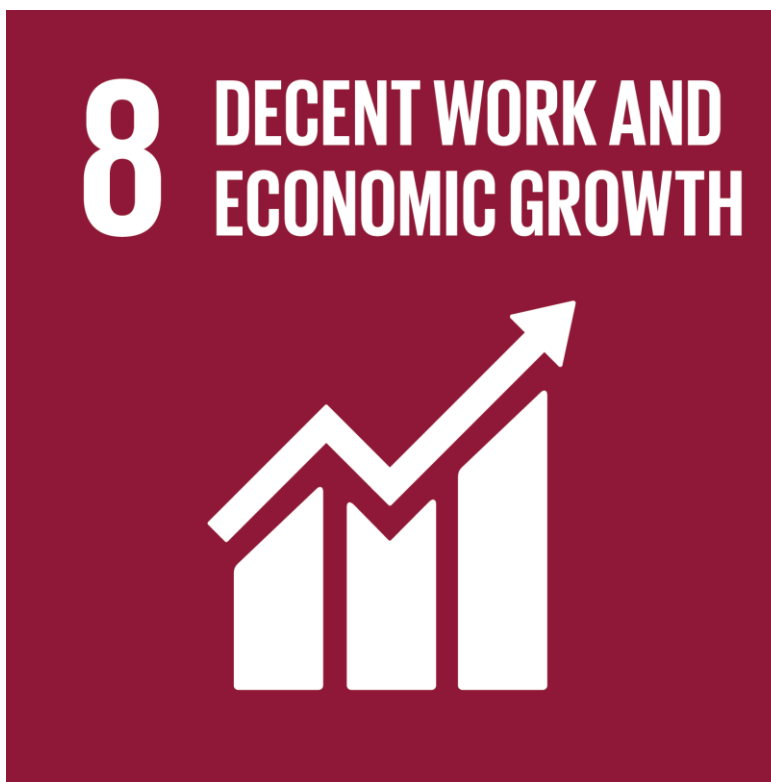




## Sustainable Development Goals

### Individual Report on SDG 8 - DECENT WORK AND ECONOMIC GROWTH

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**Aktau 2023**

YU actions to promote sustainable growth and employment

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# SUSTAINABLE DEVELOPMENT GOALS

## INDIVIDUAL REPORT

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### 8.2 Employment practice

Yessenov University has implemented a policy to pay all staff and faculty at least the local living wage. Besides, there is an hourly wage for overtime work.

<https://yu.edu.kz/wp-content/uploads/2022/12/polozhenie-o-sva-utverzhennaya-sd.pdf>

Yessenov University has a department of “Labour Union” which represents their collective interests in the workplace. The primary purpose of a trade union is to negotiate with employers on behalf of its members to secure better wages, working conditions, and benefits.

[https://yu.edu.kz/wp-content/uploads/2018/02/collective\\_bargaining.pdf](https://yu.edu.kz/wp-content/uploads/2018/02/collective_bargaining.pdf)

Yessenov University has “Rules of Ethics” which includes points of ending discrimination in the workplace no matter what religion, sex, gender or age a staff member belongs to.

<https://yu.edu.kz/ru/osnovnye-dokumenty/>

<https://yu.edu.kz/wp-content/uploads/2022/09/OOK/%D0%95%D1%81%D0%B5%D0%BD%D0%BE%D0%B2%20%D1%83%D0%BD%D0%B8%D0%B2%D0%B5%D1%80%D1%81%D0%B8%D1%82%D0%B5%D1%82%D1%96%D0%BD%D1%96%D2%A3%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BB%D1%8B%D2%9B%20%D1%81%D0%B0%D1%8F%D1%81%D0%B0%D1%82%D1%8B.docx>

Yessenov University has a policy against labor and modern slavery. Because it is a crucial step for the university to address these serious human rights issues. Such a commitment reflects a dedication to ethical and responsible work practices, as well as a commitment to upholding fundamental human rights. Yessenov University supports its staff and their human rights. A new staff member gets acquainted with the labor conditions and signs a contract, which is a legal part of labor and employee rights.

<https://yu.edu.kz/ru/osnovnye-dokumenty/>

<https://yu.edu.kz/wp-content/uploads/2022/09/OOK/%D0%86%D1%88%D0%BA%D1%96%20%D1%82%D3%99%D1%80%D1%82%D1%96%D0%BF%20%D0%B5%D1%80%D0%B5%D0%B6%D0%B5%D1%81%D1%96.docx>

A policy on “Against forced labor and human trafficking in the workplace” dated on January 20, 2021 protocol No.7.

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Yessenov University supports the assurance of equivalent rights for workers across their supply chain and third-party partnerships. This strategy helps mitigate risks associated with reputational damage and legal liabilities. Here is the third party - the Labour Union (prof soyuz) - in order to guarantee equivalent rights of workers.

There is a policy on pay scale. Yessenov University has implemented pay scale equity and elimination of gender pay gaps which is crucial for promoting fairness, diversity, and inclusion within an organization. <https://yu.edu.kz/ru/osnovnye-dokumenty/>

<https://yu.edu.kz/wp-content/uploads/2022/09/OOK/ru/%D0%9F%D0%BE%D0%BB%D0%BE%D0%B6%D0%B5%D0%BD%D0%B8%D0%B5%20%D0%BE%D0%B1%20%D0%BE%D0%BF%D0%BB%D0%B0%D1%82%D0%B5%20%D1%82%D1%80%D1%83%D0%B4%D0%B0%20%D1%80%D0%B0%D0%B1%D0%BE%D1%82%D0%BD%D0%B8%D0%BA%D0%BE%D0%B2%20%D0%B0%D0%B4%D0%BC%D0%B8%D0%BD%D0%B8%D1%81%D1%82%D1%80%D0%B0%D1%82%D0%B8%D0%B2%D0%BD%D0%BE-%D1%83%D0%BF%D1%80%D0%B0%D0%B2%D0%BB%D0%B5%D0%BD%D1%87%D0%B5%D1%81%D0%BA%D0%BE%D0%B3%D0%BE%20%D0%BF%D0%B5%D1%80%D1%81%D0%BE%D0%BD%D0%B0%D0%BB%D0%B0%20%D0%BD%D0%B0%20%D0%BE%D1%81%D0%BD%D0%BE%D0%B2%D0%B5%20%D1%81%D0%B8%D1%81%D1%82%D0%B5%D0%BC%D1%8B%20%D0%B3%D1%80%D0%B5%D0%B9%D0%B4%D0%BE%D0%B2.docx>

“ABOUT REMUNERATION OF EMPLOYEES OF ADMINISTRATIVE AND MANAGERIAL PERSONNEL BASED ON THE GRADING SYSTEM” approved by the decision of the Academic Council dated February 26, 2021 protocol No. 9.

Yessenov University has an equal approach to its staff of both male and female. There is no need to track pay scale, because the pay is allocated according to the job done and quality of the work.

<https://yu.edu.kz/ru/osnovnye-dokumenty/>

<https://yu.edu.kz/wp-content/uploads/2022/09/OOK/ru/%D0%9F%D0%BE%D0%BB%D0%BE%D0%B6%D0%B5%D0%BD%D0%B8%D0%B5%20%D0%BE%D0%B1%20%D0%BE%D1%86%D0%B5%D0%BD%D0%BA%D0%B5%20%D0%B4%D0%B5%D1%8F%D1%82%D0%B5%D0%BB%D1%8C%D0%BD%D0%BE%D1%81%D1%82%D0%B8%20%D0%9F%D0%9F%D0%A1%20%D0%BF%D0%BE%20%D0%BA%D0%BB%D1%8E%D1%87%D0%B5%D0%B2%D1%8B%D0%BC%20%D0%BF%D0%BE%D0%BA%D0%B0%D0%B7%D0%B0%D1%82%D0%B5%D0%BB%D1%8F%D0%BC%20%D1%8D%D1%84%D1%84%D0%B5%D0%BA%D1%82%D0%B8%D0%B2%D0%BD%D0%BE%D1%81%D1%82%D0%B8.docx>

Yessenov University has a pay system fixed, so while getting the job a staff member is given a document with all points of employee and employer rights. Accordingly, the employee can address the head of the department to solve any problem or complaints.

<https://yu.edu.kz/ru/osnovnye-dokumenty/>

### **8.3 Expenditure per employee**

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8.3.1 - Number of employees	566
8.3.3 - Number of academic staff	429
8.3.2 - University expenditure	
8.4 Proportion of students taking work placements	
8.4.1 - Number of student	186
8.4.2 - Number of students with work placements for more than a month	153
8.5 Proportion of employees on secure contracts	
8.5.1 - Number of employees	566
8.5.2 - Number of employees on contracts of over 24 months	260