



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL



- EMPLOYMENT PRACTICE LIVING WAGE
- MANAGE GOOD PRACTICES FOR EMPLOYMENT



student internships and employee employment stability

**Proportion of students
taking work placements**



1,123 students
in 2024

**Proportion of employees
on secure contracts**

100%

of staffs
in campus



**Number of employees on
contracts of over 24
months**



100% of staffs
in campus

Employment practice appeal process

The Sakon Nakhon Rajabhat University Regulation in 2007 establishes the official appeal process for employees who are subjected to specific disciplinary actions that directly impact their compensation and employment rights. This regulation specifically governs the Appeal and Consideration of Appeals against Disciplinary Orders, which include penalties such as Salary Reduction and Salary Step Demotion. By detailing the formal procedures,

criteria, and principles, the regulation ensures that civil servants in higher education at the university have a clear and structured legal mechanism to challenge adverse decisions related to their service and salary, thereby upholding their employment rights concerning fair compensation and due process. This appeal mechanism is an integral part of the university's overall framework for addressing employee rights and compensation disputes arising from disciplinary measures. This process underscores the university's commitment to transparency and fair administrative practices. It provides necessary recourse, ensuring that personnel decisions affecting employee livelihoods are subject to rigorous review.

Employment practice living wage



Regulation of Sakon Nakhon Rajabhat University (SNRU) regarding the Employment of Temporary Staff using University Revenue, B.E. 2551 (2008). The regulation was issued to ensure that the university's administration and operations concerning the employment of temporary staff are conducted efficiently and

appropriately. This framework defines the mechanism for managing their compensation, ensuring a structured approach to wage disbursement and personnel management, which is a critical component of the university's overall compensation policy for temporary workers.



Manage good practices for employment

On Tuesday, September 3, 2024, Sakon Nakhon Rajabhat University's Central Personnel and Legal Administration Division, under the Office of the President, hosted a visit and joint meeting with the Personnel Inspection Committee affiliated with the university. The objective of the meeting was to receive and address challenges, obstacles, and requirements regarding the employment of persons with disabilities (PwD) within the university, as well as to receive suggestions from various departments. The meeting was led by Asst. Prof. Ratthaphol Phutthitham, Vice President, and was held in the Sajjachanthorn Meeting Room, 2nd Floor, Building 10, Sakon Nakhon Rajabhat University. This initiative highlights the university's commitment to managing and implementing good practices for inclusive employment, ensuring that personnel with disabilities are supported and their needs are acknowledged for effective and fair operations.

