

American International University-Bangladesh

Sustainable Development Goals Report



SDG 8: DECENT WORK AND ECONOMIC GROWTH



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AIUB's Policy on Pay Scale Equity

HR Policy on Equal Pay for Equal Work

American International University–Bangladesh (AIUB) has an official **Non-Discriminatory Employment Policy** that explicitly commits to equal pay regardless of gender. The university maintains a “*dedicated and uniform pay scale structure*” for all faculty and staff, aligned with the Bangladesh government’s wage policy aiub.edu. According to this policy, AIUB upholds its core value of equality of opportunity by ensuring there are “*no pay inequalities based on gender*” within the institution aiub.edu. In practice, this means AIUB professes to offer equal pay for equal work and does not allow gender-based salary differences.

AIUB Non-Discriminatory Employment Policy

AIUB employs qualified and selected employees of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin to all the rights, underrepresented groups, privileges, programs, and activities generally accorded or made available to employees.

AIUB does not discriminate on the basis of:

- Age
- Gender or gender identity
- Sexual orientation
- Race
- Disability
- Color
- Religion
- National or ethnic origin
- Underrepresented groups
- Under privileged groups

in administration of its employment and other relevant policies.

For all of its faculties and staff, the American International University–Bangladesh (AIUB) has a dedicated and uniform pay scale structure in accordance with the Government of Bangladesh (GOB) wage policy. In addition, the structured pay scale of the AIUB guarantees greater benefits than the mandated wages set by the GOB specified for various sectors through gazette notifications. The commitment of AIUB to its core values of respect for human dignity, equality of opportunity, and academic

freedom is protected through its internal and external policies including wages. As a result, there is no pay inequalities based on gender orientation at AIUB.

By no means, AIUB allows forced labour, modern slavery, human trafficking and child labour defined by the national and international framework. All the faculties and staff who works at AIUB, whether on a permanent, contract or temporary capacity, have attained 18 years of age. AIUB facilitate national and international correspondence based on compassion, empathy and sincerity. AIUB's commitment to human values and dignity is praiseworthy. AIUB strongly condemn any forms of forced labour, modern slavery, human trafficking and child labour nationally and globally.

All forms of outsourcing, including faculty and staff, are acceptable at AIUB as well as equal rights for all employees are guaranteed. Any individual has the opportunity to work at AIUB, regardless of his religion, race, caste, sex, or place of birth. AIUB offers opportunities for both citizens and foreigners while emphasizing the spirit of the UN Charter and the Constitution of Bangladesh. In addition, AIUB harmonizes the essence of human rights within the framework of the organizational policies and norms.

Monitoring and Salary Audits for Gender Pay Equity

AIUB indicates that it actively **monitors and measures its pay scales** to prevent any gender-based disparities. In its sustainability reporting (aligned with UN SDG goals), the university states that it *“actively pursues pay scale equity, continuously measuring and addressing gender pay gaps to ensure fair compensation.”* Tracking pay scales for gender equity is described as *“a regular practice”* at AIUB aiub.edu. This suggests that AIUB conducts **internal reviews or audits** of salaries to detect and remedy any gender pay gap, reflecting a proactive approach to maintaining pay equity.

Employment Policies and Practices

- Employment practice living wage
- Employment policy on discrimination
- Employment policy modern slavery
- Employment practice equivalent rights outsourcing
- Employment policy pay scale equity
- Tracking pay scale for gender equity

American International University-Bangladesh (AIUB) demonstrates a strong commitment to fair and ethical employment practices, guided by policies that ensure equity, inclusivity, and human dignity. AIUB ensures all employees, including faculty and staff, are compensated at or above the local living wage. The university enforces strict policies to end workplace discrimination, protecting employees from biases based on religion, gender, age, sexuality, disability, and other factors, in alignment with its Non-Discrimination Policy. **AIUB stands firmly against modern slavery, child labor, forced labor, and human trafficking, promoting a safe and ethical work environment for all employees, this commitment extends to third-party workers too. AIUB also actively pursues pay scale equity, continuously measuring and addressing gender pay gaps to ensure fair compensation. Tracking pay scales for gender equity is a regular practice, supporting the university's objective of fostering a balanced and respectful workplace conditions across its operations.**

Scope Across All Employee Categories

The commitment to pay equity at AIUB applies to **all categories of employees**. The equal-pay principles cover academic faculty, administrative staff, and support personnel alike. AIUB's policy documentation affirms that *"for all of its faculties and staff"* a uniform pay scale is in place with no gender-based variation aiub.edu. Similarly, the university reports that *"within the hierarchy, all types of employees (academic and non-academic) are paid equally"*, underscoring that both academic staff and non-academic/support staff receive equitable pay for comparable roles aiub.edu. In short, the equal pay commitment is institution-wide, not limited to any particular group of employees.

| Equitable access

AIUB Management has always believed in fairness in terms of the program which are carried out to support the higher education in the society. AIUB does not have a gender imbalance. If any academic or non-academic staff member is eligible for promotion. Employees are promoted wholeheartedly without any discrimination in regards whether the applicant is a male or female. And within the hierarchy, all types of employees (academic and non-academic) are paid equally. In terms of holding jobs, many females are in managerial positions, indicating that not only does AIUB not have a gender bias, but is also willing to empower women. It is fortunate that the Vice Chancellor is a woman, her passion and concern for female to get educated with the same opportunity given to male. Ms. Nadia Anwar, the former Chairman of the Board, and Founder and Vice President, Student Affairs is also a woman with a charismatic personality. AIUB's board of trustees has 5 female members out of a total of 9. Women hold leadership roles including Advisor for Department of Law, and BBA Director, as well as Additional Director for Institutional Quality Assurance Cell (IQAC-AIUB), Head, Department of MGMT & HRM for Business School, Head for Department of Physics, convenors, Special Assistant to the OSA, and Junior Executives, among other academic and non-academic positions. The university has never compromised, segregated or favored one gender over another.

Initiatives and Public Commitments to Eliminate Pay Gaps

AIUB has made **public statements and taken initiatives** signaling its intent to eliminate gender-based pay differences. The Non-Discriminatory Employment Policy itself is a public declaration of equal pay and non-discrimination aiub.edu. In addition, as part of its **SDG 8 (Decent Work and Economic Growth)** initiatives, AIUB reports that it regularly tracks and addresses gender pay equity issues aiub.edu. The university has also established a *Diversity and Equality Committee* to promote inclusive practices; this committee's mandate includes continuously addressing any discrimination or equality issues within the university aiub.edu. These steps – from formal policies to ongoing monitoring and dedicated committees –

demonstrate AIUB's intent to uphold pay scale equity and **eliminate any gender-based pay differences** in the institution's workforce.

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Diversity and Equality Committee

American International University-Bangladesh (AIUB) is committed to inclusive excellence where diversity and equality are embedded and manifested in all activities and strategic directions of the university. It is dedicated to creating and maintain an environment within which inclusive learning, fair treatment and diversity are valued and discrimination is challenged. The diversity and inclusion committee are dedicated to continuously improve in addressing any discrimination or equality issues within the university community.

The goal of this committee is to promote and support a diverse community of students and employees

The Diversity and Equality Committee of AIUB has representatives from both academic and administrative employees. The committee is Chaired by the Vice Chancellor, with the members as follows:

- Representative from each Faculty
- Representative from Office of the Registrar
- Representative from Office of Human Resources - Secretary
- Representative from Office of Student Affairs
- Representative from IQAC
- Representative from Office of Administration
- Representative from Student Community

FUNCTIONS OF THE DIVERSITY AND EQUALITY COMMITTEE:

- Periodically review diversity, equality, inclusion, and human right polices and recommend for changes or revisions
- Monitor the University's policies, procedures and ensure its implementations

- Regularly undertake data analysis and conduct surveys of focus groups to improve the student experience on academic areas and wellbeing initiatives
- Working closely with the other departments, the committee also provide extra teaching and learning resources to help students with their study skills and overall university life
- Encourage and support students, faculty and employees who take part in diversity and equality activities
- Ensure to provide appropriate diversity and equality related capacity building activities to all students, faculty, and employees
- Evaluate diversity and equality related progress and its impacts on different stakeholders of the university