



# URDANETA CITY UNIVERSITY STRENGTHENS POLICY AGAINST FORCED LABOUR AND HUMAN TRAFFICKING IN SUPPORT OF SDG 8

Urdaneta City University (UCU) has reaffirmed its strong stance against forced labour, modern slavery, human trafficking, and child labour through the release of a new institutional policy in January 2023. This initiative underscores the University's commitment to the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth, ensuring that all members of the academic community—faculty, staff, and students—are protected under fair and ethical standards.

The policy, issued by University President **Atty. Amihan April C. Mella-Alcazar, PhD**, emphasizes the University's zero tolerance for exploitative labour practices, whether within its operations or among its partners and contractors. It explicitly prohibits the employment of minors below the legal working age and mandates compliance with both national and international labour regulations. UCU further ensures that all employment relationships are grounded in free will, fair compensation, and respect for human dignity.

To reinforce accountability, the University requires all suppliers and service providers to comply with ethical labour clauses. Regular monitoring and evaluation are conducted to verify adherence to these standards. In addition, awareness campaigns and training programs are held to educate faculty, staff, and students on ethical recruitment, workers' rights, and the prevention of human trafficking.

The policy also establishes a confidential reporting system to encourage members of the UCU community to report any suspected violations. Whistleblowers are guaranteed protection against retaliation, and all reports are investigated with impartiality and due process.

By strengthening its policies against exploitation, Urdaneta City University continues to demonstrate its dedication to promoting decent work, social justice, and ethical governance. Through this initiative, the University upholds its mission to create a fair and humane learning and working environment where integrity, equity, and respect for human rights prevail contributing to a more sustainable and inclusive society aligned with the principles of SDG 8.

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8 DECENT WORK AND  
ECONOMIC GROWTH







# URDANETA CITY UNIVERSITY STRENGTHENS POLICY AGAINST FORCED LABOUR AND HUMAN TRAFFICKING IN SUPPORT OF SDG 8

## Urdaneta City University

**To:** All Faculty, Staff, and Students

**From:** Office of the University President

**Date:** January 2023

**Subject:** Policy Commitment Against Forced Labour, Modern Slavery, Human Trafficking, and Child Labour

## Purpose

Urdaneta City University (UCU) upholds the inherent dignity, freedom, and rights of every individual. In alignment with the United Nations Sustainable Development Goal 8: Decent Work and Economic Growth, the University establishes this policy to ensure that no form of forced labour, modern slavery, human trafficking, or child labour exists within its operations, affiliations, or partnerships.

## Principles and Commitments

- **Zero Tolerance for Exploitative Labour Practices**

UCU strictly prohibits any form of forced or involuntary labour, modern slavery, or human trafficking within its institution and among its contractors or suppliers.

- **Prohibition of Child Labour**

The University adheres to all national and international laws on the minimum age of employment. No individual below the legal working age shall be engaged, directly or indirectly, in any form of employment or service.

- **Ethical Employment Practices**

All employment within UCU is founded on free will, fair compensation, and respect for individual rights. Coercion, intimidation, or exploitation in any form is not tolerated.

- **Accountability of Partners and Contractors**

The University ensures that all suppliers, contractors, and service providers comply with ethical labour standards. Contracts include clauses prohibiting forced and child labour, subject to monitoring and evaluation.

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## • Awareness and Capacity Building

UCU regularly conducts orientations and seminars to inform employees and stakeholders about human rights, ethical recruitment, and the prevention of modern slavery and trafficking.

## • Reporting and Protection Mechanisms

The University maintains a confidential and accessible reporting system for suspected violations. Whistleblowers are protected from retaliation and their concerns are addressed promptly and fairly.

## Reporting Procedures

All reports of suspected forced labour, human trafficking, or related abuses should be directed to the Human Resource Management Office or the Office of the University President. The University guarantees confidentiality, impartial investigation, and appropriate disciplinary action where warranted.

## Enforcement and Sanctions

Any employee, contractor, or affiliate found violating this policy shall be subject to disciplinary measures, contract termination, or legal action, in accordance with university regulations and Philippine labor laws.

## Conclusion

Through this policy, Urdaneta City University reaffirms its unwavering commitment to human dignity, ethical employment, and social responsibility. The University continues to create a safe, fair, and just working environment ensuring that every individual within its community contributes meaningfully to sustainable and decent work for all.

Respectfully yours,

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

University President

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