



REPORT 8

8 DECENT WORK AND ECONOMIC GROWTH



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Ambassadors of SDG 8

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Administrative Staff Engagement and Well-being

The active participation of UTM's administrative and support staff in university events and ceremonies is fundamental to strengthening the sense of community within the institution. Their involvement not only contributes to the success of these activities but also enhances their sense of belonging and overall well-being. Such engagement fosters connection among colleagues, celebrates shared achievements, and reinforces the value of each staff member as an essential part of the UTM community—ultimately boosting morale and teamwork.



Continuous Professional Development



UTM places great emphasis on staff capacity-building through regular development sessions. These sessions allow administrative staff to explore innovative tools and practices that improve their professional performance. For instance, the introduction of a new university management software provided staff the opportunity to engage in hands-on training, share feedback, and refine their digital competencies. By staying updated with technological advancements, the administrative teams strengthen both their efficiency and confidence, cultivating a collaborative and forward-looking work culture.

Staff Trips and Social Events

To encourage social cohesion and well-being, the UTM Employee Association organized a recreational trip to Sidi Ali El Makki beach, providing staff and their families with a joyful opportunity to relax and connect outside the workplace. The day was filled with laughter, shared experiences, and family-friendly activities, reflecting the strong sense of camaraderie and mutual respect that characterizes the UTM community. Such initiatives not only promote staff happiness but also reinforce the university's commitment to fostering a positive and inclusive work environment.





Financial and Social Support for Staff and Students

At the University of Tunis El Manar (UTM), financial and social support initiatives reflect a strong commitment to ensuring decent work, professional development, and community well-being.

- Financial Assistance:**
 During festive periods such as Eid al-Fitr, Eid al-Adha, and the Back-to-School season, the UTM Employee Association provides financial assistance to eligible non-academic staff. This initiative targets active employees within central or regional offices, public institutions, and local authorities, ensuring that support is directed toward those most in need based on their administrative and professional status.
- Professional Development and Work-Life Balance:**
 UTM regularly organizes training sessions and workshops focused on professional growth, stress management, and leadership development. As part of the Quality Support Project, various programs have strengthened the competencies of staff, faculty, and students. Additionally, UTM collaborates with NGOs and ecosystem partners to expand these opportunities.
- Erasmus+ WE4LEAD Project:**
 Through the WE4LEAD Project, UTM has introduced a strict anti-discrimination and anti-harassment policy, particularly addressing sexual harassment. The initiative, launched in December 2023, ensures the establishment of clear reporting and resolution mechanisms, reinforcing a safe and equitable work environment.
- Integration and Inclusion:**
 UTM fosters a strong sense of belonging through integration days for new students—both local and international—and through events such as the “Beacon of Cultures” Festival, which celebrates intercultural dialogue and diversity.
- Improving Working Conditions and Community Building:**
 UTM maintains an environment of solidarity through its associations, which organize:
 - +Mutual Support Initiatives during personal or professional hardships.
 - Social and Cultural Events to strengthen relationships among staff.
 - +Sports, Recreational, and Awareness Activities promoting health and well-being.
 - +Development Opportunities including conferences, training, and networking sessions.
- Conflict Mediation and Mentorship:**
 A Mediation Committee provides a neutral platform for conflict resolution through confidential dialogue, while mentorship programs—such as those run with INJAZ Tunisia—support early-career academics and aspiring entrepreneurs.



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- **Evaluation and Continuous Improvement:**

To ensure accountability, UTM conducts employee satisfaction surveys under the SMOE system and performs regular internal audits to uphold decent work standards and identify areas for improvement.

- **Health and Psychological Support:**

UTM provides access to psychologists for students and staff and operates the University Medical Center “Tawhida Ben Cheikh” at the Farhat Hached Campus. The center offers comprehensive medical care through a team of general practitioners, dentists, psychologists, and midwives.

- **Research, Innovation, and Mobility Support:**

Through Erasmus+ programs and internal funding schemes, UTM actively promotes research, innovation, and international mobility. Scholarships for students, faculty, and administrative staff encourage collaboration and exposure to global academic environments.

- **Entrepreneurship and Startups:**

The Pôle de l'Étudiant Entrepreneur (P2E-UTM) serves as UTM's startup incubator, providing mentoring, networking, and resources to nurture student and researcher-led ventures. Complementary entrepreneurship competitions across institutions stimulate innovation, creativity, and employability, helping students transition from academic learning to real-world enterprise.

- **Corporate Social Responsibility (CSR):**

Finally, UTM and its institutions are engaged in CSR initiatives, including environmental and community-oriented projects. Notably, the Higher Institute of Medical Technologies of Tunis (ISTMT) is advancing efforts to obtain a CSR label, demonstrating UTM's ongoing commitment to sustainability, equity, and social impact.

