

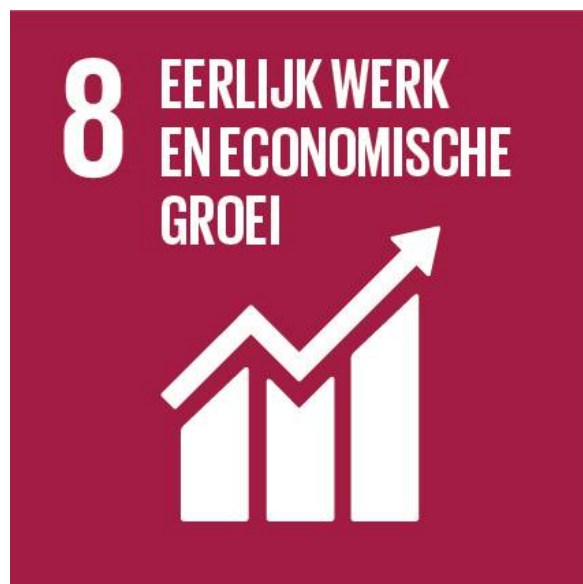


# UNIVERSITY OF OUM EL BOUAGHI

***Report on the United Nations  
Sustainable Development Goal 08:  
Decent Work and Economic Growth***

## ABSTRACT

This report sheds light on the University of Oum El Bouaghi in Algeria and its endeavors to achieve SDG 08: Promoting Decent Work and Economic Growth.



## **Introduction**

Sustainable Development Goal 8 (SDG 8), titled "Decent Work and Economic Growth," is a crucial dimension of the United Nations' global sustainability framework. It emphasizes the importance of promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. This report outlines the University of Oum El Bouaghi's commitment to SDG 8 and the initiatives it has undertaken to contribute to this global goal.

### **☒ Ensuring a Living Wage**

The University of Oum El Bouaghi recognizes the significance of ensuring that all its staff and faculty members are paid at least a living wage. This commitment aligns with the local living wage standards set by the Algerian government. Extensive salary records and wage statements confirm compliance with this commitment. The guaranteed national minimum wage, established at 20,000 Algerian dinars for a legal working period of 40 hours per week, reflects the dedication to a living wage for employees. The university is proud to promote financial stability for its employees by adhering to these standards.

### **☒ Recognizing Unions & Labor Rights**

The university firmly recognizes the rights of its staff members to establish and join labor unions. This recognition complies with relevant Algerian laws and regulations, particularly Law No. 22-06, which amends and supplements Law No. 90-14. The commitment ensures freedom of association and the exercise of the right to unionize. Regular meetings and communication channels with recognized unions further support these rights. The university is dedicated to fostering a collaborative and inclusive work environment.

### **☒ Ending Workplace Discrimination**

The University of Oum El Bouaghi is committed to ending discrimination in the workplace, including discrimination based on religion, sexuality, gender, and age. This commitment is solidified through a comprehensive policy created in 2009 and reviewed in 2023. The policy prohibits discrimination and outlines principles to

combat discrimination. The university actively upholds these principles to ensure a workplace free of prejudice. The University Charter further emphasizes non-discrimination and prohibits various forms of discrimination and hate speech. Violations are subject to punishment.

#### **☒ Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor**

The University of Oum El Bouaghi maintains a dedicated policy against forced labor, modern slavery, human trafficking, and child labor. This policy aligns with international conventions and Algerian national laws. It reflects the commitment to prevent and eliminate these practices within the university and its affiliated activities. The policy underscores the definition of terms and the university's commitment to legal compliance, awareness and training, reporting mechanisms, due diligence, and support for victims.

#### **☒ Equal Rights for Workers in Outsourcing**

The university has a clear policy in place to ensure equal rights of workers when outsourcing activities to third parties. This policy emphasizes non-discrimination, transparency, and accountability in agreements with external entities. The university remains dedicated to safeguarding the rights and well-being of workers employed through external resources. The evidence provided includes details of training enhancements and the participation of external security agents in university activities.

#### **☒ Pay Scale Equity and Gender Pay Gap**

The University of Oum El Bouaghi has a comprehensive policy on pay scale equity, which aligns with international labor standards and the Algerian Public Service Law. This policy demonstrates the university's commitment to wage equality and the elimination of gender-based pay gaps. Regular measurement and assessment of wage disparities are conducted, and immediate actions are taken to rectify imbalances. The university acknowledges the Algerian Public Service Law and its commitment to pay scale equity.

### **☒ Measuring/Tracking Pay Scale Gender Equity**

The university diligently measures and tracks pay scale gender equity, ensuring a comprehensive and just remuneration system. Regular monitoring and comparison of employee salaries are conducted based on their roles and responsibilities, with a special focus on identifying and addressing any gender disparities. This promotes a work climate that prioritizes gender equality and fair compensation. The provided evidence includes a network for measuring and tracking the wage scale for both genders.

### **☒ Process for Employees to Appeal on Employee Rights and/or Pay**

The University of Oum El Bouaghi has established an effective mechanism for employees to assert their rights and address salary-related concerns. This process offers equal opportunities for employees to undergo additional training as a step towards advancement to higher positions, ultimately leading to improved salaries. Promotion competitions are conducted without discrimination, allowing employees to progress to higher grades and enhance their compensation. The evidence shows how the university organizes supplementary training sessions and competitions for promotions.

### **Conclusion**

In summary, the University of Oum El Bouaghi demonstrates a strong commitment to SDG 8 - Decent Work and Economic Growth. It upholds principles of employment, anti-discrimination, labor rights, and equitable compensation, aligning with international standards and Algerian laws to ensure a just and inclusive work environment for all employees. The university's policies and practices reflect its dedication to promoting decent work and economic growth, contributing to the global efforts to achieve SDG 8.