



URDANETA CITY UNIVERSITY UPHOLDS EQUAL RIGHTS FOR OUTSOURCED WORKERS IN SUPPORT OF SDG 8

Urdaneta City University (UCU) has reinforced its commitment to fair and ethical labor practices through a newly issued policy ensuring that outsourced and third-party workers receive the same rights and protections as directly employed university personnel. Released in January 2023 under the leadership of University President Atty. Amihan April C. Mella-Alcazar, PhD, the policy aligns with the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth, emphasizing the University's dedication to equality, dignity, and justice in the workplace.

The policy guarantees that all outsourced worker such as janitorial, security, and maintenance staff—are entitled to fair wages, safe working environments, and protection from discrimination, in accordance with the Labor Code of the Philippines. It further requires all contractors and service providers engaged by the University to adhere to ethical employment standards and sign formal agreements ensuring compliance with national and international labor regulations.

To uphold accountability, UCU mandates regular monitoring and evaluation of third-party labor conditions to ensure continued alignment with its institutional values and legal obligations. The University also provides an accessible grievance mechanism where outsourced workers may confidentially report complaints or violations without fear of retaliation.

President Alcazar emphasized that the policy is part of UCU's broader commitment to decent work for all, highlighting the institution's responsibility to ensure that every individual contributing to the University—whether directly employed or contracted—is treated with fairness and respect.

Through this initiative, Urdaneta City University continues to demonstrate leadership in promoting equitable labor practices and social responsibility. By protecting the rights of outsourced workers, UCU not only upholds ethical governance but also strengthens its role as an advocate of inclusive and sustainable growth in alignment with SDG 8's vision of decent work and economic equality for all.

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**8 DECENT WORK AND
ECONOMIC GROWTH**





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To: All Faculty, Staff, and Students

From: Office of the University President

Date: January 2023

Subject: Policy Guaranteeing Equivalent Rights of Workers in Outsourced Activities

Purpose

Urdaneta City University (UCU) is committed to promoting fairness, dignity, and equality in all employment relationships, including those established through third-party service providers. This policy ensures that workers engaged through outsourcing arrangements are granted the same rights, protections, and standards afforded to directly employed university personnel, in alignment with national labor laws and the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth.

Principles and Commitments

• Equal Treatment and Fair Labor Standards

UCU guarantees that outsourced and third-party workers enjoy equivalent rights and benefits as regular employees performing comparable duties, including fair wages, safe working conditions, and non-discriminatory treatment.

• Compliance With Labor Laws and Regulations

The University ensures that all outsourcing agreements comply fully with the Labor Code of the Philippines and related regulations, emphasizing the protection of worker welfare and the prevention of contractual exploitation.

• Accountability of Contractors and Service Providers

All contractors and service providers engaged by UCU must adhere to ethical employment practices and are required to sign agreements ensuring compliance with fair labor standards and human rights principles.

• Monitoring and Evaluation of Outsourced Labor Conditions

UCU periodically reviews the performance and labor conditions of third-party contractors to ensure continuous adherence to university policies, government mandates, and internationally recognized labor rights.

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- **Grievance and Reporting Mechanism**

Outsourced workers are entitled to report grievances or violations of their rights through the University's established complaint channels. Reports will be handled with confidentiality, fairness, and protection against retaliation.

- **Promotion of Inclusive and Ethical Employment Practices**

The University promotes an inclusive, safe, and equitable work environment that values all individuals, regardless of employment arrangement, as essential contributors to institutional excellence and community development.

Reporting Procedures

Reports of violations or non-compliance related to outsourcing agreements should be directed to the Human Resource Management Office or the Office of the University President. UCU will conduct a thorough and impartial investigation and take appropriate corrective action when necessary.

Enforcement and Sanctions

Any contractor or third-party provider found violating this policy may face contract termination, legal consequences, or removal from the University's list of accredited service providers. University personnel found complicit in such violations will also be subject to disciplinary measures.

Conclusion

Through this policy, Urdaneta City University reaffirms its unwavering commitment to upholding labor equity, ethical employment, and social justice. The University ensures that all individuals—whether directly employed or contracted are treated with respect, fairness, and equality, reflecting UCU's dedication to sustainable and decent work for all.

Respectfully yours,

ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD

University President

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