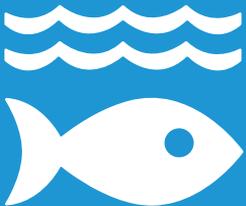




# SDG REPORT 2024-2025

SUSTAINABLE DEVELOPMENT GOALS



# SDG 8 DECENT WORK AND ECONOMIC GROWTH



**1** POLICY ON ENDING DISCRIMINATION IN THE WORKPLACE

**2** LIVING WAGE EMPLOYMENT PRACTICES

**3** EXPANDING STUDENT WORK PLACEMENTS IN TOURISM



8 DECENT WORK AND ECONOMIC GROWTH



# PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

## THE POLICY ON EMPLOYMENT AND LABOR MANAGEMENT



## THE UNIVERSITY PROVIDES WAGES ABOVE THE GOVERNMENT-DEFINED LIVING WAGE FOR VARIOUS EDUCATIONAL LEVELS AS FOLLOWS

### COMMITMENT ON ENDING DISCRIMINATION



RACE



RELIGION



GENDER



AGE



REFUGEE STATUS

### STAFF APPEAL PROCESS



WU STAFF MAY FILE AN APPEAL WHEN CONFRONTED WITH INAPPROPRIATE ACTIONS.

THE NUMBER OF STUDENTS WITH WORK PLACEMENTS FOR MORE THAN A MONTH

1,297



JUNIOR HIGH SCHOOL OR SENIOR HIGH SCHOOL GRADUATES

18.23%

VOCATIONAL CERTIFICATE HOLDERS

15.11%

HIGH VOCATIONAL CERTIFICATE HOLDERS

12.96%

BACHELOR'S DEGREE HOLDERS

16%

MASTER,S DEGREE HOLDERS

31.43%

DOCTORAL DEGREE HOLDERS

31.43%





## POLICY ON ENDING DISCRIMINATION IN THE WORKPLACE

Walailak University (WU) should serve as a model of a discrimination-free workplace, fostering an environment that prepares students for real-world professional experiences. Since its establishment, WU has upheld a strong commitment to inclusivity, ensuring that no staff member faces discrimination in the workplace. The university values human diversity in all its forms, including religion, race, and immigrant status, and actively promotes a culture of respect and equal opportunities.



In 2024, WU issued its [Policy on Employment and Labor Management](#), B.E. 2567 (2024), to ensure that all staff members are safeguarded against discrimination of any kind. This policy underscores the university's commitment to fostering an inclusive and equitable workplace.

To reinforce this commitment, WU implements the policy that supports workplace fairness, diversity, and inclusion. WU provides training programs to foster cultural awareness and respect among staff and students, ensuring a welcoming and supportive environment. Additionally, it upholds a zero-tolerance policy for discrimination and harassment, creating

a safe space where all employees can thrive professionally.



The recruitment process at WU is designed to welcome individuals from diverse backgrounds, including women, LGBT individuals, non-Buddhists, middle-aged candidates, and others. All employees are entitled to fair treatment and equal benefits, irrespective of their religion, sexual orientation, gender, age, or refugee status.





In 2024, the university hosted more than 40 international staff members, comprising researchers and lecturers from various countries, including Bangladesh, India, Bhutan, Ghana, China, the Philippines, Indonesia, the United States, England, South Africa, Turkey, Canada, Myanmar, and the Netherlands. Special support is extended to Burmese staff members who have refugee status to facilitate their employment and integration at WU.

staff are fully integrated into the workforce, with appropriate facilities provided to ensure their comfort and productivity. Women occupy several senior leadership roles within the university, including positions as vice presidents, deans, vice deans, and directors, reflecting WU’s dedication to promoting gender equity and empowering women in academia and administration.



The university values religious diversity, with Muslim and Christian staff playing a significant role in driving its success. Both groups are supported through unions that organize and facilitate their religious activities. Furthermore, women and LGBT

WU’s Policy on Employment and Labor Management, B.E. 2567 (2024), affirms its commitment to an inclusive and equitable workplace, ensuring all staff are free from discrimination. The university fosters diversity by welcoming individuals from various backgrounds and supporting their integration.

## LIVING WAGE EMPLOYMENT PRACTICES

WU acknowledges the significance of providing a living wage to its staff as part of its commitment to social responsibility and employee well-being. A living wage at WU is defined based on the local financial poverty indicator for a family of four and the local living wage determined by the Thai government. Demonstrating strong leadership and vision, the university has consistently paid salaries above the government-defined living wage since 2014, making it one of the higher education institutions in Thailand that upholds this commitment. This initiative ensures that all staff and faculty

members receive fair compensation that enhances their quality of life and financial stability.

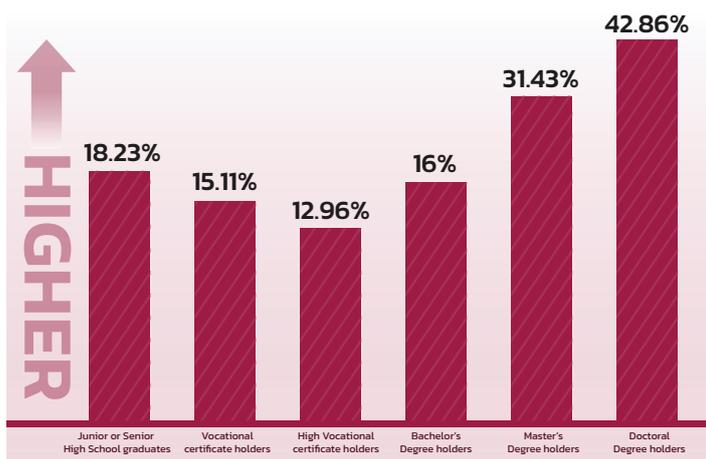
In 2014, WU revised its policy on salary and living wages for all staff and faculty members, setting their compensation above the national living wage standard. The policy, which remains in effect today, guarantees that all employees, regardless of their position, receive a wage that aligns with economic conditions, enabling them to maintain a stable livelihood. This commitment is not only a financial strategy but also an ethical one, reinforcing the university’s dedication to fair



employment practices. The official policy can be accessed at: <https://shorturl.at/lpfKO>



At WU, staff members are classified into three categories: academic staff, supporting staff, and academic administrative staff. Salaries and living wages are determined based on their educational qualifications, ensuring that each group is compensated fairly according to their level of expertise and contribution. The university provides wages above the government-defined living wage for various educational levels as follows:



These figures reflect WU's proactive approach in ensuring its staff members receive salaries that not only meet but also exceed the local living wage standards. By maintaining a competitive salary structure based on educational qualifications, the university fosters a work environment that values talent, encourages professional growth, and promotes long-term career development.

In addition to offering competitive salaries, WU invests in employee development programs, professional training, and career advancement opportunities implemented by the Division of Human Resources and Organization, the Center for Digital Technology, and others. Examples of the initiatives include:

- Generative AI for New Lecturers: Revolutionizing Teaching and Research with ChatGPT
- The Preparation of Work for the Determination of Professional Academic Rank for General Administrative Staff, Batch 1
- Data Visualization with Google Looker Studio

These initiatives complement the university's fair wage policy by providing staff members with the resources they need to enhance their skills, advance in their careers, and contribute effectively to the institution's success. Furthermore, by prioritizing fair wages and employee well-being, The university strengthens its ability to attract and retain top talent, thereby enhancing its academic and research capabilities.



Through its steadfast commitment to equitable pay and comprehensive employee support, WU sets a high standard for higher education institutions in Thailand, demonstrating that fair compensation and institutional success go hand in hand.

# EXPANDING STUDENT WORK PLACEMENTS IN TOURISM

Samui Island, a renowned tourist destination in southern Thailand, continues to captivate visitors from around the globe with its pristine beaches, luxury resorts, and vibrant cultural scene. Recognized as one of the best islands in Asia by the DestinAsian Readers' Choice Awards 2024, this accolade underscores the island's thriving tourism industry and its critical role in bolstering the local economy.



In 2024, WU reinforced its commitment to workforce development and industry-academia collaboration by signing the 2024 Memorandum of Understanding (MOU) on Cooperative and Work Integrated Education (CWIE), a mandatory of work placement program at WU, with 33 leading hotels, enterprises, and agencies on Samui Island. This landmark agreement aims to bridge the gap between academic learning and professional practice by equipping students with essential practical skills, fostering career readiness, and aligning their education with the evolving demands of the tourism and hospitality sectors. By integrating real-world experiences into academic curricula, WU seeks to prepare its students to become highly competent professionals who can contribute effectively to Thailand's tourism industry and beyond.

The CWIE initiative extends its benefits to students across multiple disciplines, including Hospitality Industry, Professional Culinary Arts, Accountancy, English, Chinese, Digital Marketing and Branding, Occupational Health and Safety, Environmental Health, and Architecture and Design. Through hands-on training in industry

settings, students gain invaluable experience, allowing them to refine their skills, adapt to workplace dynamics, and build professional networks. The program also enhances their ability to tackle real-world challenges, ensuring they are well-prepared for employment upon graduation. Future plans include broadening the program's scope to incorporate additional academic disciplines and increase the number of student participants, further strengthening the university's role in workforce development.

A key feature of WU's cooperative education program is its 8-month duration, a period designed to immerse students in experiential learning while promoting mutual growth among students, enterprises, and faculty. During their placements, students engage in diverse job functions, work on industry projects, and receive mentorship from experienced professionals. This structured approach not only refines their technical competencies but also cultivates essential soft skills such as communication, teamwork, and problem-solving.



The growing success of WU's cooperative education initiatives is reflected in the rising number of student participants. In 2024, a total of 1,297 students took part in work placements across various industries, demonstrating the program's increasing impact and popularity. Looking ahead, WU's Center for Cooperative Education and Career Development aims to further expand its network of partner organizations, offering even more students the opportunity to gain hands-on work experience for extended periods.