



UNIVERSIDAD DE MANILA

sustainability
report 2024

UDM SUSTAINABILITY REPORT 2024

In an era where global challenges demand innovative and sustainable solutions, Universidad De Manila (UDM) proudly presents its Sustainability Report, a testament to our commitment to fostering a resilient, inclusive, and responsible academic community. This report outlines our efforts across the United Nations Sustainable Development Goals (SDGs), highlighting our achievements, partnerships, and enduring dedication to positively impacting society.

As a leading institution situated in the heart of Manila, UDM is uniquely positioned to drive transformative change. Our dedication to sustainability is not only reflected in our curriculum but also in our commitment to community engagement, responsible governance, and partnerships with government, industry, and global institutions. This report details our contributions to key goals such as quality education (SDG 4), gender equality (SDG 5), decent work and economic growth (SDG 8), and partnerships for the goals (SDG 17), among others.

The pages that follow showcase our structured approach to integrating sustainable practices into the core of UDM's operations and culture. From local initiatives that empower underserved communities to international collaborations that foster global solutions, we aim to inspire progress, promote transparency, and exemplify how higher education institutions can be at the forefront of sustainable development.

This Sustainability Report serves as both a reflection on our past achievements and a roadmap for future endeavors. It is our hope that it will inspire continued collaboration, innovation, and shared commitment to a sustainable future. We extend our heartfelt gratitude to our partners, faculty, students, and staff for their tireless dedication to these efforts, as we look forward to advancing our mission of sustainability for generations to come.



MESSAGE FROM THE PRESIDENT

It is with immense pride and a deep sense of responsibility that I share Universidad De Manila's Sustainability Report 2024. This document reflects our commitment not only to academic excellence but also to creating a lasting positive impact on society. In these pages, you will find evidence of UDM's dedication to fostering a sustainable, inclusive, and resilient community, one that upholds the values enshrined in the United Nations Sustainable Development Goals (SDGs) and brings them to life through concrete actions.

As an institution, we are uniquely poised to address critical challenges through education, research, and community engagement. Our efforts toward goals such as quality education, gender equality, decent work, and partnerships for global progress underscore our resolve to create pathways to a better future. This report highlights our initiatives that expand access to education, promote equitable economic opportunities, protect academic freedoms, and encourage collaboration across sectors. Each initiative is a step toward a sustainable future, where both local and global communities can thrive.

I extend my heartfelt gratitude to the faculty, staff, students, and our many partners who have contributed tirelessly to these efforts. Our accomplishments are a testament to their commitment, passion, and ingenuity. As we continue to grow as a university and as a driver of social change, we are motivated by our shared vision of a sustainable future for all.

Let this report inspire us to remain steadfast in our mission. Together, we will continue to forge pathways toward sustainable development, empowering future generations with the tools and values they need to build a just, equitable, and sustainable world. Thank you for your unwavering support and partnership in this journey.

DR. MA. FELMA CARLOS-TRIA
President
Universidad De Manila



UDM

history

On April 17, 1995, the City Ordinance 7885 was enacted establishing the Dalubhasaan ng Lungsod Ng Maynila known as the City College of Manila (CCM) headed by Hon. Mayor Alfredo S. Lim, the father and founder of CCM with the support of Hon. Vice Mayor Jose L. Atienza Jr., and the City Council with Hon. Nestor C. Ponce Jr., Hon. Humberto Basco and Hon. Bernardito C. Ang as Principal Sponsors.

On April 26 of the same year, City Ordinance No. 7885 was passed into law and became operational with the main objective of providing quality education to the less privileged but intellectually deserving graduates from the Public Schools of Manila.

On June 6, 2006, the Manila City Council, at its regular session enacted City Ordinance No. 8120 elevating the Dalubhasaan ng Maynila or the City College of Manila (CCM) into a university and renaming it Universidad De Manila (UDM) to attune it with its present campus site at 24,000 square meters Mehan Gardens at Arroceros (now Cecilia Munoz-Palma) cor. Hospital Street (Antonio Villegas) Streets, Ermita, Manila. The new University was inaugurated by Hon. Mayor Jose L. Atienza Jr., and Hon. Juan Miguel T. Cuna on June 19, 2006.

On June 28, 2006, of the same year, City Ordinance No. 8120 was approved by his Hon. Mayor Jose L. Atienza Jr., and as such shall continue to operate in accordance with law and within the powers and limitations specified and organized as a corporation under the same name.

In 2015, the University's College Programs were recognized by the Commission on Higher Education (CHED) in compliance with the CMO 30, S. 2006 - Policies and Standards in Operating Colleges and Universities.

In January 2020 UDM institutionalized the Learning Management System (LMS) that formed the basis of a remote blended learning platform or enriched virtual. In February 2020, Moodle App was adopted as a learning platform to provide students, faculty members, and administrators to create a new kind of learning environment where students and teachers need not to each other daily. It was operational during the pandemic.



UDM *history*

Prior to the Enhanced Community Quarantine on March 16, 2020, UDM conducted training regarding Moodle App and video tutorials via the Workplace App and as a source of communication among faculty and administration. During the entire duration of the quarantine period, the learning and teaching link between the students and faculty members of UDM were ongoing and students were able to comply with the different academic requirements satisfactorily. Since the start of the lockdown, there has been no disruption in the teaching and learning process in UDM.

On April 27, 2020, City Ordinance No. 8635 was enacted to amend the provisions of Ordinance No. 7885 as amended by Ordinance No. 8120, entitled "An Ordinance Amending Specific Provisions of Ordinance No. 7885, otherwise known as "An ordinance authorizing the City Government of Manila to operate the Dalubhasaan ng Maynila (City College of Manila) and for such other purpose", enacted on April 17, 1995". This Ordinance treated UDM as an independent and institutional department of the City of Manila.

From tertiary courses, the University has expanded with other program offerings -the Institute of Graduate and Professional Studies (IGPS), the College of Law (CoL), the Center for Micro credentialing and Industry Training (CMIT), and the Senior High School (SHS).

UNIVERSITY VISION, MISSION & CORE VALUES



VISION

A leading Higher Education Institution that prepares visionary and ethical leaders who shall create a positive impact to society.

MISSION

Universidad de Manila is committed to provide equal opportunities by developing the learners' knowledge, skills, and values, through quality education and dynamic technology-driven systems, in a diverse yet inclusive environment for learning, research, and community engagement.

CORE VALUES

- E - ETHICS AND INTEGRITY
- Q - QUALITY AND EXCELLENCE
- U - UNITY AND COLLABORATIONS
- A - ACHIEVEMENT AND PASSION
- L - LEADERSHIP AND INNOVATION

INSTITUTIONAL GOALS

- S - System, Academic Support, Services Improvement
- C - Center for Micro-credentialing and Industry Training Promotion
- A - Academic Excellence
- L - Leveling up Linkages and Community Extension
- E - Engagement in Research



STRATEGIC DIRECTION

- Q** Quality Systems and Performance
- S** Stakeholders and Satisfaction
- S** Sustainable and Accountability

QUALITY POLICY

Universidad de Manila is committed to implement quality assurance standards and procedures, to improve the University's performance at all levels.





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| 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 7 AFFORDABLE AND CLEAN ENERGY |
| 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 14 LIFE BELOW WATER |
| 15 LIFE ON LAND | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS | UDM'S COMMITMENT TO SUSTAINABLE DEVELOPMENT GOALS | | | |

PRIORITY GOAL AND TARGETS 8

"Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."

Universidad De Manila (UDM) is firmly committed to advancing Sustainable Development Goal 8 (SDG 8), "Decent Work and Economic Growth," through comprehensive policies and programs that promote fair employment practices, economic stability, and professional development. These initiatives underscore UDM's dedication to fostering a sustainable, inclusive, and equitable work environment for both staff and students, contributing to broader economic resilience in the local and regional communities.

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UDM has consistently demonstrated a commitment to good employment practices, ensuring fair compensation, equity, and worker protections. Under the Salary Standardization Law of 2019 (RA 11466), the university implemented the fourth tranche of salary adjustments for all government employees in 2023. This increase benefits regular, contractual, and casual employees, aligning their wages with government standards to promote fair compensation. UDM also recognizes the importance of unionization and has formally established the UDM Faculty Association (UDM-FA) to represent and advocate for faculty welfare, supporting collective bargaining and employee rights in alignment with SDG 8.

In June 2024, UDM instituted an Equal Employment Opportunity (EEO) policy to eliminate discrimination in the workplace. Effective since July 2022 through Administrative Order No. 14, this policy ensures that all employment decisions are merit-based and free from biases related to religion, sexuality, gender, age, disability, or ethnicity. Further underscoring its commitment to ethical labor practices, UDM adopted a strict policy against forced labor, modern slavery, human trafficking, and child labor (Administrative Order No. 15). This policy prohibits exploitation in all university-affiliated operations and partnerships, ensuring all campus affiliates adhere to international standards for ethical labor.

UDM extends its commitment to equitable labor practices to outsourced employees, ensuring they receive the same rights and benefits as the university's own staff. Through the Policy on Guaranteeing Equivalent Rights of Workers in Outsourced Activities (Administrative Order No. 25, March 2023), UDM provides security and janitorial staff hired through third-party contracts with fair wages, benefits, and working conditions. This policy reflects the university's values of respect and equity and aligns with SDG 8 by upholding ethical standards across all staffing arrangements, supporting decent work for all affiliated personnel.

01. EMPLOYMENT PRACTICES

02. ANTI-DISCRIMINATION AND ANTI-EXPLOITATION POLICIES

03. FAIR TREATMENT OF OUTSOURCED WORKERS

04. PAY EQUITY AND GENDER FAIRNESS

UDM has taken steps to promote pay equity through the implementation of Local Budget Circular No. 149, which outlines a new salary schedule focused on eliminating gender-based pay disparities. By standardizing pay scales and ensuring equal remuneration for equivalent roles across genders, UDM promotes fairness in the workplace. Additionally, UDM tracks pay scales to ensure gender equity, actively monitoring salary data to uphold transparent and just compensation practices across all levels of employment. This initiative aligns with SDG 8's focus on fair economic practices and social justice.

05. EMPLOYEE APPEAL AND MERIT-BASED ADVANCEMENT

UDM's employment framework includes a structured process that enables employees to address concerns related to employment rights, pay, and advancement. This appeals process provides transparency and a platform for staff to raise issues regarding recruitment, promotion, and working conditions, ensuring fairness and impartiality in decision-making. UDM's commitment to a merit-based system underscores its dedication to employee satisfaction, professional growth, and transparency in workplace practices.

06. SECURE CONTRACTS AND JOB STABILITY

Recognizing the importance of job security for employee well-being and productivity, UDM offers secure contracts to the majority of its workforce. During the 2023–2024 academic year, UDM employed 292 individuals, including 106 full-time faculty and 126 administrative employees, all of whom hold permanent positions. These secure contracts promote long-term stability and economic security, benefiting both the institution and its employees. UDM also provides contracts of service for temporary or project-based staff, including 28 faculty members and 46 administrative workers, with an ongoing commitment to exploring further job security measures for these employees. This focus on secure employment aligns with SDG 8 by promoting a stable, well-supported workforce that contributes to broader economic resilience.



07. STUDENT WORKS PLACEMENT AND EMPLOYABILITY

UDM emphasizes practical training and career readiness through required student work placements. In 2021, 82% of graduates secured work placements lasting over a month within six months post-graduation. Out of 2,120 graduates, 1,760 gained employment, reflecting UDM's effectiveness in preparing students for the job market and its commitment to SDG 8. UDM's strong partnerships with local industries and organizations ensure that students receive hands-on experience, enabling them to acquire skills directly applicable to their careers. By embedding practical training into academic programs, UDM supports students' professional growth and contributes to local economic development through a workforce prepared to meet current industry demands.

08. EXPENDITURE PER EMPLOYEE

UDM places high importance on the fair allocation of resources per employee, ensuring each staff member receives adequate compensation, benefits, and opportunities for professional development. By regularly assessing and improving compensation structures, UDM promotes a positive and supportive work environment. The institution's strategic focus on expenditure per employee reflects a commitment to sustainable growth, ethical labor standards, and social responsibility, thereby contributing to SDG 8 by fostering decent work conditions and economic progress within the academic sector.

Through these targeted efforts, Universidad De Manila (UDM) upholds SDG 8 by fostering a fair, inclusive, and equitable workplace that promotes economic growth and decent work for all employees and students. From implementing equitable pay scales and providing secure contracts to supporting practical training and career readiness, UDM exemplifies a holistic approach to sustainable employment practices. These initiatives position UDM as a leader in promoting decent work and economic development within the academic sector, demonstrating that equitable work practices and economic growth are both achievable and mutually reinforcing.

Congratulations

COLLEGE OF HEALTH SCIENCES

100% PASSING RATE FOR 1ST TIME TAKERS

72.22% PERFORMANCE RATING compared to the national passing rate of 69.71%

MAY 2024 NURSE LICENSURE EXAMINATION

MANILA PUBLIC INFORMATION OFFICE

Acknowledgements

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MR. MANFREDO A. MARCELLANO
Vice-President for Administration

MR. JEFFREY LITAN
Vice-President for Comptrollership

ATTY. RODOLFO V. CASTILLO, JR.
Vice-President for Student Success and Support Services



Universidad de Manila is a public university in Ermita, Manila, that offers excellent quality education from undergraduate to graduate studies, primarily for the City of Manila residents. Aside from giving experience and quality education to their students, the institution's primary goal is to guide them to succeed in the paths they want to pursue. If you're from Manila and have plans on taking a Criminology or Nursing course, you may wish to add Universidad de Manila to your list of options.

UDM
THE Impact Ranking Task Force

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Dr. Emmanuel Gatdula
Mr. Gary Batao-A





UDM HYMN

by: Sharon Quintero (2016)

mula sa dilim nagkaroon ng liwanag
ang aking mga pangarap
yakap ng dunong mo at kalinga
kinabukasan ko'y makakamit ko na

universidad de manila
ikaw ang nagbigay pag-asa
sa tulad naming salat
tinupad mo ang mga pangarap

alma mater naming mahal
natatangi ang iyong kadakilaan
biyaya ka ng maykapal
ina't amang aming gabay
tungo sa kaunlaran

universidad de manila
sa iyo'y lubos ang pasasalamat
saan man mapunta, ngalan mo'y nakaukit na
di malilimutan kailanman



*“uplifting lives
through **QUALITY**
Education”*