

SDG 8 Decent Work and Economic Growth



Free Clean Water Initiative by the Sustainability Development Club

The Sustainability Development Club at MCBS works in the direction of enhancing availability to free clean drinking water around the campus. They are already engaged in installing new water stations and renovating existing ones. In addition to this, the club is looking into using air water filters as a means to enhance the sustainability of water systems on campus...a true testament to their commitment to environmentally friendly solutions.

Improved Ventilation through Toilet Renovations

MCBS has recently renovated its toilet facilities to ensure they meet the highest standards of sanitation. This improvement aligns with the college's dedication to promoting health and wellness by providing all campus users with upgraded, well-maintained facilities.

Clean Water Access for Campus Users

MCBS ensures that guests have clean drinking water available at all times. This effort reflects the college's commitment to a welcoming, health-conscious environment, making hydration easily accessible to visitors.

College-Provided Water Stations in Key Areas

Besides the upcoming water stations by the Sustainability Development Club, MCBS and faculty have provided free water stations currently in place in more than three departments and in the campus clinic. All these water systems can provide quick access to clean drinking water, promoting hydration and health across the campus for students, staff, and patients in the clinic.



MCBS ensures that all staff salaries exceed the minimum wage requirements set by local laws and align with the annual cost of living, promoting fair compensation standards. This practice extends to contractual staff who enjoy similar rights and benefits equivalent to those available to directly employed staff, including medical coverage, leave entitlements, and annual raises, for equivalent, as mandated by labor law regulations. Such measures underscore MCBS's commitment to fair labor practices and equal treatment for all workers.

The college also maintains a comprehensive grievance policy that provides a transparent appeal process for staff to address concerns related to specific management decisions, performance appraisals, and disciplinary actions. This policy demonstrates MCBS's dedication to labor rights and fair workplace practices, ensuring that all employees have access to a structured process for addressing workplace concerns.

MCBS invests significantly in its workforce, with substantial annual expenditures per employee, reflecting a commitment to professional development, fair compensation, and employee well-being. Additionally, MCBS has 200 full-time and 50 part-time employees on student contracts, further highlighting its support for stable and secure employment.

While the institution is committed to diversity and inclusion, it recognizes the need to improve its recruitment strategies for underrepresented groups and is exploring methods to actively monitor application rates and retention rates for these groups.

1. Certified as a Great Place to Work

MCBS's recognition from Great Place to Work underscores its commitment to providing a quality workplace. Certification proves that the employees' feedback about culture, opportunities for growth, and organizational support in the college has been great. MCBS standards and workplace practices create an enabling atmosphere where employees feel valued, supported, and empowered to identify themselves with the goals of the mission. [Read More](#) | [Great Place to Work](#)



3. Students' Internship at the College

The college pays for the training of students to work and study simultaneously. In addition, these training programs help the students get field-related skills, which render the students more competent and eventually enable them to fit into the professional life after getting graduated. Such hands-on training gives graduates an edge over others in terms of job opportunities.

3. High Employability of Graduates

MCBS programs are designed to produce graduates who are also in high demand among employers. Theoretical as well as practical aspects have been highlighted in the college curriculum, which enables MCBS alumni to stand better in the job market. Preparedness, adaptability, and practical experience in MCBS's graduates make them an asset for potential employers and, thus, strengthen the reputation of the college to make it more active in contributing to the labor force.

4. Professional Development for Faculty and Staff

MCBS fosters a culture of learning and improvement through regular trainings/seminars for its faculty and staff. These will help improve teaching and administrative skills throughout the college and students alike. The college has professional development outlines the three ways to identify the needs – individual, departmental, and institutional.



I. Competitive Compensation

MCBS ensures that employee remunerations above the minimum wage approved by the Crown government. This shows that it is committed to valuing all the team members and hence has a competitive and attractive job on offer. In addition, the college has and of several benefits in place:

II. Policies for Safeguarding Employee Rights

MCBS upholds a code of conduct and policies for employees that do not infringe on employees' rights and protect a healthy, inclusive environment. All these include aspects such as:

- **Non-Discrimination:** All employees are entitled to equal opportunity and consideration, irrespective of their background; every aspect of the workplace needs to be treated respectfully.
- **Pay Scale Equity:** The payments will follow proper procedure in relation to the role of the employee in the institute and the qualifications obtained in them. This gives transparency and helps in building trust between both parties.

III. Health Insurance and Medical Service Benefits

Full health insurance and medical service benefits are given to all employees working in MCBS, which extend them a lot of privacy and support. Health insurance covers the entire and family for general/medical treatment while the medical service benefit keeps them in good financial standing for the future. Such benefits highlight the inclusive approach to employees within MCBS.

