



SUSTAINABLE DEVELOPMENT GOALS · UNIVERSITY COMMITMENT

SDG 8: Decent Work & Economic Growth

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DECENT WORK

Decent Work & Economic Growth

Promote sustained, inclusive economic growth, full and productive employment, and decent work for all — across our staff, graduates, and the Basra community.

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*Sustainable Development Goal 8, Decent Work and Economic Growth ·
Evidence Submission, Times Higher Education Impact Rankings 2026.*

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8.1 Introduction

How does Shatt Al-Arab University promote decent work, fair employment, and sustainable economic growth?

How Shatt Al-Arab University delivers SDG 8

A four-step approach



Figure 1. A four-step delivery approach.

SDG 8 framework at Shatt Al-Arab University

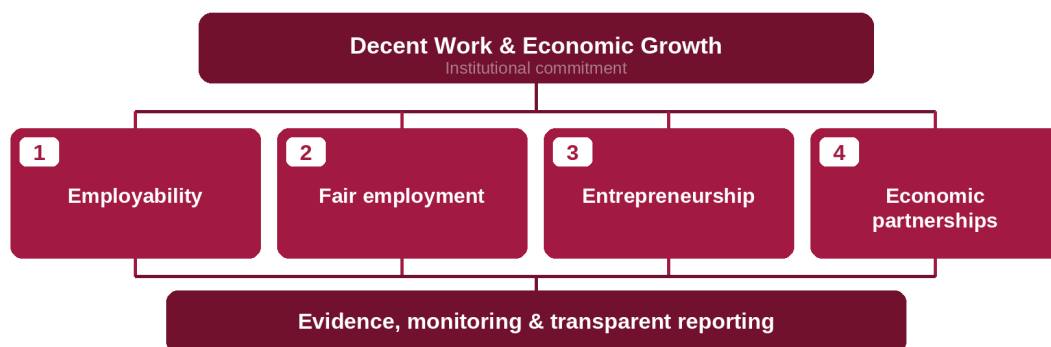


Figure 2. Institutional framework and reporting.

The Sustainable Development Goals provide a global framework that seeks to balance economic growth, social justice, and environmental protection. Within this framework, decent work is a central element — providing productive, secure employment, ensuring fair wages, and improving working conditions.

Shatt Al-Arab University, and in particular its Department of Business Administration, works to deepen students' understanding of these goals through curricula that embed the principles of decent work in business

strategy, preparing future leaders to build socially responsible enterprises and contribute to sustainable economic development in the region. By strengthening partnerships with the public and private sectors and integrating sustainable practice into teaching and training, the university helps build a society centred on decent work and economic growth.

Decent work means giving everyone the opportunity for productive employment that pays a fair income, provides security and social protection, and supports personal development and social inclusion. The university's contribution to SDG 8 spans five priorities:

1. promoting sustainable economic growth and productivity through innovation and technology, and providing productive, decent jobs at wages that ensure a decent standard of living;
2. improving education and training, and investing in vocational education to build skills and offer continuing learning for workers;
3. advancing women's rights at work — equal pay and opportunity, more women in leadership, and greater workplace diversity;
4. ensuring equal employment opportunity for all individuals, whatever their background;
5. strengthening public–private cooperation and partnerships that promote employment, growth, and the sharing of knowledge and technology.



8.2 Research on economic growth and employment

Over recent years, faculty members have presented at academic conferences and published research on economic development and employment. Selected work is set out below.

No.	Research title	Researcher	Year	Place of publication
1	The commercial and economic reality in Basra and ways to develop it	Dr. Mohammad Aboud Tahir	2003	First Conference of Basra Governorate
2	The role of e-governance in developing the economic sector	Dr. Mohammad Aboud Tahir	2004	Economic Development Conference
3	The role of business incubators in economic development	Dr. Mohammad Aboud Tahir	2009	Fourth Scientific Conference, University of Karbala
4	Technology incubators and science parks and their benefit to society	Dr. Mohammad Aboud Tahir	2011	Council of Private Higher Education Conference, Türkiye
5	Evaluating and improving the economic performance of small business organizations	Dr. Khalil Ibrahim Issa	2011	Gulf Economist Magazine
6	The reality of sustainable development indicators in the Iraqi economy	Dr. Amer Jameel Abdul Hussein	2012	Sad wal-Quran Dhi al-Dhikr Magazine

7	The contradiction between oil rents and sustainable development in Iraq	Dr. Amer Jameel Abdul Hussein	2016	Al-Ghari Journal of Economic and Administrative Sciences
8	Financial reports of Iraqi companies and their compliance with IAS No. 1	Dr. Abdul Karim Abdul Ghani Al-Layth	2017	Second International Scientific Conference, Southern Technical University
9	Measuring economic, environmental, and social returns	Dr. Khalil Ibrahim Issa	2017	Journal of the University of Baghdad
10	Income tax evasion and its economic effects	Dr. Abdul Karim Abdul Ghani Al-Layth	2018	Fourth International Scientific Conference, Southern Technical University
11	The role of strategic thinking in increasing business for residential-complex construction companies	Dr. Khalil Ibrahim Issa	2018	Special Scientific Issue
12	A model for evaluating partnership management in Iraqi ports and ways to develop it	Dr. Mohammad Aboud Tahir	2019	Bahr Al-Uloom Award for Creativity
13	The bank's strategic flexibility and its impact on reengineering operations	Dr. Khalil Ibrahim Issa	2019	Journal of the College of Administration and Economics, University of Karbala
14	Factors affecting the sustainability of companies listed on the stock market	Dr. Khalil Ibrahim Issa	2019	Journal of the Faculty of Administration and Economics
15	Environmental costs, sustainable development, and their requirements for productive activities	Dr. Amer Jameel Abdul Hussein	2022	Shatt Al-Arab Journal of Administrative and Legal Sciences
16	The accounting perspective of Islamic financing methods between AAOIFI standards and IFRS	Dr. Alaa Al-Din Abdul Wahab	2022	Journal of the Financial and Accounting Training Center

17	Factors affecting bank profitability	Dr. Alaa Al-Din Abdul Wahab and Dr. Majid Ahmed Al-Ansari	2022	International Conference, Istanbul, Türkiye
18	Salam (Salaf) sale contracts and their effect on liquidity and profitability: a field study at the Islamic Development Bank	Dr. Alaa Al-Din Abdul Wahab, Dr. Majid Al-Ansari, and Asst. Lect. Abdul Hassan Raheem	2022	Imam Al-Kadhim College Conference, Najaf
19	Human resource accounting and its applications in Iraqi enterprises	Dr. Alaa Al-Din Abdul Wahab	2023	Al-Kunooz University College
20	Research in Islamic accounting	Dr. Majid Ahmed Al-Ansari	2025	Imam Al-Adham College
21	Smart competition and strategies for evaluating the interactive role of telecom and IT companies' strategies	Prof. Dr. Taher Mohsen Mansour	2026	Shatt Al-Arab Journal of Administrative and Legal Sciences
22	The effect of green logistics on sustainable green decisions	Dr. Khalil Ibrahim Issa	2026	Shatt Al-Arab Journal of Administrative and Legal Sciences
23	The role of strategic options in crossing the valley of death: an applied study at Zain Telecom	Dr. Mohammad Aboud Tahir	2026	Shatt Al-Arab Journal of Administrative and Legal Sciences
24	Developmental problems in the Iraqi economy and the oil industries under the Iraqi constitution	Dr. Amer Jameel Abdul Hussein	—	Al-Qadisiyah Journal of Administrative and Economic Sciences

Students have also contributed. During the 2023–2025 academic years, a number of undergraduates prepared graduation research on sustainable development, examined within the Department of Business Administration — a sign of growing engagement with development and research.

No.	Student	Supervisor	Research title
1	Ibrahim Abdul Zahra Yassin	Prof. Dr. Taher Mohsen Mansour	The Impact of Talent on Developing Sustainable Organizational Performance

2	Haider Imad Abdul Karim	Asst. Prof. Dr. Khalil Ibrahim Issa	The Impact of Intellectual Capital on Achieving Sustainable Competitive Advantage
3	Ali Hussein Ali Saleh	Lect. Mahmoud Jassim Mohammed	The Role of Islamic Banks in Development
4	Zainab Mohammed Dagher	Prof. 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

8.3 Employment practice and fair pay

8.3.1 Financial commitments to staff

The university meets a clear set of financial obligations to its employees:

- paying monthly wages to all staff and faculty on the date set by the University Council — the 30th of each month — under the published financial regulation;
- increasing wages for all staff and faculty through annual increments;
- paying bonuses for outstanding work and effort on the recommendation of the senior authority;
- paying all social-security entitlements for staff and faculty covered by the scheme.

8.3.2 Average wages by position

Average monthly salaries by position have remained stable across 2019–2025, as shown below.

Position	Average monthly salary (IQD)
University President	6,000,000
Dean	5,000,000
Vice-Presidents of the University	5,000,000
Department Heads	3,000,000
Faculty Members	2,000,000
Unit Heads	1,500,000

Administrative Employees	600,000
Workers	500,000

8.3.3 Equal-pay policy

A core university policy is to eliminate the pay gap among all employees — faculty, administrative staff, and workers alike. To this end the university has:

1. issued a financial regulation setting out full information on wages by position;
2. formed a committee to review the regulation annually;
3. ensured there is no discrimination in pay on the basis of gender, race, religion, or sect — only academic qualification, experience, and position.

8.4 Combating forced labour and exploitation

The university is firmly committed to combating forced labour, slavery, human trafficking, and child labour. To uphold this commitment it holds annual seminars reaffirming the policy, raises awareness by publishing it across the university and reviewing it each year, and has formed a committee to monitor its implementation. In 2021 the university delivered two seminars on combating modern slavery.



8.5 Monthly expenditure on staff

The university's monthly staff expenditure reflects its non-discrimination policy on the basis of gender, race, religion, or sect. The table below shows headcount and one month's wage expenditure by gender.

Group	Headcount	Monthly expenditure (IQD)
Male staff	165	240,825,760
Female staff	37	28,294,407
Total	202	269,120,167

These wages total roughly 269 million dinars a month and about 8.56 billion dinars a year. Total expenditure comprises wages and salaries, annual operating costs, and depreciation.

8.6 Work-based training and graduate employment

The university places great importance on training students in public- and private-sector institutions so they gain practical experience. The table below shows the students trained during 2024; the Oil and Gas Marketing and Financial and Banking Sciences programmes had no placements in this period.

Department	Total students	Male trainees	Female trainees
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Business Administration	129	104	25
Accounting	161	127	34
Oil & Gas Marketing	—	—	—
Financial & Banking Sciences	—	—	—

The university also maintains continuous contact with its graduates. A significant share of the 2023 graduating cohort secured employment, as shown below.

Department	Graduates (2023)	Males employed	Females employed
Business Administration	103	36	11
Accounting	223	94	25

8.7 Employees on guaranteed contracts

The university pays all employees' wages and bonuses whether or not they are insured, and pays a share of social-security contributions for every faculty member, employee, and worker, in accordance with the law. Its policy is to move employees who prove their competence onto insured, permanent contracts. Some uninsured, daily-wage contracts are held by instructors who retired from government universities and were re-appointed at the college. The breakdown is shown below.

Category	Male	Female	Total
All faculty, staff, and workers	148	27	175
On guaranteed (insured) contracts	103	20	123

Of the 175 faculty, staff, and workers, 123 hold guaranteed, insured contracts; within that group, 103 are men and 20 are women. The university continues to convert competent daily-wage staff to permanent, insured posts.

8.8 Relationship with professional unions

The university works with all professional unions relevant to its activity, encourages faculty and staff to join, and contributes to their membership fees. These unions include:

1. the Teachers' Union;
2. the Lawyers' Union;
3. the Engineers' Union;
4. the Jurists' Union — Professor Dr. Jassim Khuraibat won the presidency of its Basra branch;
5. the Union of Accountants and Auditors;
6. the Academics' Union — represented by Professor Hussein Al-Daraji, elected by all faculty without discrimination;
7. the Iraqi Association of Certified Accountants.



8.9 The university's aims for decent work

Building on these achievements, Shatt Al-Arab University aims to:

1. create decent job opportunities for all graduates — in law, business administration, accounting, computer science, English literature, civil engineering, computer-applications engineering, fuel and energy engineering, mechanical power engineering, and medical-device engineering — supported by meetings with public- and private-sector organisations to showcase graduates' capabilities;
2. provide a suitable working environment for all employees, women and men alike, without discrimination in salary or career prospects;

3. hold conferences and workshops on sustainable human and economic development;
4. encourage academic staff to take part in conferences and seminars and to publish research on economic growth and sustainable development, given its impact on reducing unemployment and poverty;
5. encourage academic and professional staff to complete postgraduate study in sustainable economic, administrative, and technological development at the university's expense.

Research contributions (Scopus-indexed publications)

Shatt Al-Arab University's research is indexed in Scopus and mapped to the UN Sustainable Development Goals by Elsevier - the same data source the THE Impact Rankings use for their research metric. The university currently records 179 documents from 59 authors (Scopus ID 60109790; last updated May 2026). The chart below shows how this output is distributed across the goals.



Figure. Scopus-indexed publications by SDG (data source: Scopus).

The following publications are mapped to SDG 8 in the Elsevier/Scopus SDG dataset (3 documents):

#	Publication title	Source & year
1	A machine learning-based optimization framework for estimating gas injection and enhancing oil recovery in petroleum reservoirs <i>Alaidany, A.A., Altimary, M., Attoof, H., Ali, A.Z.</i>	African Journal of Applied Research, 2026
2	Optimising soybean seed classification through ensemble deep learning: a novel computational approach <i>Nemer, Z.N., Jiyad, M.A., Abdulsamad, A.M., Harfash, E.J.</i>	African Journal of Applied Research, 2026
3	Computational fluid dynamics analysis procedure and genetic algorithm application for evaluating performance of double pipe heat exchanger <i>Kadhim, D.S., Assi, S.A., Aziz, J.S., Nadeem, Z.A.</i>	Advances in Science and Technology Research Journal, 2024