

## 8 DECENT WORK AND ECONOMIC GROWTH



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Goal 8 of the Sustainable Development Goals aims to promote economic growth, employment, and decent work for all. The Sustainable Development Policy for the period 2020-2025 of DNC focuses on training individuals with positive influences, developing specific products that respond to the social context, becoming a global connector through digitalization and smart tool application, and organizing and orienting the community towards efficient resource consumption and emission reduction activities. DNC is committed to protecting the rights of workers and ensuring compliance with Vietnam's Labor Law. Specific examples of how the university is protecting workers' rights should be provided.

The vision and mission of DNC are aligned with the overall development goals of the country, which prioritize the cultivation of skilled human resources, attracting and retaining talented individuals, promoting research and technology transfer, and effectively implementing the advancements of the Fourth Industrial Revolution across all sectors. This is achieved by focusing on key industries and fields with potential and advantages, in order to drive growth and development in the spirit of catching up, progressing together, and surpassing the Mekong Delta and Southern Vietnam in various areas.



## UNIONS AND LABOR RIGHTS

\*The University's democratic regulations clearly state that employees have the right to freedom of association and collective bargaining.

### Salary policy and welfare:

- \* **83.19%** is the percentage of employees with labor contracts lasting over 24 months, out of the total number of employees with labor contracts.
- \* **138%:** Current average base salary of the University/Regional minimum wage.
- \* **DNC pays due attention to and implements the principles of democracy, publicity and transparency to ensure that all employees have equal opportunities to compete for positions in the unit, working in a safe and civilized office environment.**
- \* **DNC provides equal salaries for all employees, regardless of gender, for positions that are equivalent in terms of job responsibilities.**
- \* **DNC provides equal social welfare to female employees.**
- \* **DNC recruitment regulations are publicly available, transparent, and ensure equal opportunities for all.**



## INTERNSHIP OPPORTUNITIES

Many medical faculty members embrace the educational philosophy of learning through experiences, which is why they often study at boarding universities in the United States. Additionally, students have the opportunity to complete internships at prestigious universities abroad, including those in Malaysia, Taiwan, etc.



## FAIRNESS AT WORKPLACE

The National Assembly's 2019 Labor Law strictly prohibits discrimination in employment and sexual harassment in the workplace, emphasizing the importance of a safe environment. Workplaces must be safe and respectful, and all employees should be treated equally without discrimination based on gender, skin color, or ethnicity. At DNC, we adhere to the principles of democracy, openness, and transparency to ensure that all employees have equal opportunities to compete for positions within the organization while working in a safe and civilized office environment. At DNC, all employees, regardless of gender, are paid equally for equivalent work and have appropriate salary policies according to their abilities.



Employees receive salaries based on their positions and abilities, and receive holiday bonuses, enrollment bonuses, performance bonuses, and other benefits. Union singing competitions, sports events, New Year's Eve meals, etc., and annual vacation trips for employees to relax and exercise are also opportunities to create a sense of connection between all members of DNC community. These activities foster a sense of camaraderie and teamwork among employees, which in turn leads to a more productive and sustainable work environment for DNC.



## JOB FAIR

To provide students with opportunities to connect with businesses and expand their job prospects in the current market, DNC organized the "DNC Job Fair 2023" on November 11. This year's festival featured a wide range of participants, including local and international businesses and companies such as the Can Tho City Employment Service Center, PVComBank, Trung Son Pharma Limited Company, Nhu Tin Trading and Service Limited Company, Masan Hau Giang, Nam Can Tho University Hospital, Mobifone, VinFast, VietcomBank, BIDV Bank, Viettel, and New Windows.

**After one year of graduation, according to statistics from the Training Department, more than 92% of DNC students have jobs and hold important positions in factories, businesses, and society.**

