



8 DECENT WORK AND
ECONOMIC GROWTH



SDG-8 DECENT WORK AND ECONOMIC GROWTH

(SDG 8) is one of the 17 goals established by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. SDG 8 is focused on promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. Here are the key targets and indicators associated with SDG 8 Targets:

- Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7% gross domestic product growth per annum in the least developed countries.
- Achieve higher levels of economic productivity through diversification, technological upgrading, and innovation, including a focus on high-value-added and labor-intensive sectors.
- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.
- Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programs on sustainable consumption and production, with developed countries taking the lead.
- By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labor, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms.
- Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious

employment.

- By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.
- Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all.



SDG 8 aims to ensure that economic growth is inclusive and benefits all segments of society. COMSATS University Islamabad believes that by focusing on decent work, job creation, and supporting small businesses, it can contribute to building a sustainable and equitable national economy.

All staff and faculty at CUI are entitled to draw a salary (minimum with maximum ranges) along with other allowances and benefits, including living wage. The ad hoc allowances are also granted to the staff and faculty members on an annual basis according to which salaries are fixed across the university.

Further Living wage in Pakistan is not defined by the Government of Pakistan, however, the minimum wage is defined which is currently Rs 25,000/- per month. COMSATS University Islamabad has also notified minimum wage i.e. Rs 25,000 per

month. CUI notification is also enclosed. An analysis of the gross salaries structure of CUI employees depicted that 100% of CUI employees have salaries more than the benchmark of minimum wage.

At CUI there are Unions/Associations from academic, administrative, and support staff aimed at working for the rights of employees. However, these Associations are not legally recognized by CUI.

1. International Staff as well as faculty including women are recognized and recruited at the university. The SOPs along with incentives for the recruitment of international staff are enclosed.
2. CUI follows labor laws in terms of working hours for its employees and offers overtime to staff-grade employees

Training on Financial Management to Audit GoP Funded Projects

Mr. Muhammad Rafiq, Assistant Program Officer from Student Financial Aid Office (SFAO) from CUI, Wah Campus attended the two day training on October 24-25, 2022. The training provides deep insight about the mechanism of financial management in the public sector and briefed the mechanism of processing and implementation of Government funded scholarship projects including EHSAAS, Undergraduates Scholarship Program and USAID, Merit & Need Based Scholarship Program offered to the meritorious and financially disadvantaged students with the aim of providing them quality education to fight against Poverty and Empowering Girls.



CUI's Stepping Stone-in- Building a Career

A self-assessment activity was arranged with the aim of fostering an in-depth comprehension and enabling the graduating students to effectively navigate their business skills. Following activities were the part of the workshop:

- Know Yourself – Assessment Test
- How to make a Winning CV and Cover Letter
- The Intricacies of a smooth Transition from classroom into the Real World
- Importance of Effective Communication
- Personal Grooming
- Mock Interviews



Pakistan Engineering Council (PEC) held the 3rd Engineering Capstone Expo-2023 at Pak-China Friendship Center, Islamabad

Participation in “The Pakistan Engineering Council held the 3rd Engineering Capstone Expo-2023 at Pak-China Friendship Center, Islamabad.” CUI, Wah Campus participated in "The Pakistan Engineering Council held the 3rd Engineering Capstone Expo-2023" held on January 12, 2023, at Pak-China Friendship Center, Islamabad. In this expo, students from more than thirty universities showcased their Final Year Projects (FYPs). From CUI, Wah Campus, three teams from the Department of Mechanical Engineering and two from the Department of Civil Engineering exhibited their FYPs at the event. Dr. Ayaz Ahmad, ECE

Department as the focal person for the event, and FYP coordinators and supervisors, Dr. Hammad Salah Uddin, Dr. Adnan Nawaz, Dr. Rana Faisal Tufail, and Dr. Fazal Um Minallah accompanied the students.

Seminar on – How to be an entrepreneur

The Department of Management Sciences and Eventix Society arranged a seminar on “How to be an entrepreneur” on December 8, 2022. Mr. Ahmed, CEO of Mughlia Baithak, Wah Cantt, an alumni of CUI Wah Campus and a successful entrepreneur was a resource person of the seminar. The purpose of the event was to share important steps and techniques with students on “How to be an entrepreneur”.

The speaker discussed his experience and addressed the entrepreneur's abilities to develop and organize his limited resources, take initiative to handle uncertainties in order to make a successful entrepreneur.

The experience of the resource person was very helpful for the students for their future professional endeavors. Students/faculty members from all departments of the University attended the seminar with interest. At the end the fruitful question answer session was also held to clear the fear of market conditions and misperceptions among students regarding becoming an entrepreneur. The speaker motivated them to think and move forward with their own start-up ideas. The event was concluded by presenting a university souvenir to the guest speaker by the Head Management Sciences Department with a vote of thanks.



As per the CUI's Act No. XI of 2018, the University shall be open to all persons of either sex of whatever religion, race, creed, color, or domicile as far as admission and appointment of either gender is concerned and no such person shall be denied the privilege on the ground only of sex, religion, creed, race, color or domicile.

It's essential to clarify that modern slavery, also known as human trafficking, is a grave violation of human rights, and it is illegal and unethical. There is no practice of modern slavery at CUI. The University, as per policy, follows a minimum of 40 working hours a week which is clearly mentioned in the Employment Contracts. Staff Grade employees are given Overtime according to the rate approved for different grades. Further Efficiency and Discipline Statutes 2006 and Rules for Harassment, Sexual Harassment, and Abuse of Authority 2009 are notified and implemented in CUI. No one is allowed to exploit employees for personal gains, in the case of any volunteer work, people volunteer themselves. No one is allowed to exploit employees for personal gains, in the case of any volunteer work, people volunteer themselves, and no physical or any kind of threat If someone wants to leave the employment of CUI.

Outsourcing activities to third parties while allowing employees to participate is a common practice in many organizations. It can be a way to optimize resources and leverage external expertise. However, it's essential to establish clear guidelines and policies to ensure that employees' participation does not interfere with their primary responsibilities and that there are no conflicts of interest.

According to EOI for outsourcing Security Services “The contractor shall abide by all the prevailing applicable labor laws of Pakistan and any violation thereof shall make it liable to disqualification/penalty.”

According to EOI for outsourcing janitorial Services, submission of a Minimum Wage Certificate by the applicant firm is mandatory

CUI employees are categorized according to their pay scales, and pay packages are determined based on the provisions for each

pay scale. This approach can help ensure that compensation is structured fairly and based on objective criteria such as qualifications and experience, which can help minimize the potential for a gender pay gap.

In organizations that have clear, well-defined pay scales and compensation structures, the risk of a gender pay gap is reduced because compensation decisions are not made arbitrarily but are instead based on predetermined criteria. This helps ensure that individuals with similar qualifications and experience are compensated fairly regardless of their gender.

COMSATS University Islamabad is committed to gender equity and does not discriminate in terms of employee rights, pay, and privileges. Ensuring equal pay and treatment for all employees, regardless of their gender, is an important step towards creating an inclusive and fair work environment. Gender equity promotes diversity, equality, and overall well-being within the organization, and it's essential for fostering a positive workplace culture.

COMSATS University as a body possesses a process, which is part of the Act as well as policies. The grievance redressal process is there and besides policy documents, it is also mentioned in the employment contract. As per Employees Efficiency and Discipline Statutes 2006 clause 26(A), the employee has the right to prefer an appeal within 30 days of the issuance of the order imposing the penalty to the appropriate appellate authority.

Employees can present their grievances related to their salaries, promotions, and others. There is a devised mechanism and notified committees to address this grievance.

Celebration Of World's Disable Day 2022

The COMSATS University Islamabad (CUI) Wah Campus jointly celebrated the International Day of Persons with Disabilities 2022 with Young's Muslim Inclusive Education System, Wah Cantt on December 2, 2022. The objective of this event was to spend some good time with the special children of “Young's Muslim Inclusive Education System” to show solidarity, reduce

inequalities by raising awareness among youth towards their responsibility to special kids. This activity built the understanding among the students of CUI on mobilizing their support for the well-being of all those who are with any disability. The event was conducted under the guidance of Assistant Professor, Dr. Muhammad Yar Khan and Lecture, Ms. Sana Dar from the Department of Management Sciences.

The students from CUI Wah Campus participated in the event with open heartedly. The event started with a half kilometer walk with special kids on the main GT road to their school to show unity with them. The students arranged a painting and gaming stalls to make this day special for special children. The kids enjoyed face painting and playing games. The students presented the token of collection of funds to the Principal of Young's Muslim Inclusive Education System to as a support of CUI Wah Campus. The visiting group faculty and students of CUI Wah Campus were shown the art and craft made by the kids which are very impressive.

At the end gifts were distributed among the special children by the CUI Wah Campus students. Young's Muslim Inclusive System appreciated the efforts of the students and management of the CUI and presented a souvenir to CUI Wah campus.





START a Startup

The Student Startup Business Center (SSBC) of CUI, Wah Campus arranged a seminar “How to Start Your Own Startup || on October 20, 2022. Mr. Azad Chaiwala, a successful entrepreneur and motivational speaker was the resource person. The seminar was organized under the vision of worthy Director Campus, with a aim to sharpen the thinking of student to startup their own business and become a successful self – employed entrepreneur. Mr. Azad discussed the ways of self-growth. He emphasized eliminating fare of loss and rejection in their life and proceeds with the little before starting with big investments. He advised students with learning they try inculcate some creativity to become a useful for the benefit of others. Build developing ideas to improve efficiency and become prepare for the challenges with a new prospective. The Director Campus in his closing remarks endorsed the need of being skillful and useful for society and their own families. He encouraged the students to learn from those who have experience and take calculated risks and start their own businesses.

Dr. Luqman Ahmed Niaz, Assistant Professor Form HITEC University Taxila was presented a comprehensive knowledge on maintenance practices involved and ISO standards used in vibration analysis in industry on October 20, 2022 under the category of department specific skills in coordination with ASME society.

Content Prefetching and Retrieval in Vehicular Named and Data Networks

Seminar arranged on “Content Prefetching and Retrieval in Vehicular Named Data Networks” on December 8, 2022 by the Department of E&CE. The guest speaker was an alumni of CUI Wah Campus, working as Regional Manager at HKH South Korea, Dr. Muhammad Toha Raza Khan, PhD in Computer Science and Engineering from Kyungpook National University (KNU) School of Computer Science and Engineering specialization in Vehicular Ad hoc Networks, Information Centric Networks and Machine Learning in Networking. The speaker provide basics of content fetching in conventional Vehicular Named-Data Network (V-NDN) , which faces and enhanced the high latency problem that increases with the increase of inter-vehicular distance between the content requester and content producer vehicles in the Content-centric Internet of Vehicles.



BIZ BUZZ Competition

The Department of Management Sciences organized BIZ BUZZ Competition on December 01, 2022. It was the eighth episode of the business competitions which provide a great opportunity for students to present their challenging, innovative business ideas.

Fifteen teams of participants from various semesters of BS(BA) and BS(AF) programs participated in the event. Following two competitive events were part of the Biz Buzz.

- Business Idea Competition and
- Marketing Ad Competition

Dr. Khuram Shafi, Associate Professor, Department of Management Sciences welcomed the participants in his opening address. He emphasized that the business competitions like BIZ BUZZ are of great importance for the upbringing of our business students. He added that such thought-provoking ideas also become a valuable addition to enhance the knowledge of our audience who may seek some guidance and benefits from mentors. He encouraged all participants of the events to wholeheartedly do their best to compete in their respective events.

The Head, Department of Management Sciences, Dr. Amer Rajput presented a summary of the event in his closing remarks followed by a vote of thanks. He appreciated the efforts of BIZ BUZZ organizing committee, especially the energetic student organizers who put their best to make this event possible. He congratulated the winners and runner-up of the competition. He also emphasized that in future, the Department will continue organizing such kinds of dynamic and fruitful events on a continuous basis for the professional growth and development of our business graduates. At the end of the competition, the Head of Management Sciences Department, along with a panel of judges, distributed shields and certificates among the winners, runner-up, participants and organizers.

