



SUSTAINABLE DEVELOPMENT GOALS

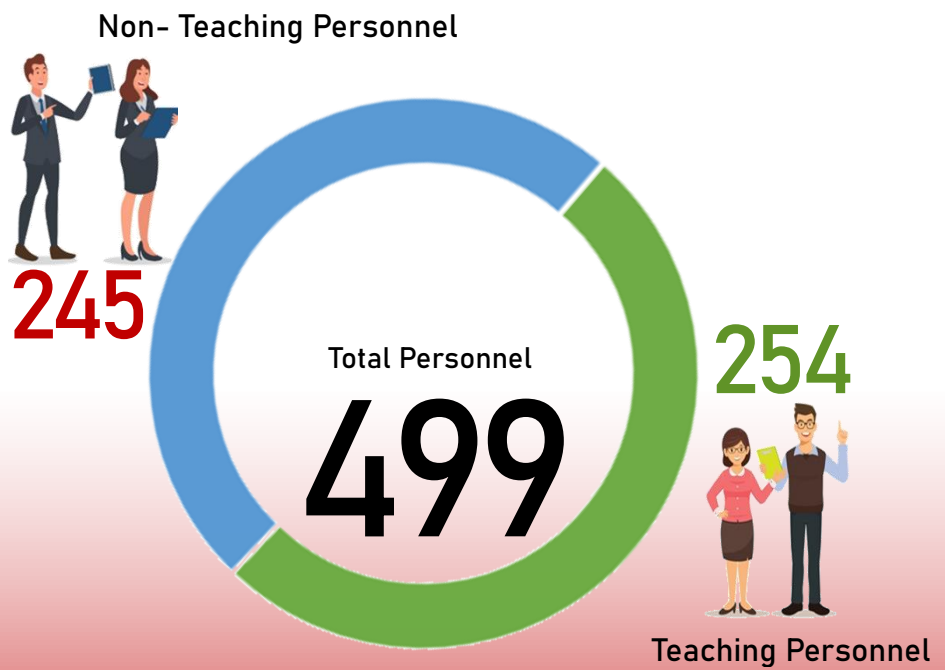
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**DECENT WORK
AND ECONOMIC
GROWTH**



2022 REPORT

The Mountain Province State Polytechnic College houses a total of 254 teaching personnel and 245 non-teaching staff, amounting to a combined workforce of 499 individuals. All members of the College's faculty and staff received a living wage in accordance with the guidelines outlined in the MPSPC Personnel Manual (Page 13), which follows the provisions of RA 6758, also known as the Act Prescribing a Revised Compensation and Position Classification System in the Government and for other Purposes. In 2022, the College allocated PHP367,736,832.00 for employee salaries and additional benefits.



The College maintains equality across genders. It applies the Equal Opportunity Employment Policy (EOEP) to all positions held by employees, whether in academic or non-academic roles, and across all employment categories. This commitment is evident in the job vacancy postings of MPSPC, where all eligible candidates will be considered for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Equal Opportunity Employment to all employees regardless of race color religion gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status.



There is no gender disparity in the College's salary structure.

As a State College with civilian government personnel, it adheres to Republic Act No. 11466 - An Act Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits, and for Other Purposes. There is no gender disparity in the College's salary structure. Instead, personnel salaries were determined by their respective current plantilla positions, following the pay scale outlined in the released Department of Budget and Management (DBM) National Budget Circular (NBC) Salary Schedule.



Adherence to mandates

RA 6758
Act Prescribing a Revised Compensation and Position Classification System in the Government and for other Purposes.

RA 11466
An Act Modifying the Salary Schedule for Civilian Government Personnel and Authorizing the Grant of Additional Benefits, and for Other Purposes

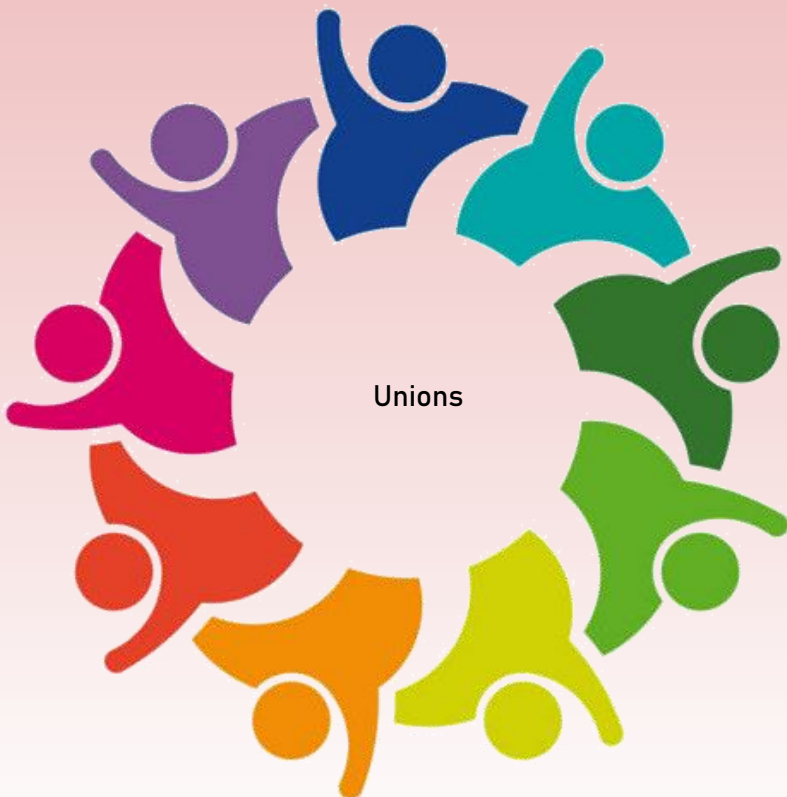
Department of Budget and Management (DBM) National Budget Circular (NBC) Salary Schedule.

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01 Non-Teaching Personnel Union (NTPU)



02 Union of Faculty Employees (UFE).

To ensure that all contract of service staff and faculty are paid at least a living wage, funds generated from income allot at least 20 percent for their salary.

The commitment to fostering inclusive practices for decent work and economic growth, as well as advocating for workers' rights, is the result of a joint endeavor involving the College Administration, Non-Teaching Personnel Union (NTPU), and Union of Faculty Employees (UFE).