

# SDG 8

## 8.2 Employment Practice

**Does IE...**

### 8.2.1. Employment practice living wage

*...Pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local financial poverty indicator for a family of four (expressed as an hourly wage)?*

- ✓ Yes. Given the nature of our sector in Spain –Higher Education– all employees and professors receive a salary much higher than the national living wage.

### 8.2.2. Employment practice unions

*...Recognise unions and labour rights (freedom of association and collective bargaining) for all, including women and international staff?*

- ✓ Yes. In Spain there is very strict legislation regarding union rights and freedom to belong to a Workers Union. We follow the procedures, rules and decisions made by the sectoral and local collectives.

### 8.2.3. Employment policy on discrimination

*...Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age, or refugee status)?*

- ✓ Yes. These policies are found in our Codes of Conduct including our [Code for Prevention of Harassment in the Workplace](#) and our [Equal Opportunities for Diversity Plan](#).

### 8.2.4. Employment policy modern slavery

*...Have a policy commitment against forced labour, modern slavery, human trafficking and child labour?*

- ✓ Yes. IE University's activities are based in the Spanish territory and the policies and controls are followed as established by the law. We thus do not require a separate policy.

### 8.2.5. Employment practice equivalent rights outsourcing

*...Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties?*

- ✓ Yes. This is covered in the [Equal Opportunities for Diversity Plan](#).

### 8.2.6. Employment policy pay scale equity

*...Have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps?*

- ✓ Yes. Through the Cegid (previously Meta4 Global HR) Platform, the HR data and performance of all IE employees is managed. Employees also conduct a personalized Evaluation Plan for the workforce (currently almost all employees have their own plan) with the aim of identifying the fairest pay scale, as well as measuring and tracking pay equity across the University.

### 8.2.7. Tracking pay scale for gender equity

*...Measure or track pay scale gender equity?*

- ✓ Yes. In the document “Non-Financial Information” which by law will be presented in December of 2022, all wage differences between genders are recorded.

### 8.2.8. Employment practice appeal process

*...Have a process for employees to appeal on employee rights and/or pay?*

- ✓ Yes. A specific mailbox is dedicated so that any employee can indicate topics that affect the Compliance Officer or other more specific matters related to abuse as documented in our [Code for Prevention of Harassment in the Workplace](#).