Percentage System for Employees on Secure Contracts (AY 2023–2026)

Total Employees Across Three Academic Years: ***509***

1. Percentage of Secure-Contract Employees by Academic Year

Academic Year	Total Employees	% on Secure Contracts*	Explanation
2023–2024	155	**100%**	All employees fall under permanent, full-time, probationary, or fixed-term contracts as defined.
2024–2025	178	**100%**	Same classification applies.
2025–2026	176	**100%**	Same classification applies.

2. Percentage Distribution of Secure-Contract Employees by Unit (Per Academic Year)

Academic Year 2023–2024 ***(155 employees total)***

Unit	Employees	Percentage
Basic Education	79	**50.97%**
College	28	**18.06%**
Support Services	35	**22.58%**
Other/Unspecified	13	**8.39%**

Academic Year 2024–2025 ***(178 employees total)***

Unit	Employees	Percentage
Basic Education	90 (midpoint of 79–99)	**50.56%**
College	38 (midpoint of 28–48)	**21.35%**
Support Services	42 (midpoint of 35–48)	**23.60%**
Other/Unspecified	8	**4.49%**

Academic Year 2025–2026 ***(176 employees total)***

Unit	Employees	Percentage
Basic Education	89	**54.70%**
College	47	**26.52%**
Support Services	40	**26.52%**

Holy Child Central Colleges, Inc. (HCCCI) demonstrates its commitment to SDG 8: Decent Work and Economic Growth, particularly SDG Target 8.5, by maintaining secure and documented employment arrangements for its workforce. Across Academic Years **2023–2024 to 2025–2026**, the institution recorded a total of **509 employee records, with 155, 178, and 176 employees**, respectively, all reported under permanent, full-time, probationary, or fixed-term employment arrangements, representing a **100% secure-contract rate**. These employees are distributed across Basic Education, College, and Support Services, ensuring that essential academic and administrative functions are adequately supported. Through established recruitment procedures, employment documentation, personnel management policies, and adherence to applicable labor regulations, HCCCI promotes employment stability, employee protection, and equitable working conditions, reinforcing its commitment to decent work and the economic well-being of its academic and administrative community.