



URDANETA CITY UNIVERSITY STRENGTHENS COMMITMENT TO SDG 8 THROUGH LIVING WAGE POLICY

Urdaneta City University (UCU) reaffirmed its dedication to social responsibility and ethical governance with the release of its 2023 memorandum on Fair Compensation and Living Wage Standards, issued on April 3, 2023, by University President **Atty. Amihan April C. Mella-Alcazar, PhD.** The policy underscores the university's pledge to ensure that all faculty and staff receive compensation that meets or exceeds the local living wage, in accordance with government standards and the poverty threshold for a family of four.

This initiative highlights UCU's adherence to the **United Nations Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth**, which promotes inclusive and sustainable economic progress through fair labor practices and just employment conditions. By guaranteeing that employees are paid fairly, UCU aims to foster a work environment that values human dignity, equality, and social justice.

President Mella-Alcazar emphasized that fair compensation is central to UCU's mission of promoting integrity, inclusivity, and accountability within the institution. She noted that providing a living wage is more than compliance with national labor laws—it is a moral obligation to recognize the worth of every university employee and to uphold their right to decent work.

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The memorandum details the university's firm stance on fairness and transparency in its payroll system and calls for regular reviews of compensation rates to ensure alignment with the evolving cost of living and economic conditions. It also provides a confidential reporting mechanism through the Human Resource Management Office and the Office of the University President for employees to raise concerns regarding wage fairness or payment practices.

Through this policy, UCU not only strengthens its internal governance but also contributes to the broader pursuit of sustainable development. By prioritizing fair wages and ethical labor standards, the university sets an example for other educational institutions in promoting equitable growth and responsible employment practices.

With its unwavering adherence to SDG 8, **Urdaneta City University** continues to build a community grounded in respect, fairness, and shared prosperity upholding its vision of nurturing both academic excellence and human development.

MAKE SDG #8 A REALITY

**8 DECENT WORK AND
ECONOMIC GROWTH**





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Urdaneta City University's Commitment to Fair Compensation and Living Wage Standards

To: All Faculty, Staff, and Students

From: Office of the Acting University President

Date: November 4, 2023

Subject: University Principles and Commitments on Fair Compensation and Living Wage Standards

Purpose

This memorandum reaffirms Urdaneta City University's dedication to upholding fairness, equity, and dignity in the workplace. The University ensures that all faculty and staff members receive compensation that meets or exceeds the local living wage, as defined by government standards or the local poverty threshold for a family of four.

Principles and Commitments

- **Commitment to a Living Wage for All Employees**

Urdaneta City University guarantees that all full-time and part-time faculty and staff are compensated at or above the local living wage. This commitment reflects the University's belief that fair pay is essential to human dignity, professional growth, and organizational excellence.

- **Compliance With National and Local Wage Regulations**

The University adheres strictly to labor laws and government-mandated wage standards, including adjustments based on cost-of-living and inflation rates.

- **Equity and Non-Discrimination in Compensation**

All compensation practices are guided by fairness and equality, ensuring that no employee experiences wage disparity based on gender, position, or employment status.

- **Transparency and Accountability in Payroll Practices**

The University maintains clear and accountable systems for determining, reviewing, and disbursing wages. Payroll processes are periodically audited to ensure compliance and transparency.

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• Regular Review of Wage Standards

UCU commits to regularly evaluating its wage structure to align with updates in government living wage data and evolving economic conditions.

• Promotion of Employee Well-being

By ensuring fair wages, the University fosters a supportive work environment that enhances staff morale, retention, and productivity, contributing to the institution's overall mission of academic excellence and social responsibility.

Reporting and Review Procedures

Faculty or staff members who have concerns regarding wage fairness or payment practices may report to the Human Resource Management Office or the Office of the University President. All reports will be treated confidentially and addressed with due process and respect.

Enforcement and Accountability

Any confirmed deviation from this policy will prompt corrective action. Departments found in violation may face administrative review, and responsible personnel may be subject to disciplinary measures in accordance with university and labor policies.

Conclusion

Urdaneta City University remains steadfast in its mission to uphold fairness and social responsibility. By ensuring that every member of its workforce earns a living wage, the University strengthens its commitment to ethical governance, inclusivity, and the welfare of its community.

Respectfully yours,

ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD

Acting University President

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