

KUMASI TECHNICAL UNIVERSITY



**KUMASI TECHNICAL UNIVERSITY SUSTAINABLE
DEVELOPMENT GOAL (SDG) 8 POLICY**

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1.0 INTRODUCTION

The Sustainable Development Goals (SDGs), adopted by United Nation Members started in 2015 as part of the 2030 Agenda for Sustainable Development, provide a blueprint for peace and prosperity for people and the planet. The 17 goals are interconnected and address global challenges including poverty, inequality, climate change, environmental degradation, peace, and justice. The framework of the Sustainable Development Goals (SDGs) ensures social cohesion, economic prosperity and protection of the environment. Education, research and innovation are essential in sustainable development, making universities key contributors to achieving the goals.

Universities provide pioneering research, high quality education, and ground-breaking innovation (Goal 4 and 9). Universities support students in developing the rigorous scientific mindset and spirit of curiosity and entrepreneurship needed to produce the solutions required for sustainable development. University lecturers and students work in partnership with citizens, the private and the public sector, co-creating knowledge that can produce solutions. It is the combination of these core missions that gives universities a unique place in the common effort to achieve the SDGs.

Each goal has specific targets and indicators to measure progress. SDG 8 specifically calls on the international community to "**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**". It thus captures two main economic themes that are strongly interlinked - economic growth and employment/decent

work. More people in decent jobs and healthier workforce can lead to stronger and more inclusive economic growth, and vice versa. It is a strong relationship that deserves more attention in decision-making.

The KsTU policy framework on SGDs aims at incorporating the SDG 8 into the university's institutional strategies, both in management and in teaching, and research. The KsTU SDG 8 policy aims to ensure sustainable campus management at KsTU. In line with the SDG 8, a study was conducted into the economic activities, employment practices and working conditions at KsTU and these are presented below:

2.0 CURRENT ECONOMIC ACTIVITIES AT KSTU

A critical look into the economic activities undertaken by KsTU revealed the following:

- Sales of Admission form.
- Payment of Fees by Students.
- Payment for Transcripts / Statement of Results.
- Payment of Graduation Fees.
- Vendor Payments.
- Payments by Financial Institutions that operates ATM on Campus.
- Receipts from Productive Services (Fashion Department, Automotive Department and University Restaurant).
- Hiring out of university facilities (Great Hall, Hall of Residence, Brick House, etc.).
- Receipts from the university Fitness center (Gym).

3.0 CURRENT EMPLOYMENT PRACTICES AT KSTU

A review of the employment practices of Kumasi Technical University (KsTU) revealed the following practices:

- Recruitments of staff into the university is advertise in the newspapers and the website
- of the university.
- Interviews are conducted at various levels for the appointment of qualified persons.
- Appointed persons are approved by the university council.
- Orientations are organised by the various units or department for the newly recruited staff.
- The university engages full time (teaching and non-teaching) and part time (teaching) staff.
- The university also engages contract staff:
 - Laboratory Assistants and Technicians.
 - Office Assistants (non-teaching).
- Hiring of External Services (Zoom lion).
- Engagement of National Service Personnel.

4.0 WORKING CONDITIONS AT KSTU

Kumasi Technical University (KSTU) has a lot of policy documents that are used in the operations of the institution. Among the working policy documents that relates to working conditions at KSTU are:

- Conditions of Service Policy
- Leave Policy.
- Appointments and Promotions Policy.
- Ethics Policy.
- Staff Development Policy.
- Disability Policy.
- Gender Policy.

5.0 OPPORTUNITIES FOR PROMOTING INCLUSIVENESS AND SUSTAINABLE ECONOMIC GROWTH AND DECENT WORK FOR ALL MEMBERS OF THE UNIVERSITY COMMUNITY.

Encouraging inclusiveness, sustainable economic growth, and decent work for all members of the university community includes creating a supportive and impartial environment where everybody can thrive. There are opportunities and strategies that KsTU can leverage on to create a more inclusive and supportive environment that nurtures sustainable economic growth and decent work for all members of the university community. These opportunities and strategies include;

5.1 OPPORTUNITIES FOR STUDENTS

5.1.1 Education Programmes:

- The various departments in the university shall be encouraged to promote the development and implementation of educational syllabi that address the principles of inclusiveness, sustainability, and decent work. Such educational syllabi will encourage students to seek careers in sustainability.
- The university shall encourage the development of educational programmes that incorporate diverse perspectives and voices, particularly those from marginalised and underrepresented groups.

5.1.2 Scholarships and Financial Support:

- The Management of KsTU shall encourage the set-up of scholarship schemes to provide financial support to students from deprived backgrounds, international

students, and students with disabilities to guarantee equal access to university education.

5.1.3 Mentorship and Peer Support Programmes:

- Through the academic departments at KsTU, there shall be the establishment of mentorship programmes and peer support networks that link students with faculty, alumni, and industry professionals to promote a sense of community and belonging.

5.1.4 Career Services and Job Placement:

- The various Faculties and Departments at KsTU shall organise career service programmes where experts in industries will be provided with the opportunity to interact with students to provide personalised guidance, job placement assistance, and knowledge on job search strategies.
- The Industrial Liaison Office (ILO) of KsTU will deliberately enter into partnership with organisations committed to diversity and inclusion to create internship and job opportunities for students.

5.1.5 Students Association and Clubs:

- The management and leadership of KsTU must provide support to student-led associations and clubs that focus on social justice, economic sustainability, and labour rights. There should be an attempt to encourage collaboration between these associations on the satellite campuses of the university as well as with other campus groups to promote inclusivity.

5.2 OPPORTUNITIES FOR TEACHING AND NON-TEACHING STAFF

5.2.1 Diversity and Inclusion Training:

- The University should provide regular training on diversity, equity, and inclusion for all teaching and non-teaching staff every academic year.

5.2.2 Unbiased Hiring Practices:

- In recruiting employees, being it teaching or non-teaching staff to work in the university, the recruitment process should be fair and transparent to ensure diversity and equal opportunity. KSTU should aggressively recruit candidates from diverse backgrounds and ensure representation in all departments and units.

5.2.3 Professional Development Opportunities:

- KSTU should promote ongoing professional development programmes for all staff focused on sustainability, inclusive teaching practices, and decent work principles.
- The university should support teaching and non-teaching staff in attending conferences and workshops related to sustainability, inclusiveness and decent work.

5.2.4 Inclusive Policies:

- The Management of KSTU must promote the development of policies that promote work-life balance, ensuring fair wages, safe working conditions, and opportunities for career advancement for all staff members.

5.3 OPPORTUNITIES FOR WIDER UNIVERSITY COMMUNITY

5.3.1 Community Engagement and Outreach Programmes:

- The University shall partner with local organisations and businesses to promote economic development and decent work in the surrounding communities.
- The Management of KsTU shall encourage the promotion of community service projects that involve students, faculty, and staff working together on local issues.

5.3.2 Sustainable Campus Initiatives:

- The Management of KsTU shall ensure the implementation of sustainability practices on all satellite campuses of the university, such as reducing waste, conserving energy, and promoting the use of renewable resources.
- Workshops and awareness campaigns shall be organised for the university community in sustainability.

5.3.3 Equity and Inclusion Committees:

- The Management of KsTU shall encourage the establishment of committees devoted to promoting equity, inclusion, and sustainability within the university community. Such committees should have representation from students, faculty, staff, and community members.

5.3.4 Inclusive Events and Celebrations:

- The University will organise events that celebrate cultural diversity, raise awareness about social justice issues, and promote economic sustainability.

5.3.5 Data Collection and Analysis:

- The Institute of Research, Innovation and Development (IRID) of KsTU shall be encouraged to collect and analyse data on diversity, equity, inclusion, and sustainability metrics to identify areas for improvement. Such data must be used to inform policies, programmes, and initiatives aimed at promoting inclusiveness and sustainable economic growth.

5.3.6 Transparent Communication:

- The Management of KsTU shall promote a communication system that foster open and transparent communication about the university's goals, progress, and challenges related to inclusiveness and sustainability.
- The communication system shall regularly update the university community on initiatives, accomplishments, and opportunities for involvement.

5.3.7 Recognition and Rewards:

- The Management of KsTU shall recognise and reward individuals and groups who make significant contributions to promoting inclusiveness, sustainability, and decent work.

6.0 STRATEGIES TO INTEGRATE PRINCIPLES OF ECONOMIC SUSTAINABILITY AND DECENT WORK INTO THE UNIVERSITY CURRICULUM, POLICIES, AND ACTIVITIES

Integrating principles of economic sustainability and decent work into the KsTU curriculum, policies, and activities is essential for promoting a socially responsible and conducive academic environment. By applying the underlisted strategies, KsTU can play a vital role in advancing economic sustainability and decent work, preparing students to become responsible global citizens and leaders in their respective fields. Among the strategies to achieve this integration are:

6.1 CURRICULUM INTEGRATION STRATEGIES

6.1.1 Interdisciplinary Courses:

- Various Faculties and Departments in the University shall promote the development of programmes with courses that combine economics, sustainability, and social sciences to provide a holistic understanding of economic sustainability, decent work, labour right, and environmental justice.

6.1.2 Specialised Programmes:

- KsTU shall offer specialised programmes focused on economic sustainability, corporate social responsibility (CSR), and labour rights.
- The Industrial Liaison Office (ILO) of KsTU shall enter into partnership with organisations and companies that promotes sustainability and decent work to create opportunity for students to engage in sustainability

and labour-related projects through service learning, and internships.

6.1.3 Guest Lectures and Workshops:

- Faculties and Department shall be encouraged to invite industry experts, policymakers, and activists to speak on topics related to economic sustainability and decent work.
- They shall also organise workshops and seminars to deepen understanding and facilitate hands-on learning experiences.

6.1.4 Research Projects:

- Lecturers shall encourage students to undertake research on topics related to economic sustainability and decent work.
- The Management of KsTU will provide funding and support for lecturers and students research that explores innovative solutions for sustainable economic practices and labour issues.

6.2 POLICY INTEGRATION STRATEGIES

6.2.1 Sustainable Procurement and Investment:

- The Procurement Unit of KsTU shall implement policies that prioritise sustainable and ethical procurement practices.
- All investments to be made by the University will be done in companies that align with principles of economic sustainability and decent work.

6.2.2 Employment Practices:

- KsTU's employment policies should reflect principles of decent work, including fair wages, safe working conditions, and equal opportunities for all.
- The Management of KsTU shall develop programmes to support the professional development of all staff, helping lifelong learning and skill enhancement.

6.2.3 Sustainability Reporting and Transparency:

- There shall be regular publication of sustainability reports that highlight KsTU's efforts and progress in economic sustainability and decent work.
- The stakeholders of KsTU will be involved in the reporting process to ensure transparency and accountability.

6.3 ACTIVITIES AND INITIATIVE STRATEGIES

6.3.1 Campus Sustainability Initiatives:

- KsTU shall launch initiatives to reduce campus's carbon footprint, such as energy efficiency programmes, waste reduction, and sustainable transportation options.
- The Management of the university will promote the use of renewable energy sources and environmentally friendly infrastructure.

6.3.2 Student and Faculty Engagement:

- The Management of KsTU shall encourage teaching staff and students to establish faculty committees and student organisations that focused on sustainability and labour rights.

- Faculty shall be encouraged to organise seminars on sustainability and social justice, in all satellite campuses as well as off campus.

6.3.3 Community Partnerships:

- KsTU shall collaborate with local businesses, NGOs, and government agencies to promote economic sustainability and decent work in the community.
- The University shall engage in community service projects that address local economic and labour challenges.

6.3.4 Sustainability Challenges and Competitions:

- Faculties and Departments shall organise competitions that challenge students to develop innovative solutions for economic sustainability and decent work. There shall be provision of awards and recognition for outstanding projects and ideas. For instance, Business Plan Competition.

6.4 MONITORING AND EVALUATION

6.4.1 Regular Assessments:

- The Management of KsTU shall conduct regular assessments of the university's policies, curriculum, and activities to ensure alignment with economic sustainability and decent work principles.
- The Management will use feedback from students, faculty, and external stakeholders to continuously improve strategies and initiatives.

6.4.2 Benchmarking and Best Practices:

- KSTU's efforts in sustainability and decent work for employees shall be benchmark against other universities and industry standards.
- The university shall adopt best practices and learn from successful models of integrating sustainability and decent work principles.

6.5 ADVOCACY AND LEADERSHIP

6.5.1 Thought Leadership:

- The Management of KSTU should position the university as a thought leader in economic sustainability and decent work through publications, conferences, and public forums.
- Management should encourage faculty to engage in research and public discourse on sustainability and decent work for all.

6.5.2 Policy Advocacy:

- Management of KSTU should advocate for policies at the local, national, and international levels that promote economic sustainability and decent work.

7.0 INITIATIVES TO ENGAGE STUDENTS, STAFF, AND THE WIDER COMMUNITY IN EFFORTS TO PROMOTE ECONOMIC DEVELOPMENT AND DECENT EMPLOYMENT OPPORTUNITIES

Engaging students, staff, and the wider community in promoting economic development and decent employment opportunities requires a multi-faceted approach. By implementing the initiatives outlined below, Kumasi Technical University (KSTU) can actively engage students, staff, and the wider community in efforts to promote economic development and decent employment opportunities, fostering a more sustainable and equitable society. Among the initiatives that can be implemented to achieve this goal are:

7.1 INITIATIVES FOR STUDENTS

7.1.1 Internship and Cooperative Programmes:

- Through the Industrial Liaison Office (ILO), KSTU shall partner with local businesses and organisations to create internship and cooperative opportunities focused on economic development and decent work. Academic credit hours should be assigned to the internship programme to make it more effective.

7.1.2 Entrepreneurship Hub and Innovation Laboratory:

- The University shall establish entrepreneurship hubs on the various campuses where students can develop and test business ideas that promote economic development.

- KsTU shall offer mentorship, funding, and resources to support student-led startups, especially those that focus on creating decent employment opportunities.

7.1.3 Service-Learning Projects:

- There shall be integration of service-learning projects into the curriculum of study programmes in all departments in the university, that allow students to work on real-world problems related to economic development and labour rights.
- KsTU will collaborate with community organisations to identify meaningful projects that benefit both students and the community.

7.1.4 Career Development Workshops:

- Faculties and Departments shall be encouraged to organise workshops and seminars on career development topics, such as resume writing, interview skills, and job searching, with an emphasis on finding decent employment.
- Faculties and Departments will invite professionals and experts from various industries to share their experiences and advice on entering and flourishing in the workforce.

7.1.5 Student-Led Initiatives:

- The Management of KsTU shall encourage and support student organisations that focus on economic development, social entrepreneurship, and labour rights.

- Students will be provided with platforms to lead awareness campaigns, host events, and collaborate with external stakeholders of the university.

7.2 INITIATIVES FOR STAFF

7.2.1 Professional Development Programs:

- The Management of KsTU shall offer training and development programmes for staff that focus on skills needed for promoting economic development and ensuring decent work.
- Opportunities will be provided for staff to engage in lifelong learning and career advancement.

7.2.2 Engagement in Research and Community Projects:

- The Management of KsTU shall encourage staff of the university to participate in research projects and community initiatives related to sustainable economic development and labour rights.
- Management shall provide funding and support for staff-led research projects that aim to improve local economic conditions and employment opportunities.

7.2.3 Collaborative Networks:

- The Institution shall establish networks and forums for staff to share best practices, collaborate on initiatives, and engage with external partners on economic development issues.

7.3 INITIATIVES FOR THE BROADER COMMUNITY

7.3.1 Community Business Incubators:

- KsTU shall encourage the creation of business incubators that support local entrepreneurs and small businesses, providing them with resources, mentorship, and access to markets. The focus shall be on businesses that promote sustainable economic development and create decent jobs.

7.3.2 Public-Private Partnerships:

- KsTU shall enter into partnerships with local government, profit and non-profit organisations to address economic challenges and promote decent work.
- The university will also collaborate on initiatives such as job fairs, workforce development programs, and community revitalization projects.

7.3.3 Educational Outreach Programmes:

- KsTU shall offer workshops, training sessions, and educational programmes for community members on topics such as financial literacy, entrepreneurship, and job skills.
- KsTU shall allow the community members access to university resources, such as libraries and online courses, to support community learning and development.

7.3.4 Community Advisory Boards:

- Faculties and Departments shall be encouraged by management to establish advisory boards that include community members, local business leaders, and

other stakeholders to guide the university efforts in economic development and decent work. This is to ensure that community voices are heard and considered in decision-making processes.

7.3.5 Volunteer and Service Programmes:

- The Management of KsTU shall encourage the organisation of volunteer programmes that involve students, staff, and community members working together on projects that promote economic development and labour rights. This, the university can partner with local organisations to identify volunteer opportunities that align with the goals of economic sustainability and decent work.

7.3.6 Annual Economic Development and Decent Work Conference:

- The Management of KsTU shall host an annual conference that brings together students, staff, community members, and industry leaders to discuss and collaborate on economic development and decent employment initiatives.

7.3.7 Awareness Campaigns and Events:

- Through the management, KsTU shall launch awareness campaigns and organise events, such as panel discussions, and public lectures, to raise awareness about economic development and decent work. These events will help educate and engage the university community and the general public.