



Transforming our relationship with nature is key to a sustainable future



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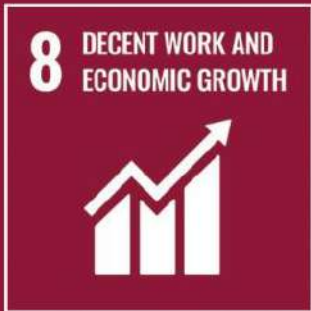
1. Administrative staff Events

Staff The involvement of UTM administrative and support staff in university events and ceremonies plays a vital role in fostering a sense of belonging and community. Their active participation not only contributes to the success of these events but also positively impacts their overall well-being. Engaging in such activities allows staff members to connect with colleagues, celebrate shared achievements, and feel valued as integral members of the university. This sense of inclusion enhances morale, reduces workplace stress, and strengthens the bond between staff and the broader UTM community.





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2. Periodic Staff Development Sessions

The administrative staff regularly participate in periodic staff development sessions, where they have the opportunity to explore new tools and practices that enhance their professional skills. One such initiative involved engaging with the new university management software, where staff members participated in discussions, shared insights, and practiced its usability. These development sessions promote knowledge exchange and ensure that the staff remains up-to-date with the latest technology, improving both their efficiency and confidence in their roles. This ongoing commitment to professional growth helps foster a collaborative and supportive work environment, benefiting both individual staff members and the broader university community.

8 DECENT WORK AND ECONOMIC GROWTH



3. Staff Trips and Entertainment

The UTM Employee Association organized a delightful trip to the beautiful Sidi Ali El Makki beach, offering staff members and their families an opportunity to unwind and enjoy a day full of joy, fun, and togetherness. The event was characterized by a warm and friendly atmosphere, where participants bonded over shared activities and experiences. Families joined in, adding a sense of community and inclusivity to the gathering. Everyone was caring and supportive, creating an environment of mutual respect and enjoyment. The day was filled with laughter, meaningful conversations, and memorable moments, reflecting the strong spirit of solidarity and camaraderie among the UTM staff and their loved ones.



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4. Financial Assistance

Financial assistance is distributed to eligible **non-academic staff** through the UTM employee association for non academic staff during festive times, including **Eid al-Fitr**, **Eid al-Adha**, and the **Back-to-School season**. This assistance is provided to active employees in central or regional offices, public institutions linked to the state budget, and local authorities. However, it excludes those on long-term sick leave, secondment, or holding functional positions, as well as employees in sub-categories A1 and A2 assigned to specific roles. This ensures that financial aid reaches non-academic staff who are most eligible based on their administrative and professional status.