



NOAKHALI SCIENCE AND TECHNOLOGY UNIVERSITY

Noakhali - 3814, Bangladesh.

SDG PROGRESS REPORT 2024

8 DECENT WORK AND ECONOMIC GROWTH



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Comprehensive Report: SDG 8 - Decent Work and Economic Growth

Noakhali Science and Technology University

December 2024

Introduction

Noakhali Science and Technology University (NSTU) is deeply committed to Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. We believe that a truly sustainable future is built on an economy that is both robust and equitable.

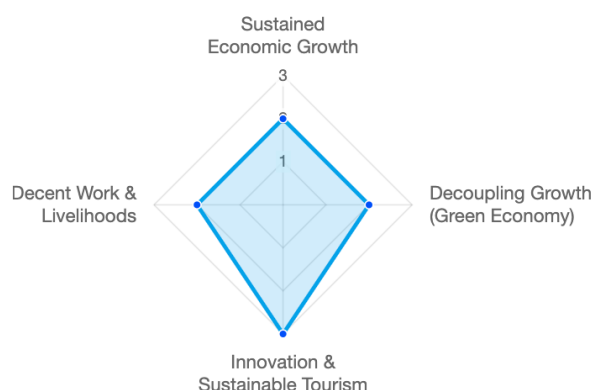
Our extensive 2024 research portfolio, featuring 45 high-impact publications, demonstrates a comprehensive strategy for addressing this goal, complemented by our operational policies. Our work is organized around two key pillars:

1. **Research and Innovation:** Analyzing economic growth, decoupling it from environmental degradation, fostering innovation, and promoting decent work.
2. **Operations and Employment Practices:** Ensuring decent work, fair compensation, and secure employment for all our staff, faculty, and associated personnel.

This report details our 2024 accomplishments across these critical pillars.

Pillar 1: Research for a Sustainable Economy (2024)

Focus Areas of 2024 Research



Pillar 1: Progress through Research and Innovation

Our 2024 research provides a comprehensive evidence base for building a more prosperous, inclusive, and sustainable economy.

Section 1.1: Analyzing and Promoting Sustained Economic Growth (Targets 8.1, 8.10)

A major part of our research provides the evidence base for Target 8.1 (sustain economic growth) and Target 8.10 (strengthen financial institutions).

- **Modeling Macroeconomic Drivers:** Our researchers have produced extensive analyses on the drivers of GDP, including studies on the impact of renewable energy (Rahman et al.), remittances, and FDI (Jui et al.).
- **Analyzing Financial and Trade Linkages:** We have a strong focus on the financial and trade systems that underpin growth, including research on the adoption of Fintech (Raihan et al.), the role of Green Bonds (Kumar et al.), and the ICT-trade relationship (Islam et al.).

Section 1.2: Decoupling Growth from Environmental Degradation (Target 8.4)

Our institution is a leader in researching Target 8.4 (improve resource efficiency). We provide critical analysis on how to achieve a "green economy."

- **Promoting Resource Efficiency:** Our work identifies pathways for efficiency, including studies on energy-efficient textile manufacturing (Tushar et al.) and advancing circular economy principles (Kabir et al.; Narwal et al.).
- **The Growth-Environment Nexus:** We have a massive research cluster on the Environmental Kuznets Curve (EKC), analyzing the interplay of economic growth, energy use, and carbon emissions in Bangladesh (Raihan et al.; Borsha et al.) and globally.

Section 1.3: Fostering Innovation, Diversification, and Sustainable Tourism (Targets 8.2, 8.9)

We actively support Target 8.2 (economic diversification) and Target 8.9 (promote sustainable tourism).

- **Promoting Sustainable Tourism:** We have a dedicated research focus on green tourism sustainability (Tafsirun et al.) and the impact of tourism on carbon emissions (Voumik et al.; Chowdhury et al.).
- **Technological Innovation in Key Sectors:** Our researchers are developing and assessing the tools for economic diversification, especially in agriculture, by using machine learning for soil classification (Rahman et al.), IoT-enabled irrigation (Rana et al.), and AI for crop disease detection (Khan et al.).

Section 1.4: Promoting Decent Work and Inclusive Livelihoods (Targets 8.5, 8.8)

Our research addresses the human side of economic growth, focusing on full employment and safe work environments.

- **Analyzing Employment and Livelihoods:** We directly investigate Target 8.5. The work by Rahman et al. provides key evidence on macroeconomic variables affecting women's employment. The study by Tawsif et al. provides a critical analysis of the livelihood capitals of urban slum dwellers.
- **Promoting Safe and Secure Work Environments (Target 8.8):** Our research promotes worker well-being, including a study by Miah et al. on green human resource management to create environmentally sustainable and positive work environments.

Pillar 2: Progress through University Operations and Employment Practices

NSTU's operational strategy is to be an exemplary employer, ensuring decent work, fair compensation, and secure employment for our entire community.

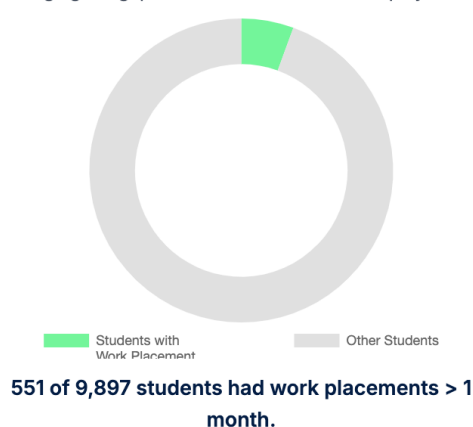
Section 2.1: Fair Compensation and Pay Equity

NSTU is committed to providing a living wage. All 1,174 university employees are compensated according to the official National Pay Scale 2015 set by the Government of Bangladesh. This structure ensures a salary above the national poverty line, and its uniform application based on grade and seniority guarantees pay equity, free from discrimination based on gender or other protected characteristics.

Pillar 2: Operations – Decent Work in Practice (2024)

We lead by example with 100% secure contracts for our 1,174 employees, all paid a living wage and protected by comprehensive labor policies.

Student Work Placements
Bridging the gap between education and employment.



Secure Employee Contracts

A foundational commitment to stable employment.

100%

1,174 of 1,174 employees are on contracts over 24 months.

Section 2.2: Comprehensive Employment and Welfare Policies

NSTU has two key policies that govern our commitment to decent work:

1. **Comprehensive Employment and Welfare Policy:** This policy outlines our zero-tolerance stance against forced labour, modern slavery, human trafficking, and child labour. It also guarantees the rights and welfare of outsourced personnel (e.g., cleaning, security) by requiring contractors to comply with the Bangladesh Labour Act.
2. **Anti-Discrimination & Anti-Harassment Policy:** This policy prohibits all forms of discrimination in the workplace. It also provides a formal grievance and appeals process for all employees and guarantees protection for whistleblowers from any retaliation.

Section 2.3: Labour Rights and Secure Employment

NSTU fully respects the right of all employees to form and join unions and associations, in compliance with national law.

- **Secure Contracts (2024):** 100% of our 1,174 employees are on contracts of over 24 months, demonstrating our commitment to secure employment.
- **Employee Data (2024):** Total employees: 1,174; Academic staff: 395.

Section 2.4: Preparing Students for Decent Work

We bridge the gap between education and employment by providing students with practical experience. In 2024, 551 students (out of 9,897) participated in work placements lasting more than one month, including our pharmacy students' internships at the 250-bed Noakhali General Hospital and education students' internships in local primary schools.

Pillar 2: Operations – Our Commitment to All Workers

Our policies guarantee a fair, safe, and equitable environment for all staff, faculty, and associated personnel.

1

Living Wage & Pay Equity

All staff paid a living wage via the National Pay Scale 2015, ensuring no gender pay gap.

2

Zero-Tolerance Policy

A formal policy with a zero-tolerance stance on forced labour, modern slavery, and child labour.

3

Anti-Discrimination

Comprehensive policy prohibiting discrimination, with safe, confidential reporting and anti-retaliation protection.

4

Labour Rights

Full recognition of unions and guaranteed rights for outsourced workers via binding contracts.

Conclusion

Noakhali Science and Technology University's 2024 contribution to SDG 8 is comprehensive. Our research (45 publications) provides the evidence base for a sustainable economy—modelling growth, promoting green finance, and analysing decent work. Operationally, we lead by example: 100% of our 1,174 employees are on secure contracts, are paid a living wage in accordance with the national pay scale, and are protected by comprehensive anti-discrimination and anti-forced labour policies. This combination of research and responsible practice demonstrates our holistic commitment to promoting decent work and sustainable economic growth.

Appendix: SDG 8 Targeting 2024 Publications Referenced

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[Version 2.0, Updated]