



UCU UPHOLDS LABOR RIGHTS AND FREEDOM OF ASSOCIATION IN SUPPORT OF SDG 8

Urdaneta City University (UCU) has reaffirmed its dedication to promoting fair labor practices and inclusive employment by implementing its Policy on the Recognition of Labor Rights, Freedom of Association, and Collective Bargaining, a significant step that aligns with the principles of Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth. The policy guarantees that all employees regardless of gender, employment status, or nationality are granted the right to organize, associate, and participate in collective bargaining.

This initiative highlights UCU's commitment to ensuring an equitable, transparent, and respectful workplace. By recognizing the rights of all employees, including women and international staff, the university promotes open communication and fair negotiation between the administration and the workforce. The policy also protects employees from retaliation or discrimination for participating in union activities or exercising their right to representation.

University President Atty. Amihan April C. Mella-Alcazar, PhD, emphasized that recognizing labor rights is vital to maintaining harmony and trust within the institution. She noted that empowering employees to voice their concerns through lawful and organized means reflects the university's belief in justice, equality, and shared governance.

Through this policy, UCU continues to strengthen its reputation as a progressive and socially responsible academic institution. By ensuring freedom of association and collective bargaining for all employees, the university actively contributes to the achievement of SDG 8, fostering decent work, inclusive growth, and sustainable development within and beyond its campus community.

MAKE SDG #8 A REALITY

**8 DECENT WORK AND
ECONOMIC GROWTH**





UCU UPHOLDS LABOR RIGHTS AND FREEDOM OF ASSOCIATION IN SUPPORT OF SDG 8

To: All Faculty and Staff

From: Office of the University President

Date: January 2023

Subject: Policy on the Recognition of Labor Rights, Freedom of Association, and Collective Bargaining

Policy Statement

Urdaneta City University (UCU) upholds the fundamental rights of all employees to freely associate, organize, and engage in collective bargaining, in accordance with national labor laws and international labor standards. This policy reaffirms UCU's dedication to promoting decent work, equality, and social dialogue as part of its adherence to Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth.

Purpose

This policy aims to ensure that all members of the University workforce—regardless of gender, employment status, or nationality—are granted full recognition of their labor rights. It provides a framework for supporting employee organizations and encouraging open communication between the administration and the workforce to maintain a harmonious and equitable working environment.

Principles and Commitments

• Freedom of Association

The University recognizes and respects the right of all employees to form, join, or participate in labor organizations, associations, or unions of their choice, without interference, coercion, or discrimination.

• Right to Collective Bargaining

UCU supports and upholds the process of collective bargaining, ensuring that employees and their duly recognized representatives can negotiate employment terms in good faith and with mutual respect.

• Protection from Retaliation and Discrimination

No employee shall be harassed, discriminated against, or penalized for engaging in lawful union activities or for exercising their labor rights.

• Promotion of Social Dialogue

The University encourages open communication and collaboration between management and employee representatives to promote understanding, fairness, and workplace harmony.

• Inclusion of All Employees

This recognition extends to all members of the workforce, including women, part-time staff, contractual employees, and international personnel, ensuring equality and inclusivity in labor representation.

Implementation and Review

The Human Resource Management Office, in coordination with the University Grievance Committee, shall oversee the implementation of this policy and ensure compliance with national labor standards and international principles. This policy shall be reviewed regularly to ensure its effectiveness and alignment with UCU's commitment to social justice and decent work.

Approved by:

ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD

University President

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