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Employment practices: equivalent rights in outsourcing

Nakhon Si Thammarat Rajabhat University is committed to maintaining a fair and balanced working atmosphere for all personnel. The University has established policies ensuring that external personnel engaged to carry out activities within the University receive rights and treatment equivalent to those of its own staff. Such measures guarantee that everyone working for or on behalf of the University is treated with fairness, dignity, and respect. The University upholds the principle of equality in labor rights for outsourced and contract personnel, including fair compensation in accordance with legal and professional standards, access to essential welfare benefits, and strict compliance with labor laws.

It also ensures that external staff have the opportunity to work in a safe, non-discriminatory environment, with equal access to skill development and career advancement opportunities. To reinforce its commitments, the University has established clear guidelines for monitoring and evaluating the treatment of outsourced personnel. Regular assessments are conducted to review the employment conditions of contractors and subcontractors to ensure that external staff are treated on an equal basis with university personnel in all aspects. Operationally,

the University has created a secure and confidential complaint mechanism that allows external personnel to report issues or incidents related to rights violations freely and without fear of retaliation. A designated committee has been appointed to review complaints and take corrective action transparently and fairly. In addition, the University promotes awareness of the importance of equitable treatment of external personnel through training sessions and awareness-raising activities, ensuring that all members of the University community understand and adhere to the policy. Ongoing efforts help cultivate an institutional culture that respects the rights and dignity of all workers.

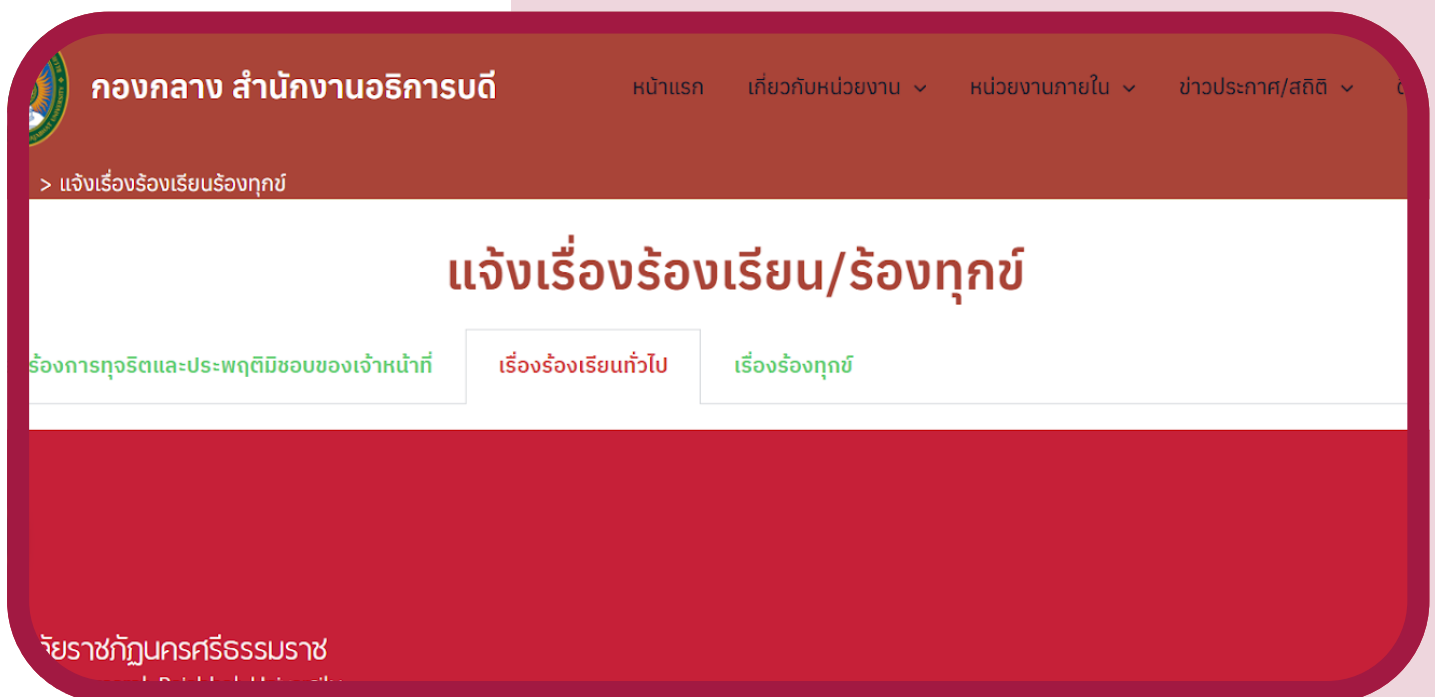


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Employment practice appeal process

Nakhon Si Thammarat Rajabhat University places great importance on creating a transparent and fair working environment. The University has issued the Announcement on Handling Complaints of Corruption and Staff Misconduct, B.E.2567 (2024), establishing clear procedures for complaints related to employee rights and compensation. Consequently, all personnel can raise concerns or report issues safely and effectively. The University also prioritizes the protection of whistleblowers, guaranteeing that complainants will not face any discrimination or adverse consequences for reporting problems. In addition, a confidential and secure complaint channel has been established through the University's internal website to provide staff with assurance and confidence in exercising their rights.



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Proportion of students taking work placements

Nakhon Si Thammarat Rajabhat University places great importance on preparing students to enter the workforce effectively. One method for assessing readiness involves examining the proportion of students participating in internships required under the curriculum. The calculation begins with the collection of data on the number of students who have completed internships lasting longer than one month, which is the minimum duration specified in the curriculum. The figure is then divided using the total number of students at the University as the denominator. The resulting figure is converted to a Full-Time Equivalent (FTE) value to allow for accurate comparison and analysis.

The proportion of students engaged in internships is a key indicator of the University's commitment to developing students' competencies for future careers. Internships enable students to acquire essential workplace skills, and they provide valuable experience and confidence to face challenges in their chosen fields.



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Proportion of employees on secure contracts

Nakhon Si Thammarat Rajabhat University places strong emphasis on stable and sustainable employment. The University monitors and reports the proportion of employees with long-term contracts (763 employees), covering both academic and non-academic staff. The calculation begins with the collection of data on employees with long-term employment contracts, defined as contracts with a duration of more than 24 months. The figure is then divided using the total number of University employees as the denominator to determine a clear and measurable proportion for effective analysis.



The proportion of employees with long-term contracts is a key indicator of employment stability within the University, directly influencing staff satisfaction and confidence in their employment security. Having stable employment contracts enables staff to perform to their full potential and supports long-term engagement in the University's development.

