



ANNUAL REPORT ON SDG 8
LINCOLN UNIVERSITY COLLEGE
MALAYSIA
2023



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

SDG 8: (DECENT WORK & ECONOMIC GROWTH) The SDGs promote sustained economic growth, higher levels of productivity and technological innovation. Encouraging entrepreneurship and job creation are key to this, as are effective measures to eradicate forced labour, slavery and human trafficking. With these targets in mind, the goal is to achieve full and productive employment, and decent work, for all women and men by 2030.

Lincoln University College (LUC) is among the global leader in education and teaching quality. Our workforce is diverse in terms of gender, sexual orientation, disability, and culture. We have procedures and regulations in place to make sure that we offer a just and equal campus, and we are proud of the atmosphere we have here where people can be who they truly are. Regardless of age, ethnicity, gender identity, sexual orientation, gender expression, colour, marriage or relationship status, or economic background, we accept everyone. LUC has procedures and regulations in place to guarantee that we offer an equitable work environment and a campus free from illegal harassment and discrimination. Our inclusive values remove obstacles to participation and enable every employee to reach their greatest potential.

LUC strongly adheres to policies for mutual growth and equality. LUC is committed to providing equal employment and educational opportunities to its employees and students, as well as to creating a discrimination-free environment. LUC prohibits all students, employees, volunteers, and visitors from discriminating on the basis of any protected characteristic, including sex, pregnancy, gender identity, and age. This policy applies to all stages of its hiring process, admission or financial aid programs, and all other aspects of its educational programs or activities.

LUC have relevant policies to promote decent work and economic growth and also make sure that those policies are being implemented effectively. Following are the details of those policies

Policy on Pay equality

All employees receive equal compensation from LUC, and the company is dedicated to setting pay scales based on fair criteria that take into account each worker's qualifications. Individuals cannot be subjected to unequal pay due to factors such as race, colour, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, military status, genetic information, marital status, parental status, ancestry, or source of income. The commitment to upholding an environment free from discrimination and inequality is part of this policy.

For the same or substantially similar job, for work that is evaluated as equivalent, and for labour of equal value, all employees shall be paid equally. This policy covers all types of compensation, such as salary, bonuses, social security, vacation pay etc.

Employment equity

This policy's main objective is to attract and keep capable, highly motivated workers while advancing Lincoln University College's efforts to develop a workforce that is representative of the community's demographics. It's crucial to remember that Diversity Each academic member and department is ultimately in charge of hiring and keeping staff members, with assistance from human resources.

Lincoln University College is dedicated to establishing a secure, friendly, and diverse work environment. We are committed to advancing the ideals of fairness, diversity, and inclusion because we think they are critical to our success. We work to make sure that everyone is treated with respect and dignity and that their opinions are taken into account without bias or discrimination.

Fundamentals

We support the hiring of a wide variety of talented individuals.

Employee feedback

