- There are more men than women across these lower salary grades. Significantly more men in SG1-SG4 which are likely operational roles such as farm operators, janitors, laborers, and administrative aides.

Mid Salary Grades (SG8-SG15):

- More parity between men and women in these mid-level roles but still slightly higher representation from men overall.



Higher Salary Grades (SG16-SG24):

- Very small numbers but at the higher grade levels (SG16 and above), female representation drops off compared to males.

Summary & Analysis:

- Men outnumber women across nearly all salary grades, especially at the lower operational and mid-professional levels which make up the majority of staff.
- At senior grade levels, gap becomes more pronounced as female numbers drop off compared to males still represented. This suggests a potential "glass ceiling" for women from progressing.

So, while the gender gap exists throughout, it appears most significant at the lower salary grades and highest executive grade levels. Addressing these disparities could help close the overall gender pay gap. Initiatives like targeted professional development programs for women may help create a more balanced talent pipeline in the University.

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****SALARY GRADE REFERENCE based on
Republic Act No. 11466 (Salary Standardization Law of 2019)**

SSL Fourth Tranche Table (Effective January 1, 2023)

Salary Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	13,000	13,109	13,219	13,329	13,441	13,553	13,666	13,780
2	13,819	13,925	14,032	14,140	14,248	14,357	14,468	14,578
3	14,678	14,792	14,905	15,020	15,136	15,251	15,369	15,486
4	15,586	15,706	15,827	15,948	16,071	16,193	16,318	16,443
5	16,543	16,671	16,799	16,928	17,057	17,189	17,321	17,453
6	17,553	17,688	17,824	17,962	18,100	18,238	18,379	18,520
7	18,620	18,763	18,907	19,053	19,198	19,346	19,494	19,644
8	19,744	19,923	20,104	20,285	20,468	20,653	20,840	21,029
9	21,129	21,304	21,483	21,663	21,844	22,026	22,210	22,396
10	23,176	23,370	23,565	23,762	23,961	24,161	24,363	24,567
11	27,000	27,284	27,573	27,865	28,161	28,462	28,766	29,075
12	29,165	29,449	29,737	30,028	30,323	30,622	30,924	31,230
13	31,320	31,633	31,949	32,269	32,594	32,922	33,254	33,591
14	33,843	34,187	34,535	34,888	35,244	35,605	35,971	36,341
15	36,619	36,997	37,380	37,768	38,160	38,557	38,959	39,367
16	39,672	40,088	40,509	40,935	41,367	41,804	42,247	42,694
17	43,030	43,488	43,951	44,420	44,895	45,376	45,862	46,355
18	46,725	47,228	47,738	48,253	48,776	49,305	49,840	50,382
19	51,357	52,096	52,847	53,610	54,386	55,174	55,976	56,790
20	57,347	58,181	59,030	59,892	60,769	61,660	62,565	63,485
21	63,997	64,940	65,899	66,873	67,864	68,870	69,893	70,933
22	71,511	72,577	73,661	74,762	75,881	77,019	78,175	79,349
23	80,003	81,207	82,432	83,683	85,049	86,437	87,847	89,281
24	90,078	91,548	93,043	94,562	96,105	97,674	99,268	100,888
25	102,690	104,366	106,069	107,800	109,560	111,348	113,166	115,012
26	116,040	117,933	119,858	121,814	123,803	125,823	127,876	129,964
27	131,124	133,264	135,440	137,650	139,897	142,180	144,501	146,859
28	148,171	150,589	153,047	155,545	158,083	160,664	163,286	165,951
29	167,432	170,166	172,943	175,766	178,634	181,550	184,513	187,525
30	189,199	192,286	195,425	198,615	201,856	205,151	208,499	211,902
31	278,434	283,872	289,416	295,069	300,833	306,708	312,699	318,806
32	331,954	338,649	345,478	352,445	359,553	366,804	374,202	381,748
33	419,144	431,718						