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## “SDG8- Decent Work and Economic Growth”

### Introduction

The Sustainable Development Goal (SDG-8) emphasizes that decent work in safe and stable conditions is a vital key element of helping people out of poverty, with the associated aspects of reducing hunger and improving health. The rise of precarious employment, modern slavery, and uneven growth have created threats to a sustainable future. Thus, Shatt Al-Arab University College aims to:

- 1- Creating decent job opportunities for all graduates in the fields of law, business administration, accounting, computer science, English language and Literature, civil engineering and computer technology engineering. Meetings were held for many organizations and companies in the public and private sectors to clarify the practical and theoretical capabilities of college graduates.
- 2- Creating a suitable climate for the work of employees in the college of both males and females without discrimination in salary and future prospects for career development.
- 3- Holding conferences and workshops in the field of sustainable human and economic development
- 4- Encouraging academic staff to participate in scientific conferences and seminars and to publish research in the field of economic growth, as it has a significant impact on the development of all economic and social aspects and reducing unemployment and poverty.
- 5- Encouraging the professional and academic staff to complete their postgraduate studies in the field of sustainable economic, administrative and technological development at the college’s expense.

The college has been able to achieve many achievements in this field

### 8.1 Research on economic growth and employment

Research Title	Researcher	Journal Title and Year
Environmental costs and sustainable development and their requirements for productive activities	Dr. Amer Jamil Abdel Hussein	Shatt Al-Arab University College Journal of Administrative and Legal Sciences, 2022



## 8.2 Employment practice

Shatt Al-Arab University College is committed to all financial obligations towards its employees, which are:

- 1- Payment of monthly salaries to all employees and faculty members on the date scheduled by the College Council on the 24<sup>th</sup> of each month and according to the financial regulations announced by the College.
  - 2- Increasing salaries for all employees and faculty members through annual bonuses.
  - 3- Paying bonuses to employees and faculty members as a result of excellence in work and effort expended and according to the recommendation of the higher official.
  - 4- Paying all warranty rights to employees and faculty members covered by the warranty.
- The following is a Table showing the average salaries for employees and faculty members:

Average monthly salary in (IQD) according to job title during the years 2016-2021						
Job Title	2016	2017	2018	2019	2020	2021
Dean	6000000	6000000	6000000	6000000	6000000	6000000
Assistant Dean	5000000	5000000	5000000	5000000	5000000	5000000
Heads of Departments	5000000	5000000	5000000	5000000	5000000	5000000
Department rapporteurs	3000000	3000000	3000000	3000000	3000000	3000000
Faculty members	2000000	2000000	2000000	2000000	2000000	2000000
Unit officials	1500000	1500000	1500000	1500000	1500000	1500000
Employees	600000	600000	600000	600000	600000	600000
Laborers	500000	500000	500000	500000	500000	500000

### • Relations with professional unions and syndicates

Shatt Al-Arab University College deals with all professional unions related to the work of the college and encourages the membership of faculty members and employees in unions. The college contributes by paying organization fees to the unions. These unions are as follows:

*Teachers Syndicate, Lawyers Association, Engineers Syndicate, Syndicate of Certified Accountants and Auditors, and Academics Syndicate*



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The lecturer, **Hussein Al-Daraji**, represents the Academics Syndicate in the college, which was voted on by all faculty members in the college without discrimination.

• **Employment and combating forced labor policy**

1. The college emphasizes combating forced labour, slavery, human trafficking and child labour.
2. In order to achieve this, the college is obligated to hold seminars annually to emphasize this policy.
3. Raising awareness by disseminating the policy in the college’s campus and reviewing it annually.
4. Forming a committee to follow up on this policy.

During 2021, the college held two seminars in the field of anti-slavery

• **Employment policy pay scale equity**

One of the college's policies is to eliminate the wage gap between all employees, including faculty members, employees, and workers. On this basis, the college accomplished the following things:

1. Issuing a financial list that includes all information about wages and according to the job.
2. A committee was formed to review the list annually.
3. There is no discrimination in employees’ wages on the basis of gender, race, religion, or sect, but rather according to academic degree, experience, and job.

**8.3 Expenditure per employee**

The following Table shows the expenses which include salaries for one month, and reflects the policy of non-discrimination on the basis of gender, race, religion, or sect.

Total number		Monthly expenses (IQD)	
Male	Female	Male	Female
148	27	215023000	21377000

Total monthly wages = 236400000 dinars

Total expenses = 8000000000 dinars annually

Include expenses

- 1- Wages and salaries
- 2- Annual operating expenses
- 3- Extinction



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Also, in order to intensify the efforts of trade unions and federations aimed at urging the government and pressing towards ratification of the International Labor Organization Convention 190, the official of the Training and Development Unit at Shatt Al-Arab University College participated in presenting a training workshop on 26/02/2022, in the hall of the Shams Al-Basra Hotel in cooperation with the International Federation of Industries, with the participation of an elite group of union activists from the two governorates. Basra and Maysan adopted the five-step methodology for effective strategies for planning and implementing advocacy campaigns in order to provide an appropriate work environment free of the abuses and violations that women workers are exposed to in the workplace.

