

Shatt Al-Arab University



SDG

8

Decent Work and
Economic Growth





Goal (8) Decent work and economic growth

INTRODUCTION

The Sustainable Development Goals (SDGs) are a global framework that seeks to balance economic growth, social justice, and environmental protection. In this context, decent work emerges as a key element in achieving these goals, focusing on providing productive and secure employment opportunities, ensuring fair wages, and improving working conditions.

Shatt al-Arab University has sought to have the Department of Business Administration dedicate its efforts to enhancing students' understanding of these goals through educational curricula that integrate decent work principles into business strategies. The department seeks to prepare future leaders with the knowledge and skills necessary to develop socially responsible enterprises, contributing to sustainable economic development in the region.

By strengthening partnerships with the public and private sectors and integrating sustainable practices into education and training, Shatt al-Arab University contributes to building a society focused on decent work and economic growth, making it a leader in achieving sustainable development in Iraq. Decent work means providing everyone with opportunities to obtain productive work that generates a fair income, provides security in the workplace, provides social protection for families, and ensures a better future for self-development and social inclusion. Achieving Goal 8 requires a comprehensive reform of the financial system to address rising debt, economic

uncertainty, and trade tensions, while promoting fair wages and decent work for young people. Sustainable and inclusive economic growth drives progress, creates decent jobs for all, and improves living standards.

Implementing appropriate health and safety measures and promoting supportive work environments is essential to protecting the safety of workers, particularly health workers and those providing essential services.

Shatt al-Arab University, with all its faculties and academic departments, has been committed to implementing the Ministry of Higher Education's directives, which emphasize the safety and elimination of professional errors for university employees and workers. It has emphasized their examination and training in accordance with orders and instructions issued by the Ministry of Labor and Social Security. The university has committed to achieving this by dispatching workers and employees to institutions responsible for implementing these requirements..

Among the Sustainable Development Goals related to decent work and economic growth in the Department of Business Administration at Shatt al-Arab University are:

١. Promote sustainable economic growth and increased productivity through innovation and technology, provide productive and decent jobs and employment opportunities, and enhance employment, thus ensuring that everyone receives a wage that guarantees a decent standard of living.
٢. Improve education and training and invest in vocational education and training to enhance skills and provide continuing education opportunities for workers.
٣. Promote women's rights at work, support equal pay and opportunities, and increase the proportion of women in leadership positions, encouraging diversity in the workplace.
٤. Provide equal opportunities to ensure that all individuals, regardless of their background, have equal opportunities in employment.
٥. Promote public-private sector cooperation and support partnerships that promote employment and economic growth, and share knowledge and technologies that foster collaboration between educational institutions in all sectors and companies to achieve development goals..

The university has been able to achieve many accomplishments in this field.

Indicator 8-1: Research on Economic Growth and Employment

Over the past years, some of the lecturers participated in some scientific conferences and published research in the field of economic development, as shown in the following table:

seq	Research title	Researcher	Year of publication	Place of publication
١	The commercial and economic reality in Basra and ways to develop it	Dr. Muhammad Aboud Tahir	٢٠٠٣	The first conference of Basra Governorate
٢	The role of e-governance in developing the economic sector	Dr. Muhammad Aboud Tahir	٢٠٠٤	Economic Development Conference
٣	The role of business incubators in economic development	Dr. Muhammad Aboud Tahir	٢٠٠٩	The Fourth Scientific Conference - University of Karbala
٤	Technology incubators and science parks and their potential to serve society	Dr. Muhammad Aboud Tahir	٢٠١١	Private Higher Education Council Conference - Türkiye
٥	Evaluating and improving the economic performance of small business organizations with a focus on the economic sector	Dr. Khalil Ibrahim Issa	٢٠١١	Gulf Economist Magazine
٦	The reality of sustainable development indicators in the Iraqi economy	Dr. Amer Jameel Abdul Hussein	٢٠١٢	Magazine Sa and the Quran

				of Remembrance
٧	The problem of the contradiction between oil rents and sustainable development in Iraq	Dr. Amer Jameel Abdul Hussein	٢٠١٦	Al-Ghari Journal of Economic and Administrative Sciences
٨	Measuring economic, environmental and social impacts	Dr. Khalil Ibrahim Issa	٢٠١٧	Journal of the University of Baghdad
٩	The role of strategic thinking in achieving increased business for companies operating in the construction of residential complexes.	Dr. Khalil Ibrahim Issa	٢٠١٨	Special Scientific Issue
١٠	A model for evaluating partnership management in Iraqi ports and ways to develop it to enhance its role in economic development.	Dr. Muhammad Aboud Tahir	٢٠١٩	Bahr Al-Uloom Award for Creativity
١١	The bank's strategic flexibility and its impact on reengineering operations	Dr. Khalil Ibrahim Issa	٢٠١٩	Journal of the College of Administration and Economics, University of Karbala
١٢	Factors affecting the sustainability of companies listed on the stock market	Dr. Khalil Ibrahim Issa	٢٠١٩	Journal of the Faculty of Administration and Economics
١٣	Journal of the Faculty of Administration and Economics	Dr. Amer Jameel Abdul Hussein	٢٠٢٢	Shatt al-Arab Journal of Administrative and Legal Sciences

During the academic year 2023-2025, a number of students contributed to preparing graduation research in the field of sustainable development. Their research was discussed in the Department of Business Administration by some of the lecturers. This reflects positively on the interest in the field of development and research.

seq	Student's name	Supervisor	Research title
1	ibrahim Abdul Zahra Yassin	Dr. Taher Mohsen Mansour	The Impact of Talent on Developing Sustainable Organizational Performance
2	Haider Imad Abdul Karim	Dr. Khalil Ibrahim Issa	The Impact of Intellectual Capital on Achieving Sustainable Competitive Advantage
3	Ali Hussein Ali Saleh	Dr. Mahmoud Jassim Mohammed	The Role of Islamic Banks in Development
4	Zainab Mohammed Dagher	Dr. Amer Jameel Abdul Hussein	The Economic Impacts of Good Governance for Sustainable Development
5	Muntather Salman Katea	Dr. Taher Mohsen Al-Ghalbi	The Role of Training in Improving Employee Performance

Indicator 8-2 :- Employment Practice

• **Shatt al-Arab University is committed to all financial obligations towards its employees, which are:**

١. Paying monthly wages to all employees and faculty members on the date set by the College Council, on the 24th of each month, in accordance with the financial regulations announced by the College.
٢. Increasing wages for all employees and faculty members through annual bonuses.
٣. Paying bonuses to employees and faculty members for outstanding work and effort, based on the recommendation of the highest authority.
٤. Paying all social security benefits to employees and faculty members covered by social security.

- **The following table shows the average wages for employees and faculty members.**

Average monthly salary in Iraqi dinars by job during the years 2019-2025						
٢٠٢٤	٢٠٢٣	٢٠٢٢	٢٠٢١	٢٠٢٠	٢٠١٩	Position
٦٠٠٠٠٠	٦٠٠٠٠٠	٦٠٠٠٠٠	٦٠٠٠٠٠	٦٠٠٠٠٠	٦٠٠٠٠٠	Dean
٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	Assistant Dean
٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	٥٠٠٠٠٠	Department Heads
٣٠٠٠٠٠	٣٠٠٠٠٠	٣٠٠٠٠٠	٣٠٠٠٠٠	٣٠٠٠٠٠	٣٠٠٠٠٠	Department Rapporteurs
٢٠٠٠٠٠	٢٠٠٠٠٠	٢٠٠٠٠٠	٢٠٠٠٠٠	٢٠٠٠٠٠	٢٠٠٠٠٠	Faculty Members
١٥٠٠٠٠	١٥٠٠٠٠	١٥٠٠٠٠	١٥٠٠٠٠	١٥٠٠٠٠	١٥٠٠٠٠	Unit Heads
٦٠٠٠٠	٦٠٠٠٠	٦٠٠٠٠	٦٠٠٠٠	٦٠٠٠٠	٦٠٠٠٠	Employees
٥٠٠٠٠	٥٠٠٠٠	٥٠٠٠٠	٥٠٠٠٠	٥٠٠٠٠	٥٠٠٠٠	Workers

• Employment and Equal Pay Policy

One of the university's policies is to eliminate the wage gap among all employees, including faculty members, staff, and laborers. Based on this, the college has accomplished the following:

١. Issuing a financial regulation, which includes full information on wages and positions.

٢. Forming a committee to review the regulation annually.

٣. There is no discrimination in employee wages based on gender, race, religion, or sect, but rather on academic qualifications, experience, and position.

Indicator 8-3: Monthly expenses for all faculty members, employees, and workers at the university.

The following table shows expenses, which include wages for one month, and which reflect a policy of non-discrimination on the basis of gender, race, religion, or sect.

النفقات شهريا بالدينار		العدد الكلي	
females	Males	females	Males
٢١٣٧٧.٠٠٠	٢١٥.٢٣.٠٠٠	27	148

Total monthly wages = 236,400,000 dinars

Total expenses = 8 billion dinars annually

Expenses include:

1- Wages and salaries

2- Annual operating expenses

3- Depreciation

Indicator 8- ٤:-Employees with guaranteed contracts

The university's policy is to pay all employees' wages and bonuses, whether the employee is insured or not. The university pays a portion of the insurance, and for each faculty member, employees and workers, to the Social Security Department according to the law. In the following table, we show the percentage of employees who are not insured because they are appointed with a "daily wages" contract. The university's policy is to contract with an employee who proves his competence in the work to an insured and permanent employee, noting that some of the non-insurable contracts include instructors who were retired from government universities and were reappointed to the college.

Total number of students				Number of trainee students	Department
females		Males			
ratio	number	ratio	number		
%٢٢	٥٨	%٧٨	٢٠١	٢٥٩	Law
%٢٩	٢٥	%٧١	١٠٤	١٢٩	Business Administration
%٣١	٣٤	%٦٩	٨٥	١١٩	Computer Science
%٢١	٣٤	%٧٩	١٢٧	١٦١	Accounting
			non	١٣٥	English Language

- **Relationship with professional unions**

The college cooperates with all professional unions related to the college's work and encourages faculty and staff to join unions. The college contributes to paying union membership fees. These unions include:

١. Teachers' Union

٢. Lawyers' Union

٣. Engineers' Union

٤. Jurists' Union (Professor Dr. Jassim Khuraibat won the presidency of the Basra branch of the union)

٥. Accountants and Certified Auditors' Union

٦. Academics' Union (Professor Hussein Al-Daraji represents the college's Academics' Union, voted for by all faculty members without discrimination)

Therefore, Shatt al-Arab University aims to:

١. Provide decent job opportunities for all graduates in the fields of law, business administration, accounting, computer science, English literature, civil engineering, computer applications engineering, fuel and energy technology engineering, mechanical power engineering, and medical device technology engineering. Meetings have been held with numerous organizations and companies in both the public and private sectors to highlight the practical and theoretical capabilities of the college's graduates.
٢. Create a suitable work environment for college employees, both male and female, without discrimination in salary and future career prospects.
٣. Hold conferences and workshops in the field of sustainable human and economic development.
٤. Encourage academic staff to participate in scientific conferences and seminars and publish research in the field of economic growth and sustainable development, as this has a significant impact on the development of all economic and social aspects and the reduction of unemployment and poverty.
٥. Encourage academic and professional staff to complete their postgraduate studies in the field of sustainable economic, administrative, and technological development, at the college's expense.





