SDG 8

DECENT WORK AND ECONOMIC GROWTH

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



https://sdgs.rmutsv.ac.th/evidence-2025/sdgs-8

Fair Employment Practices and Employee Rights

Rajamangala University of Technology Srivijaya (RUTS) promotes fair and transparent employment practices through institutional regulations governing recruitment, employment contracts, remuneration, working hours, leave entitlements, and employee welfare. Recruitment and selection procedures are based on applicants' qualifications, knowledge, abilities, experience, and suitability for the positions. The university also maintains provisions for performance-based salary adjustments, social security, medical benefits, family welfare, and compensation during eligible leave, providing a formal framework for responsible personnel management.

Employment conditions for university employees are governed by established personnel administration regulations, including provisions for contract renewal and employment continuity. Regular performance evaluations provide a formal basis for contract renewal and professional development, supporting transparent personnel management and job security.

To protect employee rights, RUTS maintains grievance and appeal procedures through which employees can challenge disciplinary actions and employment-related decisions. These mechanisms provide formal channels for addressing workplace concerns, protecting employee rights, and supporting accountability in personnel management.





Student Work Placements and Workforce Development

RUTS strengthens students' employability through practice-oriented education, internships, cooperative education, and collaboration with industry partners. These approaches enable students to apply academic knowledge in professional environments, develop workplace competencies, and gain practical experience relevant to their future careers. The College of Hospitality and Tourism at RUTS Trang Campus supported Business Administration students undertaking professional internships with CP ALL Public Company Limited. As part of the university's Work-integrated Learning (WIL) curriculum, the placements provided practical experience in customer service, store management, and retail technology.







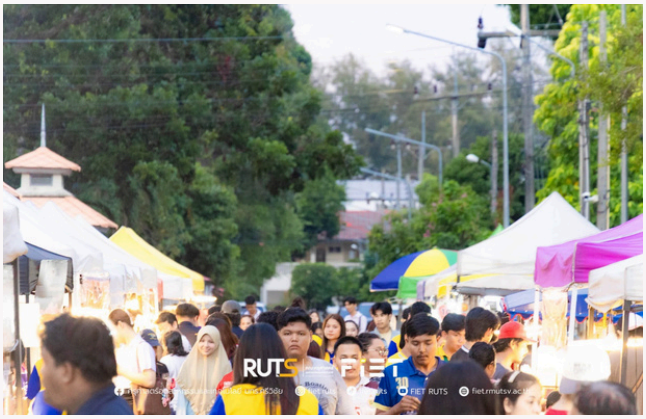
RUTS also promotes professional development and workforce adaptability through training initiatives. The “Service Tools in the Digital Era” workshop strengthened staff competencies in digital technologies and service efficiency, while the “Business Innovation and Business Model Design” workshop developed entrepreneurial thinking, financial management, and innovative business planning skills among university executives and personnel.

Entrepreneurship and Local Economic Development

RUTS supports entrepreneurship and local economic opportunities through practical learning platforms and community engagement. One example is “Nai Suan Market” (RUTS Walking Street), organised by the Faculty of Industrial Education and Technology and operated continuously for more than four years.

The market provides opportunities for students and local entrepreneurs to develop skills in business management, marketing, and entrepreneurship through practical experience. It also offers a platform for local vendors and community enterprises to promote products and engage with customers, supporting self-employment and income-generating opportunities within the surrounding community.









RUTS also supports local economic development through the Appropriate Technology Transfer and Service Center for Community Food and Agricultural Processing (FAMC), established in 2025 under the Faculty of Engineering. The centre connects university research and technological expertise with the needs of local communities and food-processing enterprises. Its innovations include a gas-infrared oil-removal cabinet for processed foods and a food mixing machine designed to improve production efficiency, product consistency, and processing quality. Through appropriate technology development, technical support, and training, FAMC aims to strengthen local production capabilities, support value-added food processing, and enhance income-generating opportunities for community enterprises.

Research and Innovation Supporting Economic Productivity

RUTS promotes local economic development through applied research and appropriate technology transfer. In September 2025, the university introduced a seed-sorting device capable of processing 100 kilograms per hour and a solar–ozone dryer to 18 Bambara groundnut farming households in Phatthalung Province, with funding from the Program Management Unit on Area Based Development (PMU-A).

The project increased the selling price of graded fresh Bambara groundnuts from THB 20–25 to THB 35–40 per kilogram and reduced production costs by approximately 27%. Additionally, 12 of the 18 households (67%) achieved at least THB 5,000 in additional monthly net income. The technologies also enabled farmers to produce their own high-quality planting seeds, reducing dependence on purchased supplies.







