

Promoting Fair Compensation and Gender Equity in the Workplace



Mountain Province State University (MPSU) steadfastly upholds the principle of equal pay for work of equal value, ensuring that compensation across all employment levels is determined by merit, performance, and responsibility—never by gender or other non-job-related distinctions.

This commitment is institutionalized through the Collective Negotiation Agreement (CNA), particularly in **Article VI, Section 3 – Equity of Pay for All Genders**, where both the University administration and the teaching and non-teaching unions affirm their obligation to maintain equitable compensation practices.

MPSU’s pay structure is further reinforced by the Compensation and Position Classification Act of 1989 (Republic Act No. 6758), which mandates “equal pay for substantially equal work” and bases any pay differences solely on substantive variations in duties, responsibilities, and qualifications.

In alignment with RA 6758, MPSU’s **Personnel Policy Manual** clearly integrates these standards.

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- Provision of conducive office, equipped with the basic facilities and equipment such as tables and chairs following the standard specifications on room space, lighting, ventilation, and ergonomics.

Section 2. Commitment to Anti-Discrimination and Anti-Forced Labor

The COLLEGE and the UNION (MPSPC-NTU) jointly affirm their commitment to maintaining a workplace free from all forms of illegal discrimination and forced labor.

- **Anti-Discrimination:** Employment decisions, including hiring, promotion, compensation, training, and termination, shall be made without regard to race, color, religion, age, sex, sexual orientation, gender identity or expression, national origin, disability, veteran status, or any other characteristic protected by law. The COLLEGE strictly prohibits and will promptly address harassment and discrimination of any kind, ensuring a culture of mutual respect as agreed upon with the UNION.
- **Anti-Forced Labor:** The use of forced, compulsory, indentured, or trafficked labor is strictly prohibited. Employment within the COLLEGE shall be voluntary. Employees retain the right to terminate their employment in accordance with established policies and procedures. Neither the COLLEGE nor the UNION will tolerate any form of modern slavery or involuntary servitude.

Section 3. Equity of Pay for All Genders

The COLLEGE and the UNION agree to uphold the principle of equal pay for work of equal value across all non-teaching positions.

- Compensation, including basic salary, allowances, and benefits, shall be administered consistently and fairly across all roles, ensuring that employees of all genders receive equitable pay for performing substantially similar work under similar working conditions.
- Pay decisions will be based exclusively on objective factors such as experience, performance ratings, qualifications, skills, and responsibility levels inherent to the position. The UNION shall have the right to consult on policies and practices related to compensation to ensure adherence to this principle of gender pay equity.

ARTICLE VII SOCIAL AND CULTURAL INTEGRATION

Section 1. The COLLEGE upon the proposal of the UNION shall establish and implement Sport, Physical, Cultural and Spiritual Programs for employees which will provide opportunity for social, physical, cultural and spiritual development in order to enhance teamwork, and employees moral and productivity once a year. (Item 37, CSC MC dated 09/08/94)

Section 2. The COLLEGE upon the proposal of the UNION shall provide funds for member-employees' intercampus competition on sports and cultural programs/ activities subjects to availability of funds.

Section 3. The COLLEGE upon the proposal of the UNION shall sponsor educational fieldtrip of employees once a year to develop them professionally

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Excerpts from CNA of NTPU

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Faculty members on teacher's leave who may be required to report while on summer vacation, on holidays and/ or with assigned researches or extension projects shall be given service credits based on the number of hours/ output rendered.

5.2 Employee Compensation

Employee compensation shall be in accordance with *RA 6758, An Act Prescribing a Revised Compensation and Position Classification System in the Government and for other Purposes*, as amended.

5.2. a Pay Procedures

Employees are paid bi-monthly, on the 15th and last working day of the month. Payment is for the preceding 15-day period. If the 15th or last day of the month falls on a weekend, then employees will be paid on the preceding Friday.

5.2. b Overtime Policies

For compensatory over time work or service of regular and permanent employees, please refer to the Guidelines on Compensatory Time-Off/ Day-off for MPSPC Employees as based on *CSC-DBM Joint Circular No. 2, series of 2004* as amended by *CSC-DBM Joint Circular no. 2-A, series of 2005*. (see *Appendix E*)

MPSPC recognizes that employees may work extra hours beyond the required number of hours as stipulated in the contract of employment. As such, job-order employees, who are paid on a daily basis, may be entitled to over-time pay as may be determined by the College President.

5.3 Length of Service in the same position (step Increment)

The Employees are elevated one step for every 3 years of continuous satisfactory service in a particular position. (*Joint CSC-DBM Circular No. 1, s. 1991, Implementation of Step Increments based on Merit*)

5.4 Productivity Enhancement Incentive (PEI)

Item (4)(h)(ii) of the House of Representatives Joint Resolution No. 4, series of 2009 provides that incentives for government personnel shall include rewards for exceeding agency financial and operational performance targets, and to motivate employee efforts toward higher productivity.

Excerpts from Personnel Policy Manual, page 14

https://mpsu.edu.ph/wp-content/uploads/2025/09/Personnel_Policy_Manual.pdf

