

WALAILAK UNIVERSITY



SDG

REPORT 2023-2024



SUSTAINABLE DEVELOPMENT GOALS



DECENT WORK AND ECONOMIC GROWTH

8

-  **Championing Diversity and Inclusion in the Workplace**
-  **Appeal Process for WU Staff**
-  **Collaboration for Increasing Work Placement Chances**





Championing Diversity and Inclusion in the Workplace



Walailak University (WU) recognizes that discrimination in the workplace can hinder the development of a diverse workforce, thereby limiting the variety of perspectives and ideas necessary for fostering innovation and creativity. Discrimination can also lead to unequal access to resources, opportunities, and services, exacerbating social and economic disparities. These issues can perpetuate cycles of poverty and restrict social mobility for marginalized groups. As part of its commitment to inclusivity, WU strives to maintain a diverse environment.



In its hiring and recruitment processes for both Thai and international staff, WU, through its Division of Human Resources and Organization, adheres to strict non-discrimination policies. The university recognizes that it is illegal to discriminate against any applicant or employee based on race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age (40 or older), disability, refugee status, or genetic information.

As of 2023, WU proudly employed over 49 international lecturers as permanent staff members. These individuals hail from 19 different countries, highlighting the diverse makeup of the Walailak community. The university's international staff includes people from Africa, Southeast Asia, Europe, and East Asia, among other regions.

WU actively supports religious freedom and expression among both its Thai and international staff. The institution has established Muslim and Christian clubs to foster community and organize religious activities. Additionally, during the Vegetarian Festival, restaurants on campus offer vegetarian food options to accommodate Thai-Chinese staff who are followers of the Goodness of Mercy (Kuan Yin Ma).

The university's workforce is composed of staff from various backgrounds, including Muslims, Christians, and individuals from lower-middle-income households. Notably, there has been a significant increase in the number of senior female academic staff, as well as international staff members. WU has also become a place of refuge for war immigrants, particularly from Burma, providing them with equal opportunities for career development.

In addition to these efforts, The university has implemented training programs and workshops aimed at promoting cultural competency and inclusivity among its staff and reviewed its policies and practices to ensure they remain aligned with global standards for diversity and inclusion.

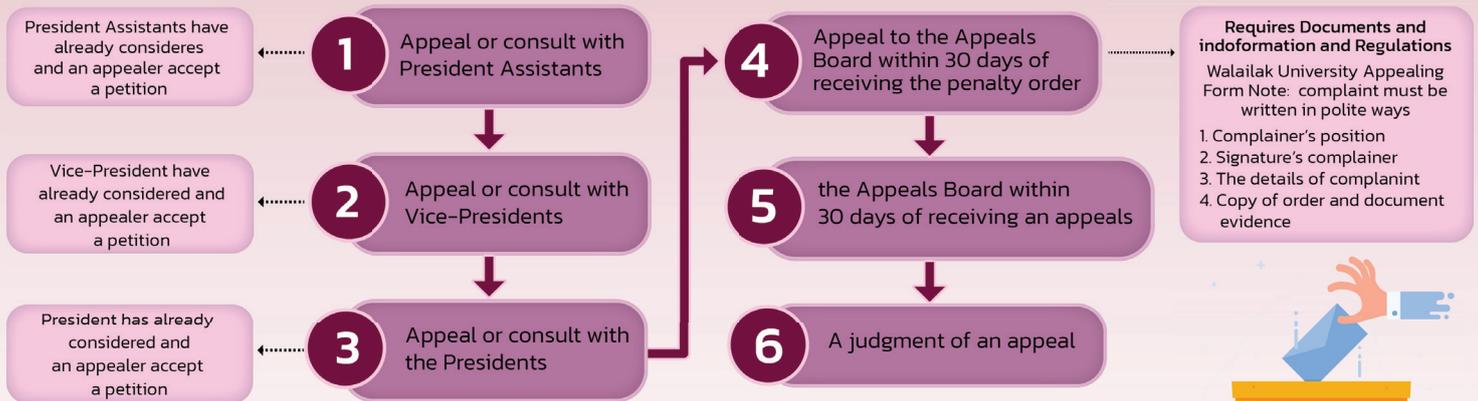




Appeal Process for WU Staff

Walailak University (WU) recognizes that the existence of an appeal process can ensure that staff members have a fair and transparent process to challenge decisions they believe are unjust or incorrect. This helps to maintain a sense of justice within the university. For the appeal process, WU issued the University Regulations on Appeals, Complaints, and Consideration of Appeals and Complaints B.E. 2015 which has been active until the present.

WU Appeal Process



Grounds for Appeal:

If a WU staff is treated unfairly, discriminated against by gender, religion, age, refugee status, or political views, not assigned any work, and confronted by the dilatory tactics of his/her supervisors, the staff has grounds for appeal.

Initial Practice:

A staff who wants to appeal should discuss the potential appeal with higher-level supervisors before taking formal action. The higher-level supervisors include Assistants to the President, Vice-presidents, and President.

Duration of Appeal:

The appeal letter must be submitted within 30 days of the staff member becoming aware of the grounds for the appeal.

Essence in an Appeal Letter:

A staff must state the situation or event and why she/he thinks it was wrong or unjust.

Oral Declaration:

A staff must express his/her desire to make an oral declaration to the appeal committee.

Objecting against a Decision:

A staff has the right to object against an appeal committee's decision but it must comply with the WU Regulations on Appeals, Complaints and Consideration of Appeals and Complaints B.E. 2015.

The appeal process ensures fairness by providing staff with a structured way to challenge decisions they believe are unjust or discriminatory. The WU's policy on the process for employees to appeal can be accessed at <https://shorturl.at/LElNK>





Collaboration for Increasing Work Placement Chances



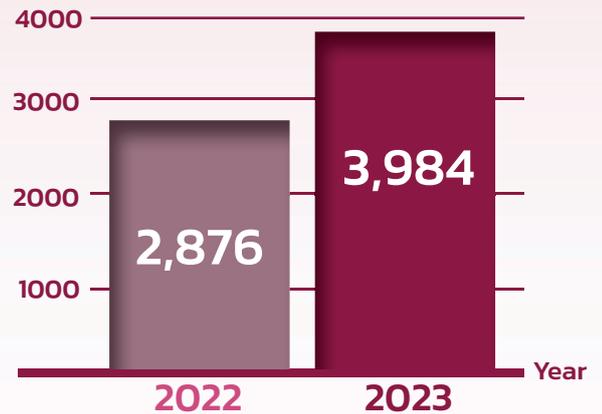
Being aware that limited choices of workplace for student internship could hinder students' progress in developing their readiness and skills, Walailak University (WU) operates the internship program for all students under the Center for Cooperative Education and Career Development. Through the internship, students will not only manage the basic tasks, but also develop towards mastering their role in deeper aspects.



This work placement program provided by WU allows students to gain real-world experience and extend their learning at workplace of their choice. As it was reflected that the 4-month internship previously conducted might not have led to mastering the skills and thorough application of knowledge, WU then has reformulated it to the 8-month work placement. This extended period earns benefits to students' learning, and promotes chances for employability as the practical experience equips them as qualified for employment.

Upon signing the MOU, the students gained experience and developed skills in matters in the world of work, including teamwork, time management, learning different cultures, critical thinking, problem-solving, communication, and others. In addition, those students had chances to accumulate significant practical experience, making them more attractive to organizations and increasing their employability rate. This collaboration also increased the number of students with work placements from 2,876 in 2022 to 3,984 in 2023, accounting for 38.53%. In the future, WU will establish more partnerships with organizations to increase work placement chances for students both domestically and internationally.

The number of 4th year WU students with work placement



WU has a work placement program for students in which they can gain experience and learn in the real world. In the past, WU students were provided with 4 months of work placement. However, WU found that shorter work placements do not allow students to develop deeper and more comprehensive skills. They had limited time to understand and master various aspects of their roles, which can be more beneficial than shorter stints. In addition, shorter work placements can loss of chances for employability because it does not enable students to accumulate significant practical experience, making them more attractive to potential employers.

Thus, WU has changed the work placement period from 4 months to 8 months. The main organization that is specifically tasked with administering the work placement program is the Center for Cooperative Education and Career Development.

