



## **UNIVERSITY OF EL-OUED**

Report on the United Nations  
Sustainable Development Goal 8:  
Decent Work and Economic Growth



This report highlights the University of El Oued's dedication to SDG 8, which supports decent work and economic growth.

# University of El Oued's Progress to SDG 8: Decent Work and Economic Growth

## Introduction

The University of El Oued is dedicated to fostering decent work and economic growth in alignment with the United Nations' Sustainable Development Goal (SDG) 8. This report outlines the university's ongoing efforts to ensure fair wages, uphold labor rights, prevent discrimination, and create an equitable working environment. By implementing policies that protect and empower its employees, the university aims to establish a sustainable, fair, and inclusive workforce.

## Employment Practice: Living Wage

The University of El Oued upholds a commitment to paying all staff and faculty a living wage, aligned with local and national standards. This initiative ensures that all employees are compensated, contributing to economic security and well-being within the university community.

- Wage Standards: The university adheres to Algeria's legal minimum wage requirement of 20,000 Algerian dinars for a standard 40-hour work week, reflecting its commitment to fair pay.
- Compliance Monitoring: Payroll records and wage statements confirm that all staff, from support roles to senior faculty, receive compensation that meets or exceeds the local living wage, supporting financial stability and contributing to a dignified standard of living.

## **Employment Practice: Recognition of Unions and Labor Rights**

The university fully recognizes and supports the right of employees to establish and join labor unions, in line with local legislation and labor laws. This policy ensures that all employees, including women and international staff, can freely engage in collective bargaining and advocate for fair working conditions.

- *Union Rights Policy:* The university adheres to Algerian labor laws, particularly Law No. 22-06, which allows for the formation of unions, supporting a cooperative and transparent workplace.
- *Regular Dialogue with Union Representatives:* Regular meetings between university administration and union representatives foster open communication, ensuring that employee concerns are heard and addressed promptly.

## **Employment Policy on Ending Workplace Discrimination**

A comprehensive policy against workplace discrimination ensures that all employees are treated equitably, regardless of religion, gender, age, sexuality, or refugee status. This policy was implemented in 2019 and reviewed in 2023 to align with evolving standards on workplace diversity and inclusion.

- *Zero-Tolerance Approach:* The university prohibits any form of discrimination, actively promoting respect and fairness in all aspects of employment.
- *Awareness and Training Programs:* Regular training sessions educate staff on recognizing and preventing discriminatory behaviour, creating a safe and welcoming environment for everyone.

## **Employment Policy Against Modern Slavery and Forced Labor**

The University of El Oued is committed to eliminating forced labor, modern slavery, human trafficking, and child labor. This policy aligns with international labor standards and the Algerian national laws, ensuring a responsible and ethical work environment.

- *Strict Compliance with International Conventions*: The university adheres to conventions against modern slavery, applying stringent measures to prevent these practices in all operations.
- *Awareness Campaigns*: Staff are regularly informed about the university's policies against forced labor, emphasizing a zero-tolerance stance toward any forms of exploitation.

### **Employment Practice: Equivalent Rights for Outsourced Workers**

To guarantee fair treatment for all workers, the university has a policy ensuring that workers employed through third-party providers have rights equivalent to those of direct employees. This commitment reinforces the university's ethical standards across all employment arrangements.

- *Transparency in Contracts*: The university includes clauses in outsourcing agreements that mandate fair labor practices, equal pay, and access to worker rights.
- *Monitoring and Accountability*: Regular reviews are conducted to verify that third-party contractors uphold the university's labor standards, ensuring a fair and inclusive environment for all workers.

### **Employment Policy on Pay Scale Equity and Gender Pay Gap**

The university is dedicated to ensuring pay scale equity, with policies that address wage disparities and strive to eliminate the gender pay gap. Regular evaluations of pay practices help identify and address any inequalities, fostering a fair compensation system.

- *Commitment to Wage Equality:* A thorough review of salaries is conducted annually, with adjustments made to close any identified gender or role-based wage gaps.
- *Ongoing Monitoring and Reporting:* To ensure accountability, the university publicly reports on pay equity and conducts internal audits to measure progress.

### **Tracking Pay Scale for Gender Equity**

The University of El Oued actively tracks gender pay equity to maintain transparency and fairness within its workforce. This practice involves detailed comparisons of salaries based on roles, experience, and responsibilities, ensuring that gender does not influence compensation.

- *Regular Tracking and Reporting:* Pay scale data is reviewed periodically to identify and address any gender disparities, reinforcing the university's commitment to equal pay.
- *Actionable Insights:* Findings from pay equity tracking inform HR policies and lead to immediate corrective actions where discrepancies are identified.

### **Employment Practice: Appeal Process for Employee Rights and Pay**

An established appeal process allows employees to address concerns regarding their rights or pay, fostering an open and supportive work environment. This system ensures that all staff can voice grievances or concerns without fear of retaliation.

- *Accessible Appeal Mechanisms:* Employees can submit formal complaints or appeals regarding any employment-related issue, with HR providing mediation and resolution.
- *Fair Advancement Opportunities:* The university conducts promotion evaluations that are transparent and free from discrimination, allowing employees to advance based on merit and experience.

## Employment Practice: Labor Rights for All

The university reaffirms its commitment to protecting labor rights, including freedom of association and collective bargaining, for all employees. This policy applies to all staff members, regardless of gender, nationality, or status, creating an inclusive and empowered workforce.

- *Support for Female and International Staff:* Recognizing the unique challenges faced by women and international staff, the university has specific provisions to ensure equal access to labor rights for all groups.



- *Fostering an Inclusive Culture:* Through workshops and staff meetings, the university promotes awareness about labor rights and provides a supportive environment for employee activism and advocacy.

## **Conclusion**

The University of El Oued's extensive policies and practices reflect a profound commitment to SDG 8, promoting decent work and economic growth. By ensuring fair wages, supporting labor rights, preventing discrimination, and fostering a transparent pay scale, the university creates a model of ethical employment practices. Through these efforts, the institution not only enhances the well-being of its community but also contributes to sustainable development and social equity. The university's ongoing dedication to SDG 8 demonstrates its role as a responsible and forward-thinking employer, committed to a brighter, fairer future for all.