



Saint Louis University

**promotes sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**



**8** DECENT WORK AND  
ECONOMIC GROWTH



# SLU's Commitment to Good Employment Practices

## ₱ 761.41

### Lowest daily wage of an employee in SLU for AY 2022-2023

On June 14, 2022, the Cordillera Region had a single rate for minimum wage earners at Php380. 00 and upon implementation of the prescribed increase of Php20. 00 for the second tranche on January 1, 2023, the region have a single rate at Php400. 00.

Regional Tripartite Wages and Productivity Board  
Cordillera Administrative Region  
Baguio City  
074-424-3416

WAGE ORDER NO. CAR-ZI  
FOR FORMAL SECTOR WORKERS





Upon Effectivity: June 14, 2022

AREA	CURRENT MINIMUM WAGE RATES	WAGE INCREASE	NEW MINIMUM WAGE RATE
Baguio City, La Trinidad, & Tabuk City	Php 350.00	Php 30.00	Php 380.00
Other Areas in the Region	Php 340.00	Php 40.00	Php 380.00

Effective January 1, 2023

AREA	CURRENT MINIMUM WAGE RATES	WAGE INCREASE	NEW MINIMUM WAGE RATE
Cordillera Administrative Region	Php 380.00	Php 20.00	Php 400.00

Date of Publication: May 29, 2022

 rhwpcar@cyho.com   

The lowest daily wage of an employee in SLU is **higher** than the minimum wage in CAR by

## 91.35%

8 DECENT WORK AND ECONOMIC GROWTH



# Union of Faculty and Employees of Saint Louis University (UFESLU)

Saint Louis University ensures stakeholders' engagement. This covers the full range of the University's effort to understand and involve stakeholders in its activities and decisions. Engagement can help SLU improve transparency and building the trust of the individuals or groups whose support is critical to SLU's long-term success, to sparking the innovation and organizational change needed to meet new challenges and opportunities.



On **July 15, 1987** the Union of Faculty and Employees of Saint Louis University was born.

UFESLU was formally born on July 15, 1987, when the Bureau of Labor Relations issued its Certificate of Registration. It was the child of selfless labor by a group of dedicated workers who, aware of the need to initiate reforms and to keep abreast with the changing times, as well as inspired by the Church magisterium on social justice and peace, decided that man is the master of his destiny. That man himself shapes the course of the future. UFESLU is fittingly the employees' invaluable gift to the University as it celebrates its 75th anniversary. There shall be no more turning back.-*Collective Bargaining Agreement between SLU and UFESLU.*

During the effectivity of the Bargaining Agreement, Saint Louis University recognizes the **UNION** as the sole and exclusive bargaining representative of all teaching and non-teaching employees within the appropriate unit as defined herein.

"We recognize the challenges that lie ahead, but we are eager and committed to working tirelessly on behalf of all union members.

We will actively engage with management, fostering open communication channels and creating opportunities for meaningful dialogue.

Our goal is to strengthen the voice of the union and create an environment that promotes collaboration, respect, and improved working conditions.

Please feel free to reach out to us with any issues or suggestions you may have as we embark on this journey together"

- **Ronald Taggaoa, President UFESLU**

**8** DECENT WORK AND  
ECONOMIC GROWTH



# Union of Faculty and Employees of Saint Louis University (UFESLU)



**KRIS AT KALASAG is an official closed group account on Facebook composed of members of UFESLU created October 24, 2013.**

*We're all in this together to create a welcoming environment. Let's treat everyone with respect. Healthy debates are natural, but kindness is required- Group Admin*

The KRIS AT KALASAG in the logo stands for everything that the UFESLU believes in: FREEDOM, EQUALITY, SECURITY, LIBERTY and UNITY.

## **Explanation of the Logo:**

*Just as our ancestors fought foreign invaders in our nation's early history using this native and unpretentious armament, UFESLU also relies on the innate talents and unwavering resolve of its members to work for what is just and right for our employees. The logo also features hands linked together, which symbolizes UNITY AMONG ITS RANKS in advancing the RIGHTS OF EMPLOYEES. The clenched fist signifies the FORCE AND DETERMINATION to work for SECURITY and EQUALITY from which the men and women (in the foreground) draw their strength to remain steadfast in their objectives. The silhouette of the men shouting a battle cry and about to go into war signifies how the UFESLU is willing to go to great lengths to ensure that its ideal are respected and met. The "UNION HQ" drawing represents HARDWORKING UNION HEADSHIP that guarantees a collaborative partnership with the members and the School Administration in ensuring the best working conditions for its employees. Lastly, the man at the bottom with arms extended towards heaven illustrate how the work of leading men and women is a sacred one, and that the UFESLU should remain humble and grateful, ever-seeking God's guidance and protection in all its endeavors. -Kris and Kalasag, October 24, 2013*



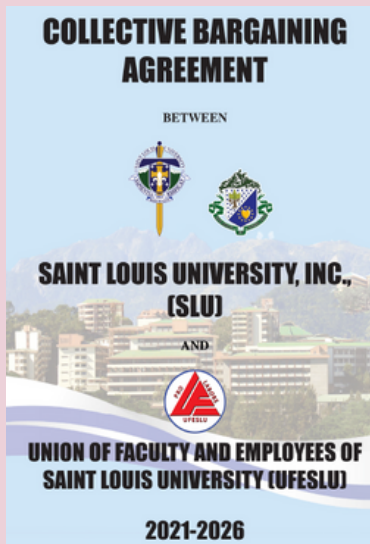
**8** DECENT WORK AND ECONOMIC GROWTH





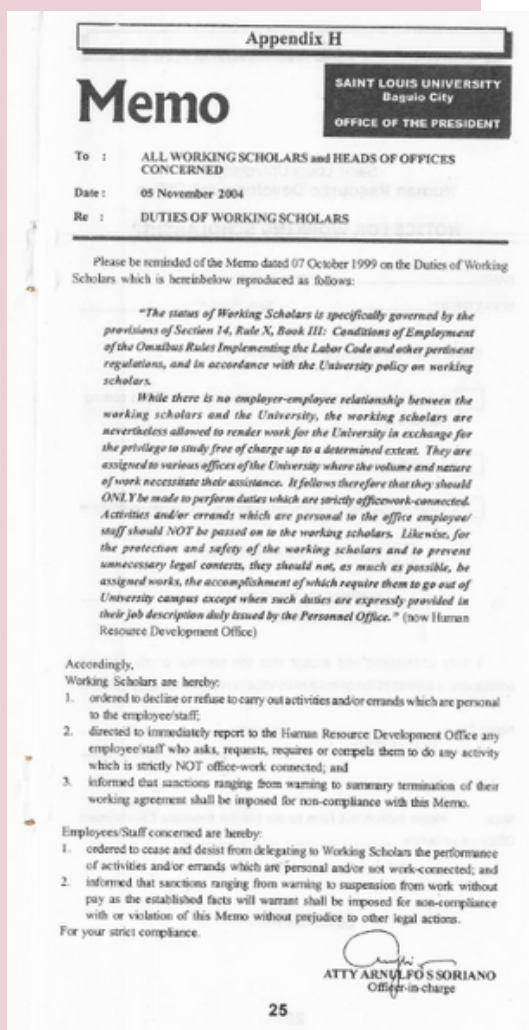
# Employment Practices and Policies

## Employment Policy against modern slavery and child labour



### Section 11.16.

- (a) Employees who render overtime work beyond 8 o'clock in the evening (8 p.m.) shall, on top of their overtime pay, be granted free meals from the University Residence Halls and a reimbursement of their taxi fare in going home; provided that the overtime work has been duly requisitioned by their Head and approved by the University. This provision does not apply to the Hospital employees.
- (b) Hospital and other affected employees who shall be required to render "untimely" (unscheduled) overtime work beyond 8 o'clock in the evening (8 p.m.), shall, on top of their overtime pay, be provided free meals from the University Residence Halls or from the Hospital Dietary Department and a reimbursement of the actual taxi fare in going home. Unscheduled overtime work refers to an overtime work that shall be rendered by an employee who receives such notice less than eight (8) hours from commencement thereof.



**Memo dated 07 October 1999 on the Duties of Working Scholar, highlighting that the Working Scholars are ordered to decline or refuse to carry out activities and /or errands which are personal to the employee or staff, directed to immediately report to the Human Resource Development Office any employee/staff who asks requests, requires or compels them to do any activity which is strictly NOT office-work connected, and for the protection and safety of the working scholars and to prevent unnecessary legal concerns, they should not, as much as possible, be assigned works, the accomplishment of which require them to go out of University Campus except when duties are expressly provided in their job description duly issued by the Human Resource Department.**

**8** DECENT WORK AND ECONOMIC GROWTH



# SLU has a process for employees to appeal on employee rights and/or pay

## Collective Bargaining Agreement 2021-2026

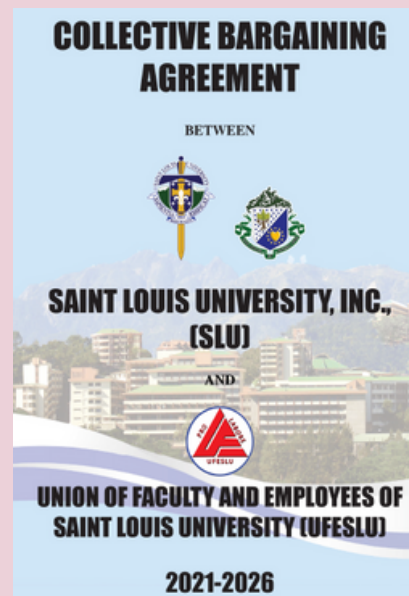
### ARTICLE 15 GRIEVANCE MACHINERY

#### Section 15.1. Statement of Principles

*The parties agree on the generally accepted principles of justice, equity, and fairness that all disputes between the UNION and its components on one hand and the UNIVERSITY and its components on the other shall be treated objectively, that the parties have the same interest in the continuity of the objectives of the UNIVERSITY until all points in the dispute shall have been discussed and settled; that an open conflict in any form involves losses to the parties and that, therefore, every effort will be exerted to avoid such an open conflict. In the furtherance of the foregoing principle, the parties hereto have agreed to establish a procedure for the adjustment of the grievance.*

#### Section 15.2. Definition of Grievance

*Any misunderstanding concerning policies or practices directly affecting the members of the UNION or their working conditions in the UNIVERSITY, or any dispute arising as to the meaning, application, or violation of any provision of this Agreement, or any resentment which an employee may have against the UNIVERSITY, or any resentment which the UNIVERSITY may have against an employee, shall be considered a grievance.*



#### ARTICLE 15 GRIEVANCE MACHINERY

##### Section 15.1. Statement of Principles

The parties agree on the generally accepted principles of justice, equity, and fairness that all disputes between the UNION and its components on one hand, and the UNIVERSITY and its components on the other, shall be treated objectively; that the parties have the same interest in the continuity of the objectives of the UNIVERSITY until all points in the dispute shall have been discussed and settled; that an open conflict in any form involves losses to the parties and that, therefore, every effort will be exerted to avoid such an open conflict. In the furtherance of the foregoing principle, the parties hereto have agreed to establish a procedure for the adjustment of grievance.

##### Section 15.2. Definition of Grievance

Any misunderstanding concerning policies, practices, directly affecting the members of the UNION or their working conditions in the UNIVERSITY, or any dispute arising as to meaning, application or violation of any provision of this Agreement, or any resentment which an employee may have against the UNIVERSITY, or any resentment which the UNIVERSITY may have against an employee, shall be considered a grievance.

##### Section 15.3. Initial Steps

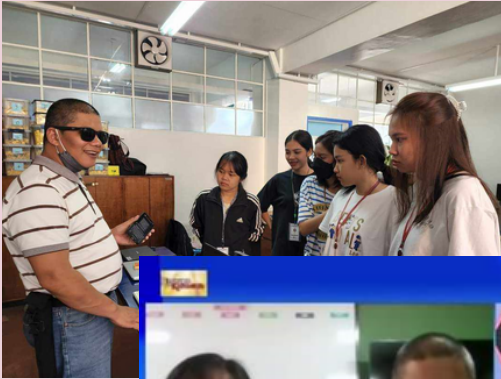
- (a) Within three (3) working days from accrual of any grievance, it must first be worked out and settlement thereto attempted by and between the employee and the immediate head of office or supervisor; the resolution of the grievance must be obtained within two (2) working days from the time the grievance is raised orally or in writing by the aggrieved party;
- (b) Should the resolution in paragraph (a) fail, the matter must be brought on the third working day in writing, to the attention of the proper department head or UNIVERSITY officer having authority over the head of office or supervisor and the employee concerned, who shall thereafter attempt to resolve the same within a period of three (3) working days from receipt of the matter in dispute;

44



# Employment Practices against Discrimination

**SLU's commitment to serve the vulnerable sectors like Persons with Disabilities (PWDs).**



*For my ten years of teaching, I have learned a lot from all my students, both in the undergraduate and graduate programs. I have come to realize that teaching is not only my vocation but my passion as well.*

*-Sir. John Lechasan Paredes*



**Live interview to acknowledge and feature SLU's Inclusive Education Resource Center (IERC) through the ADUYON Extension of the School of Teacher Education and Liberal Arts (STELA)**



## Mission Inclusion Lives On!

**Total Number of SLU employees who are PWDs: 22 (5 Males, 17 Females)**

**With a PWD ID: 8 (2 Males, 6 Females)**

**W/out a PWD ID: 14 (3 Males, 11 Females)**

[https://www.facebook.com/permalink.php?story\\_fbid=pfbid0VFpyP8M3z73X2XB9voGtTdXGXM5k7Lgs14dMF1hD5yeJd32LwVv3J6vkuYHEqYxsl&id=100076461734280](https://www.facebook.com/permalink.php?story_fbid=pfbid0VFpyP8M3z73X2XB9voGtTdXGXM5k7Lgs14dMF1hD5yeJd32LwVv3J6vkuYHEqYxsl&id=100076461734280)

**8 DECENT WORK AND ECONOMIC GROWTH**






# University Expenditure

# ₱1,182,646,415.17

## SLU Total Expenditures



There are **1765**  
Faculty and  
Employees of Saint  
Louis University

	
<b>SAINT LOUIS UNIVERSITY</b> A Bonifacio Street 2600 Baguio City, Philippines Tel Nos (+6374) 442-5041 - 443-2001 - 444-8246 to 48 Fax (+6374) 661,1668 <a href="http://www.slu.edu.ph">www.slu.edu.ph</a>	
Member: • Association of Southeast Asian Institutions of Higher Learning (ASAHL) • Association of Southeast and East Asian Catholic Colleges and Universities (ASECCU) • Association of Catholic Universities of the Philippines (ACUP) • Catholic Educational Association of the Philippines (CEAP) • International Federation of Catholic Universities (IFCU) • Philippine Accrediting Association of Schools, Colleges and Universities (PAAASCU)	
<b>FINANCE OFFICE</b>	
<b>TOTAL EXPENDITURES</b> Academic Year 2021-2022	
College	
Staff Costs	852,613,714.67
Other operating expenses	330,032,700.50
<b>Total</b>	<b>1,182,646,415.17</b>
<b>Arts and Heritage</b>	
CCA	8,110,028.55
Library	36,991,312.91
Museum	13,122,207.27
<b>Total</b>	<b>58,223,548.73</b>
<small>Data for the Times Higher Education (THE) Impact rankings.</small>	



# ₱ 670, 054.62

SLU's Expenditure per  
Employee for AY 2021-  
2022

**8** DECENT WORK AND  
ECONOMIC GROWTH





# Students' Work Engagement

## SLU Students are on work placements

There are **25,286** students from 46 different programs of Saint Louis University



**7060 / 25,286**

or

**27.92%**

SLU's percentage of students with  
work placement in AY 2022-2023

**8** DECENT WORK AND  
ECONOMIC GROWTH




# Commitment to measurement and elimination of gender pay gaps

There are **689** Male Employees and **1075** Female Employees at Saint Louis University

Ratio of Male to Female for more than 24 months for AY 2022-2023 is

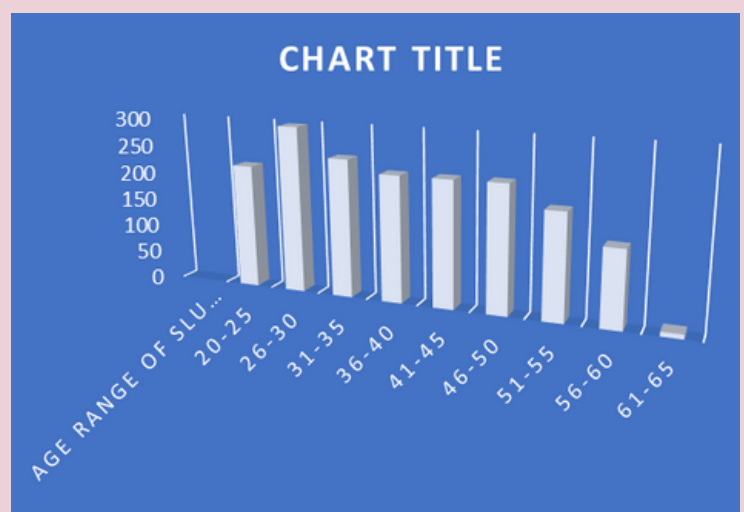
**1 : 2**

of the total SLU employees

 <p>SAINT LOUIS UNIVERSITY A. Bonifacio Street 2600 Baguio City, Philippines Tel Nos (074) 442-3043 • 442-3001 • 442-2793 • 442-2193 www.slu.edu.ph</p>	
<p>Member:</p> <ul style="list-style-type: none"> <li>• ASEAN University Network - Quality Assurance (AUN-QA)</li> <li>• Association of Southeast Asian Institutions of Higher Learning (ASAIHL)</li> <li>• Association of Southeast Asian Catholic Colleges and Universities (ASACCCU)</li> <li>• Association of Catholic Universities of the Philippines (ACUP)</li> <li>• Catholic Educational Association of the Philippines (CEAP)</li> <li>• International Federation of Catholic Universities (IFCU)</li> <li>• Philippine Accrediting Association of Schools, Colleges and Universities (PAASCU)</li> </ul>	
TOTAL SLU EMPLOYEES AY 2022-2023	
	FREQUENCY
ADMIN	281
SCHOOLS	854
BEAS	219
SHMC	410
TOTAL	1764
MEN-WOMEN RATIO OF SLU EMPLOYEES AY 2022-2023	
	FREQUENCY
MEN	689
WOMEN	1075
TOTAL	1764
	PERCENTAGE
MEN	39.06%
WOMEN	60.94%
TOTAL	100.00%
	RATIO
MEN	1 : 2
WOMEN	
TOTAL	
AGE RANGE OF SLU EMPLOYEES AY 2022-2023	
	FREQUENCY
20-25	220
26-30	295
31-35	245
36-40	224
41-45	224
46-50	225
51-55	187
56-60	136
61-65	8
TOTAL	1764

This shows how SLU promotes gender equality in the workplace as it acknowledges its crucial role in fostering fair and inclusive environment. SLU ensures that men and women receive equal pay for work rendered. SLU also implement diverse hiring practices as gender is not part of hiring preferences. The university also creates and enforce policies that are gender-neutral, such as incentives, parental leave, and flexible work arrangements. Employees have access to equal opportunities for professional growth, training, and career and development.

SLU consists of employees with diversified age groups. This is important for promoting inclusivity and celebrating the richness of perspectives and experiences. Having different age groups brings varying life experiences, skills, and attitudes, which lead to more innovative practices, techniques, solutions, and a broader range of ideas. This diverse age group fosters creativity as individuals with different life experiences collaborate. Sparkling fresh ideas and creative solutions to issues confronting the university, as well as new endeavors that the university might want to venture into.



**8** DECENT WORK AND ECONOMIC GROWTH





# Employees with Secured Contract

There are **1765** Faculty and Employees of Saint Louis University



**1428**

Employees who are on contract for more than 24 months for AY 2022-2023

or

**80.91%**

of the total SLU employees



**8** DECENT WORK AND ECONOMIC GROWTH



# Outsourcing Activities to Third Parties

## Outsourced Employees of Saint Louis University

**249**

Employees who are  
outsourced for AY 2022-2023

or

**14%**

of the total SLU employees

Total number of Guards: **67**

Total number of outsourced Janitors: **177**

Total number of outsourced Maintenance  
Staff: **5**



**8** DECENT WORK AND  
ECONOMIC GROWTH

