

GOAL

8 DECENT WORK AND ECONOMIC GROWTH





GOAL 8: DECENT WORK AND ECONOMIC GROWTH

EMPLOYMENT PRACTICES

In March 2023, MCC made a significant step in supporting gender equality by celebrating National Women’s Month with the theme “WE for Gender Equality and Inclusive Society.” This celebration highlighted MCC’s dedication to recognizing and honoring its female employees, whose contributions are essential to the college’s success. As part of the initiative, MCC organized a special spa day, offering its female employees a day of relaxation and appreciation—a gesture that reinforced the college’s commitment to their well-being and work-life balance. This meaningful celebration, in alignment with Republic Act No. 6949 and Proclamations 224 and 227, set a strong example of how workplaces can actively support gender inclusivity.

MCC’s observance of National Women’s Month reflects its broader commitment to employee welfare, grounded in compliance with key Philippine labor laws. With policies aligned with Republic Act No. 11466 (the Salary Standardization Law of 2019), MCC ensures fair and competitive wages, reinforcing financial security for its staff. The college also adheres to Republic Act No. 6758, which provides a standardized pay structure that promotes equal pay and clear pathways for career advancement.

Moreover, MCC upholds Republic Act No. 6713, emphasizing transparency and accountability in public service, thereby fostering a workplace based on trust and respect. In adherence to Republic Act No. 10364, the college safeguards the rights and dignity of all employees, particularly those most vulnerable to exploitation.



WE for Gender Equality & Inclusive Society
#WeCanBeEquALL

MCC
ANG COMMUNITY COLLEGE NATIN

2023 NATIONAL WOMEN'S MONTH
March 1 - 31, 2023

[@MCCofficial2021](#)
[Mabalacat City College Official](#)
MCC.edu.ph
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[@PCWgovph](#)





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PROPORTION OF EMPLOYEES ON SECURE CONTRACTS

MCC upholds secure tenure for its staff. Of our total workforce of 199 employees, 74 hold permanent positions, demonstrating our commitment to fostering a supportive and stable workplace where employees can thrive.

This focus on secure employment goes beyond adherence to the Civil Service Commission's guidelines; it is a foundational value that shapes our workplace culture. By offering permanent positions, MCC not only boosts employee satisfaction and morale but also cultivates an environment where staff feel valued and motivated to grow professionally.

YEAR 2021

Appointment	CATEGORY				Total		Male	Female
	Teaching		Non-Teaching					
	Male	Female	Male	Female				
Permanent	27	27	17	22	93		44	49
Casual	0	0	4	7	11		4	7
COS	8	11	44	28	91		52	39
TOTAL					195		100	95

YEAR 2022

Appointment	CATEGORY				Total		Male	Female
	Teaching		Non-Teaching					
	Male	Female	Male	Female				
Permanent	23	17	19	25	84		42	42
Casual	0	0	4	7	11		4	7
COS	9	16	47	40	112		56	56
TOTAL					207		102	105

YEAR 2023

Appointment	CATEGORY				Total		Male	Female
	Teaching		Non-Teaching					
	Male	Female	Male	Female				
Permanent	23	18	14	19	74		37	37
Casual	0	0	7	3	10		7	3
COS	9	22	41	43	115		50	65
TOTAL					199		94	105





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PROPORTIONS OF STUDENTS TAKING WORK PLACEMENTS

In 2022, Mabalacat City College (MCC) had a total of 935 working students, reflecting the significant number of students balancing both work and academics, often out of financial necessity. However, in 2023, this number dropped to 784—a decrease of 16% from the previous year. Several factors likely contributed to this decline, including the lingering economic effects of the COVID-19 pandemic, fewer job opportunities, and shifts in students' educational or financial priorities. Recognizing these challenges, MCC took proactive steps in 2023 to support and retain this vital student population, understanding that working students play a crucial role in the college community and often face unique challenges.

In response, MCC implemented several initiatives designed to ease the burden on working students. These included flexible scheduling options that allowed students to better manage their time between work and study. Additionally, the college expanded online and blended learning opportunities, enabling students to attend classes remotely, reducing the need for time-consuming commutes, and providing flexibility to meet both academic and work commitments. MCC also enhanced its financial support, offering additional scholarships through the Scholarships and Grants Office and career services through the Workforce Development Office to help working students find jobs aligned with their studies.

By 2024, the number of working students rebounded to 835, marking a 6.5% increase from the previous year. This modest recovery not only suggests an improvement in economic conditions but also highlights the positive impact of MCC's support programs. It demonstrates MCC's commitment to creating a supportive environment that encourages students to persevere in their education while meeting financial needs, fostering a resilient and inclusive college community.

Total Number of Working Students

