



# 8 DECENT WORK AND ECONOMIC GROWTH





## **8. Decent Work and Economic Growth**

### **8.1. Fair and Equitable Wage**

**(Living Wage Compliance Review, Gender Pays Gap Review, Employee Rights and Pay Appeals)**

Palestine Ahliya University (PAU) is committed to ensuring fair and equitable wages for all employees, with a focus on living wage standards and promoting pay equity across gender and demographic groups. This commitment creates a transparent, balanced work environment that values employee rights and enhances job satisfaction. Key initiatives include conducting annual reviews to ensure compliance with living wage standards, implementing a confidential and secure system for reporting pay-related grievances, and ensuring fair investigations of these concerns. Additionally, the University promotes internal communication to raise awareness about fair wage policies and encourages feedback to improve employee satisfaction and uphold pay equity.

### **8.2. Labour Rights and Non-Discrimination**

**(Workplace Anti-Discrimination, Union and Labour Rights Recognition, Long-Term Employment Contract Monitoring)**

PAU is dedicated to fostering a workplace based on equality and respect for labor rights, free from discrimination, and supportive of equal opportunities for all employees. The University works to protect workers' rights, enhance union participation, and affirm essential labor standards. To uphold these values, PAU prepares annual reports on labor rights and workplace equality, providing senior management with insights for potential policy improvements. Employees are encouraged to participate in union activities, with administrative assistance and a cooperative approach between management and unions. Regular sessions are organized to inform employees about their rights and labor policies, ensuring a fair and transparent work environment.

### **8.3. Outsourced Labour Rights**

**(Supplier Labour Rights Compliance Review)**

PAU is committed to upholding labor rights for outsourced personnel by ensuring all suppliers and external partners comply with established labor standards. This policy guarantees a fair and ethical work environment for everyone involved in university activities. Key initiatives include implementing a robust system to regularly monitor and evaluate supplier compliance with labor rights, conducting awareness programs on the importance of these standards, and taking strict actions against non-compliant suppliers, such as issuing warnings or terminating contracts. These efforts reinforce PAU's dedication to equitable treatment across all partnerships.

### **8.4. Anti-Forced Labour and Anti-Human Trafficking**

**(Forced Labour and Human Trafficking Risk Assessment)**

PAU is committed to preventing forced labor and human trafficking by implementing comprehensive protective policies. This includes establishing procedures to identify, report, and address instances of forced labor or trafficking, ensuring compliance with both local and international laws. Key actions involve providing training programs for employees and administrators to recognize the signs of forced labor, strengthening partnerships with legal authorities to enforce protective policies, and developing secure reporting channels for



suspected cases. These initiatives foster a safe, rights-respecting work environment and reinforce PAU’s stance against exploitation.

### 8.5. Student Work Placement and Development (Student Work Placement Provision)

PAU is dedicated to providing students with valuable practical training opportunities that enhance job readiness and foster academic and professional growth. Through partnerships with local and international companies, the University offers multi-disciplinary fieldwork experiences to build essential job market skills. To ensure effective training, PAU is developing an electronic monitoring system to evaluate student performance during and after placements. Additionally, preparatory courses are offered to maximize the benefits of work placements, helping students establish a strong foundation for career success upon graduation.

### 8.6. Strategic Key Performance Indicators (KPIs)

| SN | KPI                                 | 2021/2022 | 2022/2023 | 2023/2024 |
|----|-------------------------------------|-----------|-----------|-----------|
| 1. | Living Wage Employees               | 94%       | 96%       | 99%       |
| 2. | Pay Equity Satisfaction Rate        | 93%       | 95%       | 98%       |
| 3. | Discrimination Complaints Addressed | 95%       | 97%       | 100%      |
| 4. | Labor Rights Compliance             | 91%       | 93%       | 96%       |
| 5. | Anti-Forced Labor Compliance        | 95%       | 97%       | 100%      |
| 6. | Post-Placement Employment Rate      | 90%       | 92%       | 95%       |

### 8.7. Activities and initiatives achieved (2023/2024)

| SN | Activities / Initiatives    | Link               |
|----|-----------------------------|--------------------|
| 1. | Stock Market Growth Seminar | <a href="#">GO</a> |
| 2. | Entrepreneurship Workshop   | <a href="#">GO</a> |

### 8.8. SDG Scientific Research (2023)

| SN | Article Name   | Link  |
|----|--|-------|
| 1. | Khattab, M., Jaradat, O., Hachemi, S., Suleiman, H., Benzetta, H., & Shakarna, M. (2024). An experimental study on the use of waste marble as replacement of aggregates and cement in construction material. <i>Innovative Infrastructure Solutions</i> , 9(7), 269.   | Click |
| 2. | Ajouz, M., Shehadeh, M., Jabarin, R., Sharar, S. A., Jawabra, S., & Salman, W. (2024, February). Is FinTech Catalyst or Constraint for Banking Performance?. In <i>2024 2nd International Conference on Cyber Resilience (ICCR)</i> (pp. 1-5). IEEE.   | Click |
| 3. | Ajouz, M., Abuamria, F., & Hammad, J. (2021, November). Factors influencing mobile payment adoption and its role in promoting financial inclusion: an integrated reflective model with theory of planned behavior. In <i>International Conference on Business and Technology</i> (pp. 563-581). Cham: Springer International Publishing. | Click |