

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Ambassadors of SDG 8:

- Dr. Nejiba El yetim is a Senior Lecturer at the Higher Institute of medical Technologies of Tunis, The University of Tunis El Manar.
- Mrs. Dorra Ammar is the university Director of Human Resources



A decent job is the cornerstone of sustainable economic development. It enhances productivity by motivating workers. At Tunis El Manar University, several activities have been carried out to provide decent work for its employees and prepare decent work for its future graduates.

At UTM, this includes:

1. Supporting continuous education and training.
2. Promoting campus safety.
3. Creating a safe working environment.
4. Encouraging innovation.
5. Fostering accountability.
6. Promoting innovation.
7. Encouraging innovation.

Development of administrative staff skills

- Technical training for the administrative staff of the university and its institutions. These training sessions are part of the development of administrative staff skills. One training program focuses on procurement procedures in accordance with World Bank guidelines, targeting 40 financial executives from the University of Tunis El Manar. This training is scheduled as part of the PAQ-GAGE project.
- [Offres de formations pour les cadres administratifs de l'UTM et ses établissements \(rnu.tn\)](https://www.rnu.tn).



Development of teachers' skills

- Pedagogical innovation training sessions have been organized in several UTM



Promoting mental health and well-being

- To promote mental health and well-being, psychologists are available to listen to students and administrative and teaching staff at UTM, offering counseling and psychological support on campus.
- As part of a quality support project, PAQ-DGSU-GAGE at UTM, several training sessions have been organized for administrative staff and teachers. Forty-eight UTM teachers and staff from its institutions have received training in Soft Skills (self-awareness, effective communication, leadership, time management) with the aim of fostering a culture of openness and communication while enhancing the skills of the personnel at the University of Tunis El Manar.



Université de Tunis El Manar - | [جامعة تونس المنار Facebook](#)



They have also received training in mediation and conflict management in the university setting, which was scheduled as part of the #PAQ_GAGE project at the University of Tunis El Manar. More than 80 participants, including teachers and administrative staff, will receive this training and will form the mediation and conflict management center within the university and its affiliated institutions. The mediation structure is currently being established.

- In its quality support project, ISTMT organized a life coaching training for administrative executives and teachers.

Ensuring equal opportunities

As part of its commitment to social responsibility, the University of Tunis El Manar aims to be an inclusive university. It focuses on creating a welcoming and accessible environment for all students, with particular support provided to students with specific needs. However, despite its efforts, employability of individuals with disabilities in Tunisia is a significant and complex issue, posing a major challenge for both the university and Tunisia as a whole. It is essential to enhance awareness efforts regarding the needs of people with disabilities and establish effective policies and programs to support their employment. In this context, UTM organized the event "UTM Without Barriers," which took place on Friday, October 26th, from 8:30 AM to 1:00 PM at the Faculty of Law and Political Science in Tunis, El Manar University campus.



The event aimed to:

1. Raise awareness among the public about the importance of supporting disabled students and graduates.
2. Inform the public about the challenges faced by disabled students and graduates and the services available to them.
3. Create an engaged community to support disabled students.



[UTM Université sans obstacles \(rnu.tn\)](http://rnu.tn)

Professional integration

- Around twenty participants, including teachers and hospital-university professionals from various disciplines and institutions at UTM, underwent a 3-day training in design thinking to enhance their
- Several training sessions have been organized for the administrative staff and teachers at UTM to enhance their skills in student career guidance and management. Indeed, as part of the PAQ-DGSU-UTM-GAGE project, a training-action on strategic planning, with a focus on the management of a 4C center, was conducted for the members of 4C centers in UTM institutions.



As part of an Erasmus+ project, an entrepreneurship center has been established, serving as a co-working space for students with project ideas. Additionally, another co-working space has been created at ENIT as part of the Entrepreneurial University project funded by DAAD. UTM is in the process of establishing a new support structure called the "Student Entrepreneurship Hub.« This initiative aims to promote the entrepreneurial spirit among UTM students and encourage their innovative initiatives, in synergy and complementarity with existing actions and structures.



The hub's main missions include promoting the exchange of entrepreneurial best practices and creating the necessary conditions to foster an environment conducive to the creation and development of startups by UTM students. Furthermore, a medical technology innovation center has been established at ISTMT. It will provide an ideal environment for creativity and innovation in the biomedical field. Equipment has been put in place as part of the #PAQ-ISTMT-GIVE project. This presents an excellent opportunity for students from both the Institute and UTM to develop innovative ideas and bring them to fruition with the support of teachers and institute technicians.



Development of entrepreneurial skills among students



- Preparing for decent employment is crucial for students as it equips them with the skills, knowledge, and confidence needed to succeed in the job market. Indeed, in partnership with INJAZ Tunisia and in most of the UTM institutions, several training sessions have been organized. These training programs aim to:
- Foster entrepreneurial spirit among students through a set of learning activities. The focus is on entrepreneurial values and attitudes, while allowing students to discover their own qualities and potential and position themselves in relation to an

- Raise students' awareness of the importance of entrepreneurship. It seeks to influence a belief system and break down perceptual and cultural barriers. Efforts are made to show learners that it is possible to pursue an entrepreneurial career in a Tunisian context.
- Take action by defining the entrepreneurial project, planning it, monitoring its implementation, presenting the completed project to the target audience, and evaluating one's approach and results.
- Furthermore, several competitions have been organized in various institutions with the objective of developing students' entrepreneurial and managerial skills to facilitate their



Recherche and innovation

- A series of training sessions aimed at assisting UTM researchers in commercializing the outcomes of their research by providing support throughout the commercialization phase of their products/services. The training sessions were conducted online over six weeks, with one day per week, from February 3, 2023, to March 30, 2023, and were facilitated by our Japanese partner, TSUCREA.

Université de Tunis El Manar - | جامعة تونس المنار Facebook



Decent Work:

The Association of Employees and Administrative Staff at the University of Tunis El Manar demonstrates a dedicated commitment to cultivating a delightful work environment and ensuring decent work conditions. They orchestrate an array of engaging activities and excursions, welcoming employees to share these experiences with their families and children. Additionally, the administrative staff engages in mobility and international travel programs, fostering skills exchange and capacity development.



The UTM has recently organized a diverse array of staff excursions and sightseeing adventures, taking employees to renowned destinations like Touzer and Douz in the picturesque south of Tunisia. They've even ventured to the iconic Star Wars movie filming location in Matmata, providing enriching experiences.



In recent times, some of our esteemed staff members have had the privilege of participating in sustainability workshops at a university in Portugal, while others have journeyed to various institutions to receive training on the principles of inclusive universities.



Through the staff association, employees benefit from a range of subsidies, including those aimed at financing their children's school supplies, uniforms, and other essential needs, especially during the back-to-school season. Moreover, our dedicated staff members receive food and beverage coupons to savor delectable meals at high-quality local restaurants.



Our esteemed staff members receive well-deserved recognition certificates and coveted prizes when they excel in their work-related endeavors as well as in social activities, ranging from sports to art and cultural events thoughtfully organized by the university. These accolades underscore our commitment to acknowledging and celebrating excellence in all aspects of life.



Furthermore, Tunisian banks and housing/mortgage organizations extend a generous hand to our university staff by typically offering reduced interest rates, represented by the TMM. In addition, there are attractive benefits such as reduced insurance rates and exclusive travel booking offers, all made possible through the strategic agreements forged by the Tunisian Ministry of Higher Education and the University of Tunis El Manar with select banks and agencies. These valuable advantages not only enhance the financial well-being of our staff but also contribute to an improved overall quality of life.

The UTM has recently commemorated the promotions of numerous administrative staff members, extending warm congratulations to them for their outstanding achievements and their unwavering commitment to continuous skill and knowledge enhancement, aligning with the university's staff and career development framework.



At the University of Tunis El Manar, the well-being of our staff holds significant importance. The Taouhida Bechikh University Health Centre plays a pivotal role in this regard, providing comprehensive healthcare and mental health services to staff members of all categories. Additionally, the university organizes various cultural, sports facilities, and annual events, including art competitions, to further enrich the overall experience and well-being of our dedicated staff. This holistic approach underscores our commitment to fostering a supportive and fulfilling work environment.



The university's leadership team actively joins in celebrating employee milestones, such as birthdays, promotions, and staff leave gatherings held right at the university, nurturing a profound sense of community and camaraderie among our valued staff.

