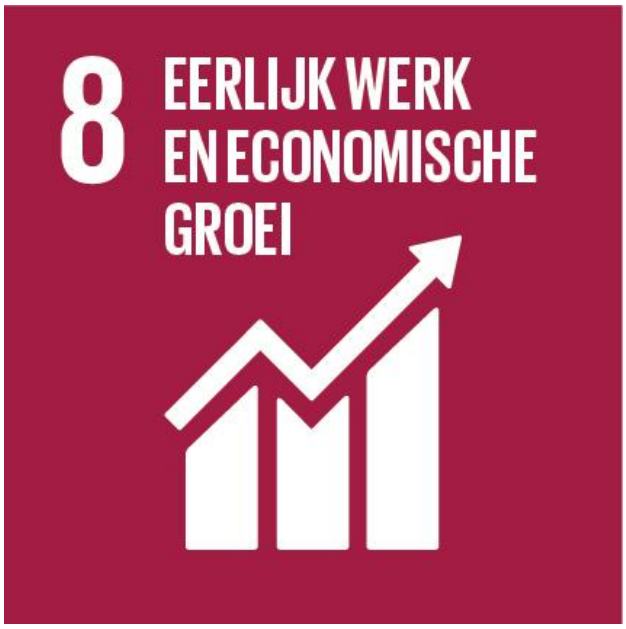
# *UNIVERSITY OF OUM EL BOUAGHI*

***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), "**Decent Work and Economic Growth**," calls for inclusive and sustainable economic growth, productive employment, and decent work for all. This report summarizes the University of Oum El Bouaghi's **employment-practice evidence** recorded in its SDG 8 materials, distinguishing institutional statements from legal requirements and records independently available for review.

## Ensuring a Living Wage

The SDG 8 questionnaire states that the University of Oum El Bouaghi pays its staff and faculty in accordance with national requirements. Presidential Decree No. 26-01, published in Official Gazette No. 1 on 8 January 2026, sets Algeria's guaranteed national minimum wage at **24,000 DZD per month** for a **40-hour legal work week** (173.33 hours per month), effective 1 January 2026. The folder's wage-grid and minimum-wage publications support the existence of wage references, but no payroll register or local living-wage benchmark was supplied. The statutory floor therefore **does not independently verify each employee's pay** or establish a living-wage calculation.

## Recognizing Unions and Labor Rights

The University of Oum El Bouaghi states that it recognizes employees' freedom of association and collective representation. Algeria's current framework for exercising trade-union rights is **Law No. 23-02** of 25 April 2023, published in Official Gazette No. 29 on 2 May 2023. The SDG 8 questionnaire cites recognized unions and a meeting held on **2 November 2025**. As signed minutes or the underlying linked record were not independently reviewed, the meeting is described here as **questionnaire-reported evidence**.

## Ending Workplace Discrimination

Since 2009, the University of Oum El Bouaghi reports maintaining a workplace policy against discrimination based on religion, gender, age, and sexual orientation. The SDG 8 materials state that the policy was **reviewed in 2025** and refer to the University

Charter's provisions on equality and discrimination. The review year is retained as reported in the source; a signed, approved policy copy or dated approval record was **not available for independent confirmation**.

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

The SDG 8 questionnaire describes the university's commitment to prohibit **forced labor, modern slavery, human trafficking, and child labor** in accordance with Algerian law and international conventions. It also describes awareness, reporting, due-diligence, and victim-support measures. The materials reviewed did not include an approved policy and procedure set, training records, supplier checks, or case-handling records; implementation of those measures is therefore **not presented as independently verified**.

**Equal Rights for Outsourced Workers**

The SDG 8 questionnaire states that the University of Oum El Bouaghi seeks to ensure **fair treatment for workers engaged through third-party providers**, including non-discrimination, transparent contracts, and access to reporting channels. The folder describes training and participation involving external service workers. Signed contract clauses, procurement standards, or contractor-monitoring records were **not available to confirm** that these protections are applied consistently in practice.

**Pay Scale Equity and Gender Pay Gap**

The SDG 8 materials state a commitment to **equal pay for work of equal value** and to eliminating gender-based pay discrimination under applicable public-service rules. The questionnaire describes periodic review and corrective action. However, no approved pay-equity policy, anonymized payroll extract, job-grade comparison, or audit report was supplied. The report therefore records the stated commitment **without claiming that the gender pay gap has been measured or closed**.

**Measuring and Tracking Gender Pay Equity**

The questionnaire describes **regular comparisons of employee pay** by role and responsibility, with corrective action if disparities are found. No sex-disaggregated

pay data, reporting period, calculation method, or results were included in the reviewed materials. Accordingly, the existence of a stated monitoring approach is recorded, while a measured gender pay gap or verified reduction **is not claimed**.

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

The SDG 8 questionnaire describes a route for employees to raise concerns about rights or pay and refers to training and promotion opportunities. Those opportunities do not, by themselves, establish a **formal appeal process**. A written procedure naming the responsible office, response deadlines, escalation steps, and an anonymized case log was not available for review. The report therefore treats the appeal mechanism as described by the institution, **pending primary procedural evidence**.

**Conclusion**

The SDG 8 materials reviewed describe the University of Oum El Bouaghi's commitments to fair work, union rights, non-discrimination, protection from labor exploitation, outsourced-worker protections, pay equity, and employee appeals. The current statutory wage floor and trade-union law are supported by official-gazette publications. The institutional materials provide evidence of stated commitments, but do **not independently substantiate every policy approval**, implementation mechanism, payroll outcome, or measured gender-pay result. Further dated policies, HR and payroll records, contract evidence, and appeal documentation **would be needed to verify those claims**.