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DECENT WORK AND ECONOMIC GROWTH

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

Decent Work and Economic Growth to ensure continuous, well covered, and sustainable economic growth, with productivity for people

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Policy and Commitment to SDG 8: Decent Work and Economic Growth Sakon Nakhon Rajabhat University, Fiscal Year 2025

Sakon Nakhon Rajabhat University (SNRU) supports local development and advances SDG 8, Decent Work and Economic Growth, through the Rajabhat University Strategy for Local Development. To build the workforce, SNRU prepares work-ready graduates who understand their local context through hands-on learning in real communities. It develops students as "social engineers" under the U-SEAL (University Social Engagement & Active Learning) competency framework, building communication, critical thinking, teamwork, and community-innovation skills. The university also offers lifelong learning through short courses and vocational training for the public and continues to develop its own staff, creating decent work for graduates, staff, and local people. To grow the economy, SNRU applies its expertise to improve livelihoods and incomes in Sakon Nakhon and neighboring provinces. It builds on local resources and wisdom, such as organic rice, Hom Dok Hang rice, beef cattle, mak mao and indigo-dyed textiles. The university helps develop products, cut production costs, open new markets, and promote community tourism, following the Bio-Circular-Green (BCG) economy model and the Sufficiency Economy Philosophy. Alongside this, its centers of excellence in modern agriculture, indigo, alternative energy, tourism and services, and industrial technology develop practical technologies and transfer them to entrepreneurs and community enterprises, adding value to local products and services. SNRU works with communities, local governments, public agencies, and the private sector to drive inclusive economic growth that leaves no one behind. The university aims to be both a source of skilled people and a key engine for creating jobs, raising incomes, and improving quality of life across the region.

Key Activities & Projects : Employment practice living wage

Guidelines on pay that matches the cost of living

Sakon Nakhon Rajabhat University (SNRU) pays its staff in line with the cost of living, under labor law, Ministry of Finance regulations, and the university's own fair-pay regulations. In 2025, the university employed 925 people: 83 civil servants, 541 higher-education employees, 28 government employees, 6 permanent employees, and 267 temporary employees. Each category is paid under its own structure:

Main staff categories

1. Civil servants and permanent employees: Paid from the state budget. Civil servants are paid under the Royal Decree on Salaries and Position Allowances, and permanent employees under the Ministry of Finance Regulation on Permanent Employees of Government Agencies.
2. Higher-education employees: The university's largest staff group, paid from the state budget under the SNRU Regulation on University Employee Compensation B.E. 2563 (2020) and its 2021 amendment. Their pay scale is benchmarked to the civil-service scale for higher-education institutions, with increases based on performance and higher qualifications.
3. Government employees: Paid under the Prime Minister's Office Regulation on Government Employees.

Compliance with minimum wage law

- Civil servants, higher-education employees, and government employees: Their benchmarked pay scales start above Sakon Nakhon's minimum wage of 352 baht per day (in force since 1 January 2025), because public-sector starting salaries are already higher.
- Temporary employees: Paid under the university's Regulation on Hiring Temporary Employees from University Revenue, plus a temporary cost-of-living allowance under Ministry of Finance rules. The university keeps this regulation under review so that wages keep pace with living costs.
- Outsourced service staff: For staff such as security guards and cleaners, contractors must pay wages in line with labor protection law and the Ministry of Labor's minimum wage.

On top of base pay, staff are entitled to other pay and benefits, including:

1. Academic position allowances: 5,600 baht (Assistant Professor), 9,900 baht (Associate Professor), and 13,000 baht (Professor) per month.
2. Professional allowances: For specialist and expert professional positions.
3. Social security and provident fund: Higher-education employees, government employees, and temporary employees receive medical cover under social security law and can join a provident fund.
4. University Employee Welfare Fund: Updated in 2025, with 500,000 baht allocated to staff welfare activities in FY2025.
5. Other benefits: Children's education allowances, staff housing, the Staff Development Fund, and welfare loans.

Key Activities & Projects : Employment policy on discrimination

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Sakon Nakhon Rajabhat University (SNRU) manages its people under good governance and the merit system, guided by equality, fairness, and non-discrimination, so that every staff member works in an environment that respects human dignity and diversity. This approach follows the Constitution of the Kingdom of Thailand, the Gender Equality Act B.E. 2558 (2015), the Persons with Disabilities Empowerment Act B.E. 2550 (2007), and the Code of Ethics for State Officials. SNRU does not discriminate on grounds of sex, age, ethnicity, religion, social background, marital status, family status, sexual orientation, or disability in recruitment, employment, promotion, staff development, or benefits.

University regulations on fair personnel management

SNRU sets out its personnel management in writing in the SNRU Regulation on Personnel Administration of Higher Education Employees B.E. 2564 (2021), updated by its second and third amendments in 2025. The regulation covers recruitment, appointment, performance appraisal, and promotion, all decided on knowledge, ability, and performance against published criteria, in line with the merit system of the Civil Service in Higher Education Institutions Act B.E. 2547 (2004). Under the regulation on appointment by competitive examination or selection, recruitment is open to everyone.

Related practices

1. Open recruitment: SNRU publishes its HR management and development criteria every year and maintains a recruitment procedure manual, so everyone has an equal chance.
2. Transparent appraisal: Performance is appraised twice a year against published criteria, and the annual HR report is published as part of the Integrity and Transparency Assessment (ITA).
3. Gender equality: The Regulation on Paternity Leave B.E. 2567 (2024) encourages men and women to share family responsibilities equally.
4. Ethics: The Code of Ethics for State Officials is the working framework for all staff.
5. Preventing sexual harassment: SNRU implements measures to prevent and address sexual harassment at work.
6. Appeals and grievances: Staff who feel they have been treated unfairly can file a grievance with the University Appeals and Grievances Committee, under its regulations, most recently amended in 2025 (No. 2).

Key Activities & Projects : Employment policy modern slavery

All staff are hired through open recruitment by competitive examination or selection under the Regulation on Personnel Administration of Higher Education Employees and the Regulation on Hiring Temporary Employees from University Revenue. The university's practices are

- Written contracts: Everyone signs a voluntary contract that sets out the position, pay, and term.
- Transparent pay: Wages are paid directly to workers according to published pay scales, with no deductions to repay debts to employers or agents.
- No retention of documents: The university does not hold workers' identity cards or other personal documents.
- Right to resign: Staff may resign in line with university regulations.
- No child labor: SNRU does not employ anyone below the legal minimum age.
- Protection of rights: Staff are covered by social security and can file a grievance with the University Appeals and Grievances Committee if treated unfairly.





Employment in the supply chain

SNRU procures goods and services under the Public Procurement and Supplies Administration Act B.E. 2560 (2017) through the government's transparent and auditable e-GP system. Its Policy on Expanding Measures for the Engagement of External Suppliers sets further requirements:

- Supplier standards: Suppliers must uphold ethical standards, including fair labor practices, human rights, and anti-corruption measures.
- Contract terms: Contracts must include ethical clauses.
- Monitoring: The university audits compliance periodically, and suppliers that fail to comply may have their contracts terminated or be excluded.
- Outsourced service staff: Contractors employing staff such as cleaners and security guards are required to comply with labor protection law.



Transparency and stakeholder feedback

SNRU takes part in the national Integrity and Transparency Assessment (ITA) every year, which includes an External Integrity and Transparency Assessment (EIT) open to suppliers, agencies, and members of the public who deal with the university. For FY2025, the university invited stakeholders to complete the assessment between March and June 2025.

Key Activities & Projects : Employment policy modern slavery

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SNRU Guidelines for Job Announcements

Sakon Nakhon Rajabhat University (SNRU) recruits staff through competitive examinations or selection processes open to the general public, under the Regulation on Appointing Civil Servants and Higher Education Employees by Competitive Examination or Selection and the Regulation on Personnel Administration of Higher Education Employees. The Personnel Administration and Legal Affairs Section publishes every vacancy on the university website. Each announcement must clearly state:

1. Position, unit, and number of vacancies.
2. Salary or wage, according to the university's published pay scale.
3. General and position-specific qualifications, such as the degree and field relevant to the job, with no restrictions on sex, religion, place of origin, or marital status.
4. Application period and channel, with applications made online through the university's recruitment system.
5. Required documents and application fee.
6. Selection criteria and methods, such as written tests, teaching demonstrations, or interviews, together with the scoring criteria.
7. Dates for announcing eligible candidates and the date, time, and venue of the examination.
8. Announcement of results and the list of successful candidates, including how long the list remains valid.

Every stage is made public, from the call for applications and the list of eligible candidates to the final list of successful candidates, so that all applicants receive the same information and the process can be checked.

Key Activities & Projects : Employment practice equivalent rights outsourcing

Sakon Nakhon Rajabhat University (SNRU) transparently and fairly hires outside contractors and outsourced services under the Public Procurement and Supplies Administration Act B.E. 2560 (2017), through the Comptroller General's Department e-GP system. Every stage can be checked, from planning and invitations to bid to the announcement of winning bidders. SNRU's policy on expanding measures for engaging external suppliers also requires suppliers to uphold ethical standards, including fair labor practices, human rights, and anti-corruption measures. Contracts must include ethical clauses, compliance is audited periodically, and suppliers that fail to comply may have their contracts terminated or be excluded.

Guidelines published for outside parties

The Procurement Section, General Affairs Division, Office of the President, publishes these manuals and guidelines:

1. Procurement Operations Manual
2. Manual for Contracting Outsourced Services
3. Manual for Procurement by Electronic Bidding (e-bidding)
4. Manual for Procurement by Selection
5. Manual for Specific-Method Procurement up to 500,000 Baht
6. Construction Contract Management Manual
7. Supplies Management Manual (storage, recording, and disbursement)
8. Government Vendor Registration Guide (e-GP) and Manual for Government Agencies

Disclosure of procurement plans and results

- Procurement plans: SNRU published its FY2025 procurement plans for both capital and revenue budgets, including every revision during the year.
- Procurement results: Monthly summaries (Form SorKhorRor 1) and the FY2025 annual procurement report are published as part of the Integrity and Transparency Assessment (ITA).
- Standard prices: SNRU publishes standard equipment prices and reference prices so that all suppliers compete on equal terms.

Building awareness among staff

On 6 June 2025, SNRU held training for its staff at Building 19 on "Bribery Risks in Carrying Out State Duties" for FY2025.

- Speaker: Mr. Sanya Kaenjampa, Senior Professional Anti-Corruption Officer, Office of the National Anti-Corruption Commission (NACC), Sakon Nakhon Province.
- Content: Assessing corruption risk and preventing the improper offering, giving, receiving, or soliciting of benefits.
- Intended outcome: Fair procurement and fair hiring of outside contractors.



Key Activities & Projects : Employment policy pay scale equity

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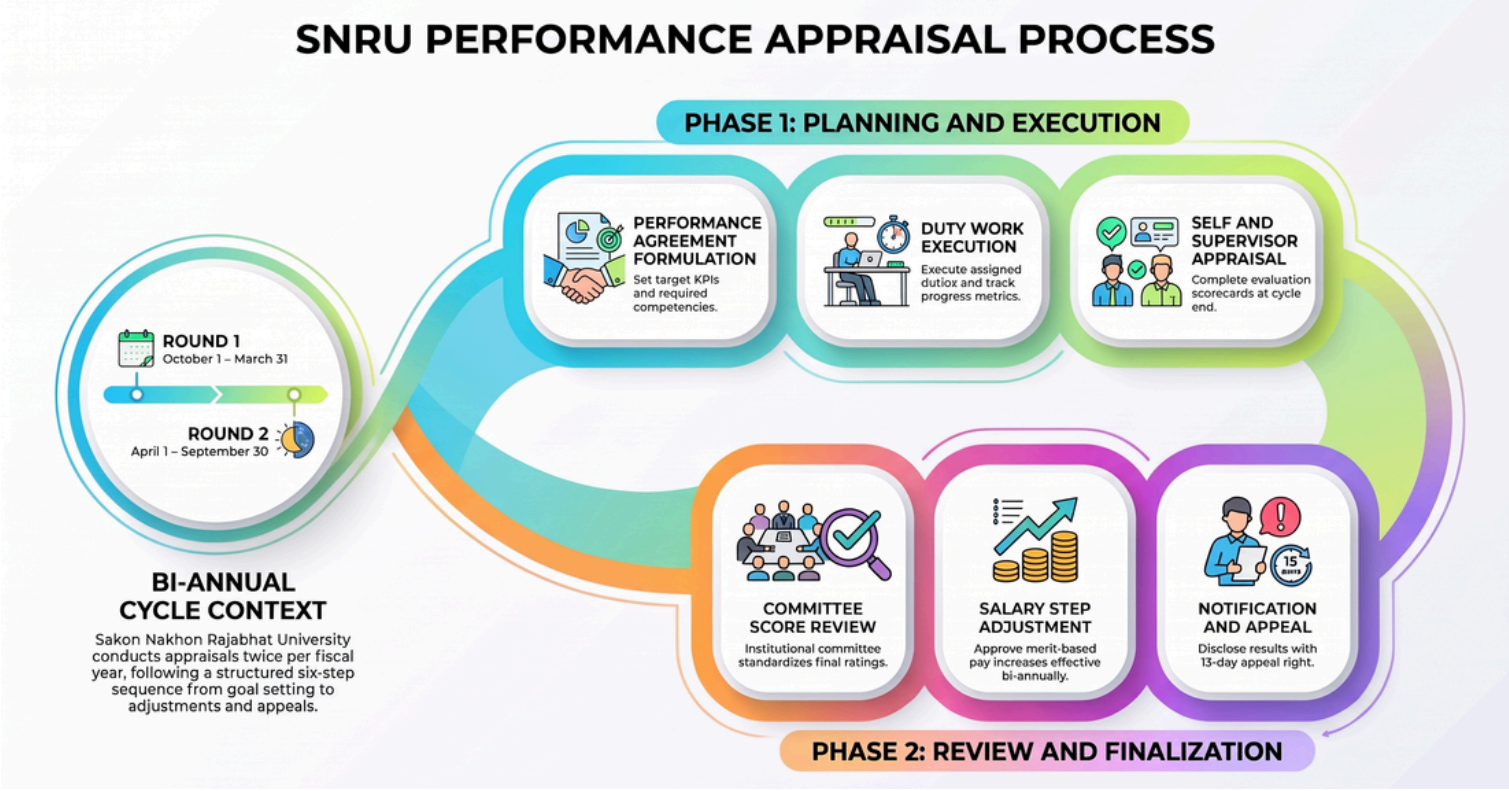
Sakon Nakhon Rajabhat University (SNRU) sets staff pay through written, publicly available pay structures. Salaries and wages are based on position type, position level, and qualification, and do not vary by sex or other personal characteristics. Staff in the same position with the same qualification therefore start on the same rate. Salary increases are based on performance appraisals held twice a year (1 October – 31 March and 1 April – 30 September) against published criteria for results and competencies. Staff who believe an appraisal or pay decision is unfair can file a grievance with the University Appeals and Grievances Committee. The university reviews its pay scales regularly to keep pace with living costs; in 2025, for example, it raised wage rates for temporary employees. SNRU has not yet carried out a systematic analysis of the gender pay gap.

Regulations and announcements on pay structure and fair salary progression

1. SNRU Regulation on University Employee Compensation B.E. 2563 (2020), amended (No. 2) B.E. 2564 (2021)
2. SNRU Regulation on Salary Increases Based on Performance Appraisal and Qualification Upgrades for University Employees B.E. 2554 (2011)
3. SNRU Regulation on Criteria, Methods, and Conditions for Salary Increases of Civil Servants in Higher Education Institutions B.E. 2555 (2012), amended (No. 2) B.E. 2556 (2013)
4. SNRU Regulation on Performance Appraisal of Civil Servants in Higher Education Institutions (No. 2) B.E. 2567 (2024) and B.E. 2568 (2025)
5. SNRU Regulation on Personnel Administration of Higher Education Employees B.E. 2564 (2021), amended (Nos. 2-3) B.E. 2568 (2025)
6. SNRU Announcement on Wage Rates for Temporary Employees Funded by University Revenue B.E. 2567 (2024), amended (No. 2) B.E. 2568 (2025)
7. SNRU Regulation on Professional Allowances for General, Professional, and Specialist Positions B.E. 2553 (2010)
8. SNRU Regulation on the University Appeals and Grievances Committee (No. 2) B.E. 2568 (2025)



Key Activities & Projects : Employment practice labour rights

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Sakon Nakhon Rajabhat University (SNRU) is a public agency, so its staff are not covered by the Labor Relations Act B.E. 2518 (1975), and there is no trade union. However, the university recognizes staff rights to associate, express views, and take part in governance through mechanisms set by law and university regulations:

1. Faculty and Staff Council: the staff representative body

SNRU has a Faculty and Staff Council under the Rajabhat University Act B.E. 2547 (2004). Its composition, membership qualifications, and election process are set by the SNRU Regulation on the Composition, Number, Qualifications, Selection, Term, Termination, and Meetings of the Chair and Members of the Faculty and Staff Council B.E. 2557 (2014). Its members are elected by staff, and it represents staff views to university executives and the University Council on workload, pay, and welfare.

2. Rights to pay and benefits

Staff are paid under published pay structures and receive benefits under the law and university regulations:

- social security
- provident fund
- the University Employee Welfare Fund, amended (No. 2) in 2025
- the Staff Development Fund
- leave entitlements, including paternity leave under the 2024 regulation

3. Rights of appeal and grievance

Staff who feel they have been treated unfairly, whether over appraisal, disciplinary action, or personnel decisions, can appeal or file a grievance with the University Appeals and Grievances Committee, under its regulation amended in 2025 (No. 2).

Leave Entitlements of University Employees

Clause 22 of the SNRU Regulation on University Employees B.E. 2551 (2008) states that leave for university employees follows the criteria and procedures of the Prime Minister's Office Regulation on Leave for civil servants, so employees receive the same leave entitlements as civil servants. Working hours and public holidays follow those set by the Cabinet and the University Council (Clause 23). Leave entitlements are:

No.	Type of leave	Entitlement
1	Sick leave	As needed, with full pay for up to 60 working days per year. A medical certificate is required for 30 days or more
2	Maternity leave	90 days with pay
3	Paternity leave	Up to 15 working days within 90 days of the birth, on full pay, including temporary employees (SNRU Regulation B.E. 2567 / 2024)
4	Personal leave	Up to 45 working days per year (up to 15 working days in the first year of service)
5	Annual leave	10 working days per year, accumulating to a maximum of 20 working days, or 30 working days for staff with more than 10 years of service
6	Ordination or Hajj leave	Up to 120 days
7	Military service leave	For the period required by the authorities
8	Study, training, research or study visit leave	As set by the university's criteria
9	Leave to work for an international organisation	As set by the relevant criteria
10	Leave to accompany a spouse	Up to 2 years, extendable by up to 2 more years
11	Vocational rehabilitation leave	Up to 12 months

Key Activities & Projects : Other Projects Supporting Sustainable Employment

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SNRU Builds Staff Skills for Area-Based Work with Communities

From 4 to 6 August 2025, the Research and Development Institute at Sakon Nakhon Rajabhat University (SNRU) ran a workshop, “Developing Area-Based Staff Capacity: Skills and Competencies for Sustainable Work with Communities," in the Soi Suwanna Meeting Room, Building 10, and in target communities in Sakon Nakhon.

- Day 1: President Asst. Prof. Chakrit Chanchitpricha opened the workshop, and Asst. Prof. Dr. Kongphop Cha-amat gave the opening report. Vice President Prof. Dr. Tosawat Seetawan outlined the direction of the university’s strategic projects for local development. Speakers from the Isan Local Research and Development Institute Foundation then gave lectures and led group workshops.
- Day 2: Participants went into the field to develop academic-service questions based on local research, covering four community dimensions in three sites: Ban Tha Wat (Lao Po Daeng Subdistrict), Ban Tha Rae (Tha Rae Subdistrict), and Ban Bua (Kut Bak Subdistrict).
- Day 3: Participants reviewed what they had learned in the field and received certificates.

SNRU Trains Support Staff in Prompt Writing for Using AI at Work

On 22 July 2025, the Office of Academic Resources and Information Technology at Sakon Nakhon Rajabhat University (SNRU) held a workshop for support staff, “Prompt Writing Techniques for Using AI in the Work of SNRU Personnel," at Chamchuri 1 Auditorium. Vice President Prof. Dr. Tosawat Seetawan opened the workshop, and the Office’s Director, Mr. Kornphop Matrat, gave the opening report. The session focused on prompt engineering so that staff could apply AI to their daily tasks and to teamwork across units. The speakers were Dr. Watcharawit Kittisukrot and team, and many staff members took part.

SNRU Briefs Support Staff on Frameworks for Promotion to Higher Positions

On 22 April 2025, the Personnel Administration and Legal Affairs Section at Sakon Nakhon Rajabhat University (SNRU) held a briefing on preparing frameworks for higher-level positions for higher-education employees in professional and senior professional positions. President Asst. Prof. Chakrit Chanchitpricha chaired the meeting, and Mr. Kasem Butdee, Director of the Office of the President, explained the criteria and procedures. The briefing helped support staff understand their career paths and prepare promotion applications correctly.











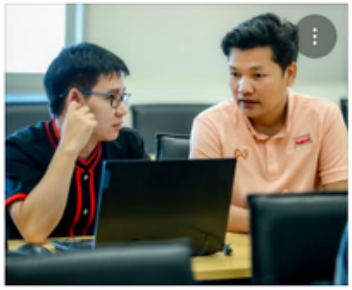

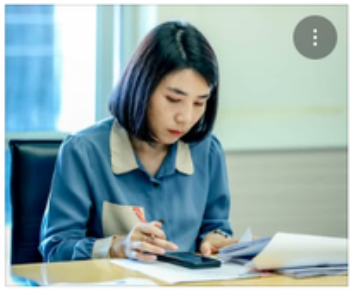





Key Activities & Projects : Other Projects Supporting Sustainable Employment

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SNRU Holds Lessons-Learned Forum on Applying for Academic Positions

On 24 December 2025, Sakon Nakhon Rajabhat University (SNRU) held a lessons-learned forum with lecturers on applying for academic positions in the Dusita Room at the Phuphan Place Hotel. President Asst. Prof. Chakrit Chanchitpricha opened the forum, and Vice President Assoc. Prof. Dr. Worapa Areerat gave the opening report.

- Group sessions: Participants worked in groups to summarize key issues and plan next steps.
- Briefing: In the afternoon, the Chair of the Academic Position Review Committee and team explained the criteria and procedures for appointment as Assistant Professor, Associate Professor, and Professor under the 2021 regulation and its third amendment of 2025.
- Aim: Build a shared understanding and help lecturers progress to academic positions with quality work.





SNRU Briefs Buildings Staff and Housekeepers on Policy and Work Practices

Sakon Nakhon Rajabhat University (SNRU) keeps its operational staff informed about policy and work practices.

- 23 April 2025: The university held a meeting to outline policy and explain work practices to Building, Facilities, and Vehicles staff who had moved to the Office of the President. President Asst. Prof. Chakrit Chanchitpricha opened the meeting and addressed staff. Assistant to the President, Asst. Prof. Preechasart Meekoh, Assistant to the President, and Mr. Kasem Butdee, Director of the Office of the President, explained the policies.
- 22 May 2025: Asst. Prof. Preechasart Meekoh, Assistant to the President for Physical Strategy and Environment, and Mr Kasem Butdee held a briefing on work practices for housekeepers in the Building, Facilities and Vehicles Section.
- Venue: Both meetings took place in the Soi Suwanna Meeting Room, Building 10.
- Outcome: Staff gained a shared understanding of their roles and work standards.



