



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**,” represents a vital dimension of the United Nations’ global sustainability framework. It calls for sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. This report highlights the University of Oum El Bouaghi’s continued commitment to achieving SDG 8 through policies and initiatives that promote fair employment practices, equality, and a safe and inclusive work environment.

Ensuring a Living Wage

The University of Oum El Bouaghi is committed to ensuring that all staff and faculty members receive at least a **living wage**, in accordance with Algerian national standards. The **guaranteed minimum wage** of **20,000 Algerian dinars** for a legal working period of **40 hours per week** is strictly observed. Verified salary records confirm the university’s compliance with these standards, demonstrating its dedication to maintaining financial stability and fair compensation for all employees.

Recognizing Unions and Labor Rights

The university fully upholds the **right of employees to establish and join labor unions**, in line with **Law No. 22-06**, which amends and supplements **Law No. 90-14**. Freedom of association and the right to collective representation are guaranteed. Regular meetings and open communication channels are maintained with recognized unions, reinforcing a culture of dialogue, collaboration, and inclusion across the institution.

Ending Workplace Discrimination

Since 2009, the University of Oum El Bouaghi has enforced a **comprehensive anti-discrimination policy**, most recently reviewed in **2023**, that prohibits all forms of discrimination based on **religion, gender, age, or sexual orientation**. The **University Charter** further emphasizes equality and non-discrimination, including the prohibition of hate speech and other prejudicial behaviors. Violations of this policy are subject to disciplinary action, ensuring a safe and respectful workplace for all.

Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor

The university has implemented a **dedicated policy** that strictly prohibits **forced labor, modern slavery, human trafficking, and child labor**, in alignment with **international conventions** and **Algerian national legislation**. This policy includes clear definitions, compliance mechanisms, awareness and training initiatives, due diligence processes, and support systems for victims. It reflects the university's unwavering commitment to ethical labor practices and human rights protection.

Equal Rights for Outsourced Workers

The University of Oum El Bouaghi ensures **equal rights and fair treatment** for workers employed through **outsourcing arrangements**. The policy governing outsourced labor emphasizes **non-discrimination, transparency, and accountability** in all external contracts. The inclusion of **training programs and participation of external service agents**—such as security personnel—in university activities demonstrates the institution's commitment to equity and inclusion beyond its direct workforce.

Pay Scale Equity and Gender Pay Gap

The university's **Pay Scale Equity Policy** aligns with **international labor standards** and the **Algerian Public Service Law**, reinforcing a commitment to **equal pay for equal work**. Regular reviews and assessments of wage data are conducted to identify and correct gender-based disparities. The university's continuous efforts contribute to closing the **gender pay gap** and maintaining transparent and fair compensation practices across all departments.

Measuring and Tracking Gender Pay Equity

A dedicated system is in place to **measure and monitor pay equity** across genders. This involves regular audits and comparisons of employee salaries according to job roles and responsibilities. The process enables the identification of potential imbalances and ensures corrective action when necessary. These practices strengthen the university's culture of fairness, accountability, and gender equality in remuneration.

Process for Employees to Appeal Employee Rights and/or Pay

The University of Oum El Bouaghi provides employees with a clear **appeal mechanism** to address rights or pay-related issues. This process ensures fairness, transparency, and non-discrimination in all promotion and training opportunities. Employees are encouraged to participate in **supplementary training sessions and promotion competitions**, which are conducted equitably to support career advancement and salary improvement.

Conclusion

The University of Oum El Bouaghi demonstrates a **strong and comprehensive commitment to SDG 8 - Decent Work and Economic Growth**. Through robust policies on fair wages, labor rights, non-discrimination, gender equity, and employee well-being, the university ensures alignment with both **international standards** and **Algerian legislation**. These practices affirm its dedication to promoting decent work, sustainable employment, and inclusive economic growth, contributing meaningfully to the realization of the United Nations' global sustainability objectives.