

## SDG 8.2 Employment Practice

### Does IE...

- a) Pay all staff and faculty at least the living wage, defined as the local “living wage” (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)
  - Given the nature of our sector in Spain – Higher Education – all employees and professors receive a salary much higher than the national ‘living wage’
- b) Recognise unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff
  - In Spain there is a 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.
- c) Have a policy on discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)
  - 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.
- d) Have a policy commitment to no forced labour, no modern slavery, no human trafficking and no child labour
  - As our activities are based in the Spanish territory we follow the policies and controls established by the law. We thus do not require a specific policy.
- e) Have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties and elimination of gender pay gaps
  - Yes, in the Equal Opportunities for Diversity Plan.
- f) Have a policy on pay scale equity including a commitment to measurement
  - Through the META 4 computer Programme which considers all IE employees there is a personalized Evaluation Plan for the workforce (currently 80% have their own plan) with the aim to identify the most fair pay scale and measure pay equity across the University.
- g) Measure/track pay scale gender equity
  - In the document ‘Non-Financial Information’ which by law will be presented in December of 2019 all wage differences between genders will be recorded.

- h) Have a process for employees to appeal on employee rights and/or pay
- There is a mailbox into which 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 Harrassment and Gender Discrimination in the Workplace.