



URDANETA CITY UNIVERSITY UPHOLDS SDG 8 THROUGH RECOGNITION OF UNIONS FOR ALL EMPLOYEES

Urdaneta City University (UCU) continues to champion fair labor practices and inclusive governance through its 2023 memorandum on the Recognition of Unions and the Protection of Workers' Rights, issued on April 3, 2023, by University President **Atty. Amihan April C. Mella-Alcazar, PhD.** The policy reinforces UCU's recognition of all employees' rights to organize and participate in labor unions, including women and international staff, in alignment with the **United Nations Sustainable Development Goal (SDG) 8: Decent Work and Economic Growth.**

The memorandum affirms UCU's full compliance with national labor laws and its dedication to upholding the principles of fairness, inclusivity, and transparency in employment relations. By guaranteeing the freedom of association and protection of union rights, the university demonstrates its ongoing effort to promote decent work conditions and equitable treatment for all members of its workforce.

President Mella-Alcazar emphasized that UCU's commitment to union recognition reflects its broader mission to foster a safe, just, and empowering work environment. She stated that the university values open communication and collaboration with recognized labor organizations as essential to achieving mutual respect and institutional harmony.

The policy ensures that no employee whether local, female, or international is denied the right to organize or participate in union activities. It also explicitly prohibits any form of discrimination, intimidation, or retaliation against individuals who exercise these rights. Furthermore, the memorandum outlines transparent negotiation processes between the administration and labor representatives, encouraging constructive dialogue to maintain a peaceful and productive workplace.

Through this initiative, Urdaneta City University sets a strong example among higher education institutions in the Philippines by aligning its labor policies with SDG 8, which advocates for inclusive economic growth, productive employment, and decent work for all. The university's recognition of unions underscores its belief that respect for workers' rights is integral to sustainable development and institutional excellence.

By safeguarding equality and encouraging representation, **UCU** not only upholds its ethical and legal obligations but also strengthens its role as a progressive academic institution dedicated to social justice, employee welfare, and global sustainability.

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Urdaneta City University's Policy on the Recognition of Unions and the Protection of Workers' Rights

To: All Faculty, Staff, and Students

From: Office of the University President

Date: April 3, 2023

Subject: University Policy on the Recognition of Unions for All, Including Women and International Staff

Purpose

This memorandum affirms Urdaneta City University's commitment to upholding the rights of all employees to freedom of association and collective representation. The University recognizes that union membership and collective bargaining are essential components of fair labor practices and inclusive institutional governance.

Principles and Commitments

- **Recognition of the Right to Unionize**

Urdaneta City University recognizes the right of all employees—regardless of gender, nationality, position, or employment status—to form, join, and participate in labor unions or employee associations of their choice.

- **Inclusivity for Women and International Staff**

The University ensures that women and international staff are granted equal opportunity to organize and participate in union activities, with no barriers or discriminatory practices.

- **Commitment to Fair Labor Relations**

The University upholds principles of cooperation, fairness, and respect in all interactions with duly recognized unions and employee associations, promoting open dialogue and shared decision-making.

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• Protection Against Discrimination and Retaliation

UCU strictly prohibits discrimination, intimidation, or retaliation against employees who exercise their right to join or engage in union activities.

• Transparency and Good Faith in Negotiations

All discussions and agreements with labor unions are conducted with honesty, transparency, and mutual respect, ensuring fair representation and accountability.

• Promotion of Peaceful and Productive Labor Relations

The University encourages continuous collaboration between the administration and employee representatives to maintain a harmonious work environment that supports academic and professional excellence.

Reporting Procedures

Any concerns regarding labor rights, union recognition, or related issues may be reported to the Human Resource Management Office or directly to the Office of the University President. All reports will be handled confidentially, investigated fairly, and resolved in accordance with existing laws and university policies.

Enforcement and Sanctions

Any act of discrimination, interference, or retaliation against employees exercising their right to unionize will result in appropriate disciplinary action consistent with university policies and the Labor Code of the Philippines.

Conclusion

Urdaneta City University remains steadfast in promoting inclusivity, fairness, and democratic participation within its academic and administrative community. By recognizing and supporting the rights of all employees—including women and international staff—to union representation, the University strengthens its commitment to ethical governance and aligns itself with the principles of decent work and social justice.

Respectfully yours,

ATTY. AMIHAN APRIL C. MELLA-ALCAZAR, PhD

University President

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