JOSÉ RIZAL UNIVERSITY / INSTITUTIONAL SUSTAINABILITY

SDG 8 | Decent Work and Economic Growth

INSTITUTIONAL EVIDENCE REPORT • Reporting reference: 2025

José Rizal University (JRU) supports decent work and inclusive economic participation through employee representation, contractual employment protections, career services, and community livelihood initiatives. In 2025, the University maintained an active collective bargaining framework, obtained accreditation for its Job Placement Office, and sustained community-oriented enterprise engagement. These documented institutional mechanisms contribute to the objectives of SDG 8, particularly fair employment, labour rights, youth employability, and productive entrepreneurship.

Documented 2025 institutional milestones

01	**Employee representation and protections** The 2024–2027 Collective Bargaining Agreement remained in force, covering qualified faculty and rank-and-file non-teaching personnel. [1]
02	**Accredited employment service** DOLE–NCR accredited the Rizalian Career Center as a Job Placement Office on 27 October 2025. [2]
03	**Community enterprise support** Tindahan ni Rizal linked partner-community products and skills training to campus market opportunities, as documented in JRU's 2025 account. [3]

THE SDG 8 relevance

JRU's initiatives contribute to SDG Target 8.3 (entrepreneurship and productive activities), Target 8.5 (decent work and productive employment), Target 8.6 (youth employment pathways), and Target 8.8 (labour rights and worker protection). These commitments connect institutional employment governance, education-to-work services and community enterprise development.

01 Responsible Employment and Workplace Rights

JRU's 2024–2027 Collective Bargaining Agreement (CBA) with the José Rizal University Faculty and Employees Union (JRUFEU), affiliated with NATOW, establishes an institutional framework for negotiations over employment conditions. The CBA is effective from 1 August 2024 to 31 July 2027. Its union recognition and bargaining scope are defined by specified qualifications and exclusions; the agreement does not imply that every University employee belongs to the bargaining unit. [1]

Selected provisions of the 2024–2027 CBA

CBA article	Documented institutional protection
Article I	Recognition of the Union as the exclusive bargaining representative for the faculty and rank-and-file non-teaching personnel meeting the agreement's eligibility requirements.
Articles IV–V	Union rights, lawful representation, and provisions addressing interference, coercion and discrimination in relation to union participation.
Article X	A formal grievance procedure with written escalation through supervisory review, departmental appeal, a Grievance Committee and, where applicable, further remedies including voluntary arbitration.
Article XI	Negotiated across-the-board salary adjustments of PHP 650 effective 1 August 2024 and PHP 1,200 effective 1 August 2025 for qualified covered personnel, subject to CBA conditions; the agreement also addresses seniority increases, merit recognition and service awards.
Article XII	The JRU Classification Plan sets out evaluation and classification procedures, including safeguards against salary diminution or demotion due to implementation of the plan.

Contribution to decent work

Collective bargaining and formal grievance channels give covered employees mechanisms for representation, dialogue and the resolution of workplace disputes. Negotiated compensation provisions

and documented classification procedures provide a governance basis for employment conditions and personnel development. Together, these measures support SDG Targets 8.5 and 8.8 by reinforcing fair employment processes and labour rights. [1]

02 Career Preparation and Employment Access

On 27 October 2025, the Department of Labor and Employment–National Capital Region (DOLE–NCR) accredited JRU's Rizalian Career Center as a Job Placement Office (JPO). The University identifies it as the first accredited JPO in Mandaluyong City. The accreditation formalised a channel through which students, graduating learners and alumni may access career information, employment assistance and government-supported job-matching services. [2]

Through coordination with DOLE–NCR, the Mandaluyong Public Employment Service Office (PESO) and employer networks, the Career Center supports the transition from academic learning to work. The accredited service creates an institutional platform for labour-market information, career guidance and employer engagement. These activities are aligned with SDG Targets 8.5 and 8.6 and complement SDG Target 17.17 on partnerships. [2]

Institutional recognition



JRU institutional representatives at the JPO recognition activity.



Plaque recognizing the Rizalian Career Center as an accredited JPO.

Work-integrated learning

JRU's academic programmes complement the Rizalian Career Center through internships, on-the-job training and supervised external experiences. These academic arrangements connect disciplinary learning with workplace expectations and provide pathways for students to develop practical skills and professional competencies.

03 Entrepreneurship and Community Livelihoods

Through the Community Development Office's Sustainable Integrated Community Advancement Program (SICAP), Tindahan ni Rizal connects community-based skills development with opportunities for residents to offer locally produced goods on campus. Established in September 2023, the initiative features products such as monay and dishwashing liquid from partner communities. A further livelihood-training activity in November 2024 introduced peanut butter production to interested residents of Barangay Bagong Silang. JRU's 2025 institutional account documents these activities and a complementary bottle-collection initiative linked to the community market. [3]

The programme supports SDG Target 8.3 by combining practical enterprise skills, market access and university–community collaboration. Community-produced goods become visible to campus consumers, while participating residents gain an avenue to apply skills in the preparation and marketing of products.

Subsequent institutional developments | SY 2025-2026

On 8 April 2026, JRU personnel facilitated a liquid-detergent training activity for interested community members. On 28 August 2026, Tindahan ni Rizal returned as a monthly campus market, featuring products from Barangay Daang Bakal, Harapin ang Bukas and Bagong Silang. These subsequent activities demonstrate continuity of the community-enterprise partnership beyond 2025. [4]



Tindahan ni Rizal campus-market engagement; 2026 continuation.



Community-produced goods displayed through the livelihood initiative.

04 Evidence Base and SDG Alignment

JRU's SDG 8 initiatives operate through complementary institutional roles: employer, educator, employment-service provider and community partner. The evidence below documents the mechanisms and activities described in this report and shows how each relates to the Sustainable Development Goals.

Documented evidence

Evidence area	Institutional record	SDG targets
Labour rights and employee representation	CBA Articles I, IV–V and X–XII; union recognition, grievance procedures, compensation arrangements and classification governance.	**8.5 • 8.8**
Career development and job placement	DOLE–NCR accreditation on 27 October 2025 and the Rizalian Career Center's employment-service mandate.	**8.5 • 8.6 • 17.17**
Community enterprise and market access	Tindahan ni Rizal public account documenting the 2023 initiative, 2024 community training and ongoing institutional programme.	**8.3 • 17.17**
Programme continuation	JRU public account of detergent-making training and the August 2026 Tindahan relaunch, presented separately from 2025.	**8.3 • 17.17**

Documentary sources

[1] José Rizal University–JRUFEU / NATOW, Collective Bargaining Agreement, 1 August 2024–31 July 2027 (signed institutional record; Articles I, IV–V, X–XII).

[2] JRU, "JRU Makes History as Mandaluyong City's First Accredited Job Placement Office," 28 October 2026 (reports accreditation on 27 October 2025).

https://jru.edu/sustainability/jru-makes-history-as-mandaluyong-citys-first-accredited-job-placement-office/

[3] JRU, "Tindahan ni Rizal: Promoting Hope to the Community," institutional sustainability article, 2025.

https://jru.edu/sustainability/tindahan-ni-rizal-promoting-hope-to-the-community/

[4] JRU, "Rain or Shine: Tindahan ni Rizal Is Here Again!," 15 September 2026.

https://jru.edu/news/rain-or-shine-tindahan-ni-rizal-is-here-again/

[5] Times Higher Education, Sustainability Impact Ratings Methodology 2027, SDG 8 (September 2026).

https://www.timeshighereducation.com/cms-academic/sites/default/files/2026-09/THE.SustainabilityImpactRatings.METHODOLOGY.2027.v1.2.pdf

Conclusion

JRU's documented actions demonstrate how employment representation, accredited career services and community enterprise partnerships can advance decent work and inclusive economic participation. The 2025 record brings together formal employee representation, government-accredited employment services and community enterprise activity, with additional programme developments documented in 2026. Together, they reflect JRU's sustained engagement in employment rights, career preparation, and locally responsive economic development.