

8 DECENT WORK AND ECONOMIC GROWTH



Times Higher Education
Impact Rankings 2025



TOP 301-400

SDG4: Quality Education
Ranked 20th Worldwide
SDG8: Decent Work and Economic Growth
Ranked 69th Worldwide

SUSTAINABLE DEVELOPMENT GOALS



Development and Quality

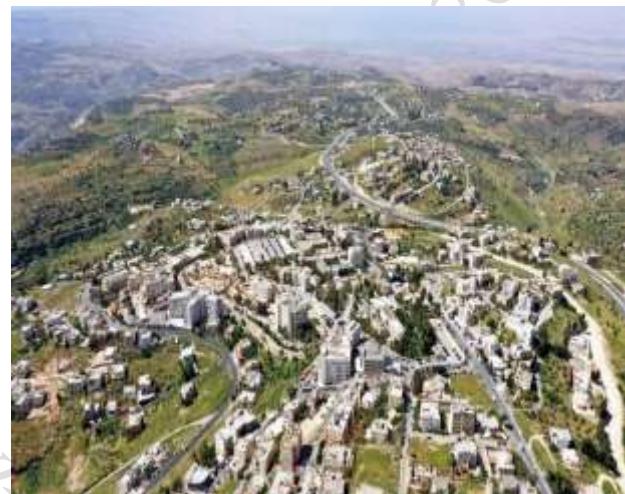
Sustainable Development Goal_08 (Decent work and economic growth) Report

Al-Balqa Applied University
2025

Foreword

Al-Balqa Applied University (BAU) is a prominent public university in the Hashemite Kingdom of Jordan, with a student body of over 60,000 and multiple satellite campuses across the country. BAU's vision is to excel as a globally competitive applied university, renowned for creativity, innovation, applied scientific research, and leadership. The university is dedicated to fostering Jordan's knowledge economy and society, delivering high-quality education that equips students to thrive in a rapidly changing world.

Spanning an estimated **11,100,000 m²**, BAU's campuses are home to a wide array of educational, research, medical, sports, and cultural facilities. Additionally, the campuses feature extensive green spaces and recreational areas, creating a vibrant, supportive environment for student development and engagement.



BAU's main campus is located in the ancient city of [As-Salt](#), in Al-Balqa' Governorate, home to a number of important cultural and historical sites, and a [UNESCO world heritage](#) site. Built by Macedonians, [As-Salt](#) occupied an important trading position by Roman, Byzantine, and Mamelukes. Along with its historical value, As-Salt city is located 20 minutes from the lowest point on earth, the [Dead Sea](#) and is very close to the [holy baptism site of Jesus Christ](#) on the East bank of the Jordan River. A sunny day at As-Salt rewards visitors with a breathtaking view of the holy lands.

Alongside BAU's main campus, the university's satellite campuses are hubs for quality education and research and offer students the opportunity to explore Jordan's rich cultural heritage. For example, [Aqaba University College](#) located in Jordan's only port, offers maritime transport technology programs as well as easy access to the golden triangle of [Petra](#), [Wadi Rum](#) and [Aqaba](#). And Shoubak University College, which is located close to the stunning [Dana Biosphere Reserve](#). and [Huson University College](#) in the north, which closest

to [Jerash](#) which is the second to Petra on the list of favorite destinations in Jordan. Al-Balqa Governorate is a province of intellectual heritage and folklore, and it is popular for recreational and religious tourism; traveler may visit many ruins and sacred shrines for Prophet Shu'ayb (Maqam Nabi Shu'ayb), Prophet Joshua Ben-nun, Prophet Gad Ben Jacob, Prophet Ayub, Prophet Hazir, and Prophet Gilad (May Peace Be Upon Them), as well as the shrines of two of Prophet Mohammad (Peace Be Upon Him) Companions: Abu Obeida Al-Jarah and Dirar Ibn Azwar.

Such an integral role along with other cities of the Kingdom was deeply rooted during the establishment of the Emirate of Jordan in 1921 moving towards developing the country. Salt City was prominent with its scientific and educational legacy, which was marked by the founding of Salt School, inaugurated by His Majesty King Abdullah the First – may God rest his soul – (Prince at that time) in 1923, to be the first school in the kingdom having its graduates as great officials and leaders of the nation.

Upon firmly acknowledging the educational and scientific long history of Salt City along with its leading role in the field of education by the Hashemite leadership, Late King Hussein Bin Talal – May God rest his soul – honored Balqa' governorate by the issuance of the royal decree to establish Al Balqa Applied University in Salt city on the 22nd of August 1996. This has enhanced the city's role, commemorated the pioneers of its early graduates, and scientifically empowered its legacy which we hope to continually flourish.

Our Strategic Response

BAU operates through a network of campuses across Jordan, covering diverse climatic regions—from the highlands in the mid-west to the arid governorates in the south and far east. This geographical diversity has driven BAU to undertake extensive initiatives in climate variability and adaptation, establishing itself as a leader in climate resilience.

BAU is at the forefront of research and innovation in areas such as water conservation, drought management, capacity building, and technology transfer. Its initiatives span solar energy, wastewater treatment and reuse, and smart agriculture. The university has also introduced specialized academic programs in fields like smart agriculture, water treatment, smart buildings, and electric and hybrid vehicles, alongside conducting numerous climate change awareness activities.

On another hand (BAU) adopts the United [Nations Sustainable Development Goals \(UN SDGs\)](#), and Paris Agreement goals which are adopted by all nations as a universal call to protect the planet and ensure that all people enjoy peace and prosperity by 2030 through ethical management of resources, openness to societies and contributing to their development and solving their problems, and creating a conscious generation of its students who adopt the dimensions of sustainable development in their lives, directing scientific research to contribute to achieving sustainable development, and strengthening national and international partnerships, also (BAU) became a member of [United Nations Academic Impact \(UNAI\)](#), and [United Nation - Sustainable Development Solution Network \(UNSDSN\)](#).



INTRODUCTION:

BAU has adopted a sustainability-driven approach rooted in continuous improvement, with a mission to fully integrate the United Nations Sustainable Development Goals (SDGs) into its core strategies, policies, and daily operations. This commitment has inspired transformative initiatives, projects, and programs across all faculties and campuses. Through responsible resource management, innovative teaching, impactful research, and strong national and international partnerships, BAU continues to redefine its institutional identity as a leader in sustainability.

To strengthen its contribution to the SDGs, BAU established a [dedicated Sustainability Office](#) and implemented best practices that have earned international recognition. Remarkably, the university ranked **first nationally and 2nd in the Arab region, and 53rd globally** in the **2023 UI GreenMetric World University Rankings**.

These accomplishments align with the **17 Sustainable Development Goals**, which serve as a guiding framework for meaningful action toward people and the planet. By embracing these goals, BAU continuously assesses its progress and sets clear priorities for future advancement.

BAU remains steadfast in empowering students as agents of change, community leaders, and responsible global citizens. Faculty and students actively engage in sustainability-oriented education through diverse courses, academic programs, and research projects that advance SDG principles in teaching, learning, and innovation.

In alignment with its [Strategic Plan 2021-2025](#), BAU continues to pioneer innovative approaches through training programs, applied research, and community engagement initiatives—all designed to contribute effectively to the realization of the [UN 2030 Agenda for Sustainable Development](#).

8 DECENT WORK AND ECONOMIC GROWTH



INTRODUCTION:

Goal 8 of the Sustainable Development Goals (Decent work and economic growth) emphasizes promoting sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. Economic growth and job creation are essential for improving living standards, reducing poverty, and ensuring social stability. This goal focuses on generating quality employment opportunities, supporting entrepreneurship, fostering innovation, and ensuring that economic benefits are shared equitably across all segments of society.

The path toward achieving Goal 8 faces significant challenges. The global economy continues to feel the lingering effects of the COVID-19 pandemic, along with rising debt levels in developing countries, trade tensions, and geopolitical conflicts that collectively threaten growth. While global real GDP per capita rebounded in 2021, growth slowed in 2022 and is projected to remain modest at 1.5 per cent in 2025 due to economic uncertainties and policy volatility.

Although the global unemployment rate fell to a record low of 5.0 per cent in 2024, informal employment remains widespread, affecting nearly 58 per cent of workers, particularly in least developed countries and sub-Saharan Africa. Gender and age disparities persist, with young people and women facing the greatest barriers to securing decent work. In 2024, 259 million youth worldwide were not in education, employment, or training, with young women twice as likely to be affected as young men.

Decent work entails not only fair income and productive employment but also security in the workplace, social protection for families, opportunities for personal development, and safe working environments. Achieving Goal 8 requires comprehensive strategies, including investing in high-quality education and skills development, expanding social protection, formalizing informal employment, and creating equitable economic opportunities for all. Governments and stakeholders must foster dynamic, people-centered economies, promote

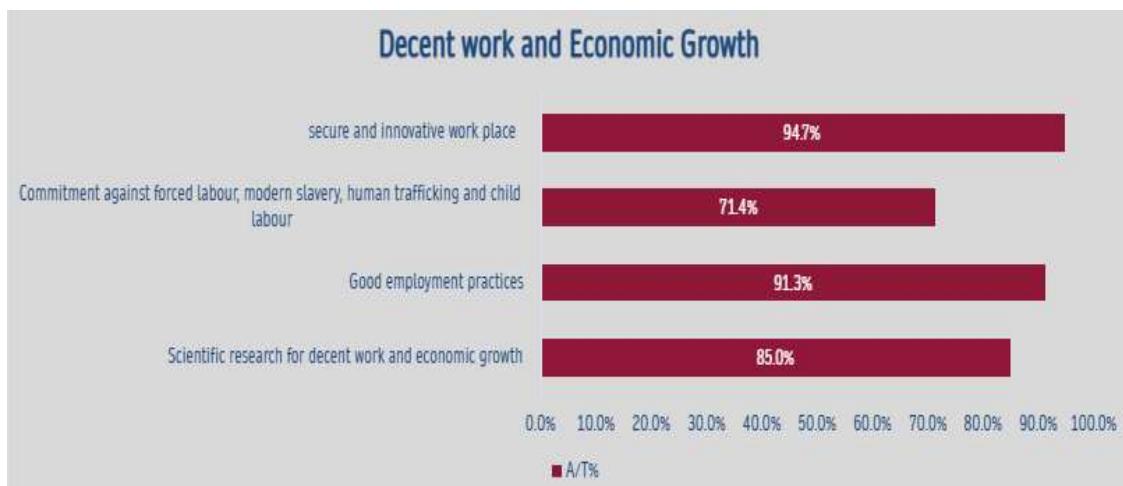
entrepreneurship and innovation, safeguard workers' rights, and ensure inclusive participation in the labour market.

The Sustainable Development Goals (SDGs) aim to promote continuous economic growth, enhance productivity, and stimulate technological innovation. Central to these objectives is the advancement of entrepreneurship, job creation, and fair labor practices, coupled with strong efforts to eliminate forced labor, slavery, and human trafficking. The overarching ambition is to achieve inclusive and sustainable economic growth that guarantees decent and productive employment for all by 2030.

In alignment with these principles, SDG 8 emphasizes "sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all." Al-Balqa Applied University (BAU) actively supports this goal through initiatives that foster innovation, empower youth, and strengthen the link between education, entrepreneurship, and the labor market.

In alignment with this commitment, BAU has set forth several key objectives to ensure equitable work opportunities and foster long-term economic growth both within the university and across Jordan:

- **Advancing scientific research** promotes decent work and drives economic growth.
- **Implementing exemplary employment practices** that prioritize fairness, equity, and inclusivity in the workplace.
- **Upholding a steadfast commitment** to eradicating forced labor, modern slavery, human trafficking, and child labor.
- **Providing a secure, innovative, and dynamic work environment** that supports continuous growth and development.



[Strategic Achievement for SDG8 /2025](#)

BAU also plays a pivotal role in shaping the business landscape and creating job opportunities in Jordan. By focusing on the commercialization of research outputs, BAU is directly contributing to the country's economic modernization agenda. This vision, under the banner of "A Better Future," aims to accelerate growth, unlock Jordan's full economic potential, improve the quality of life for all citizens, and promote sustainability. Through these efforts, BAU is helping to drive a prosperous and sustainable future for Jordan.

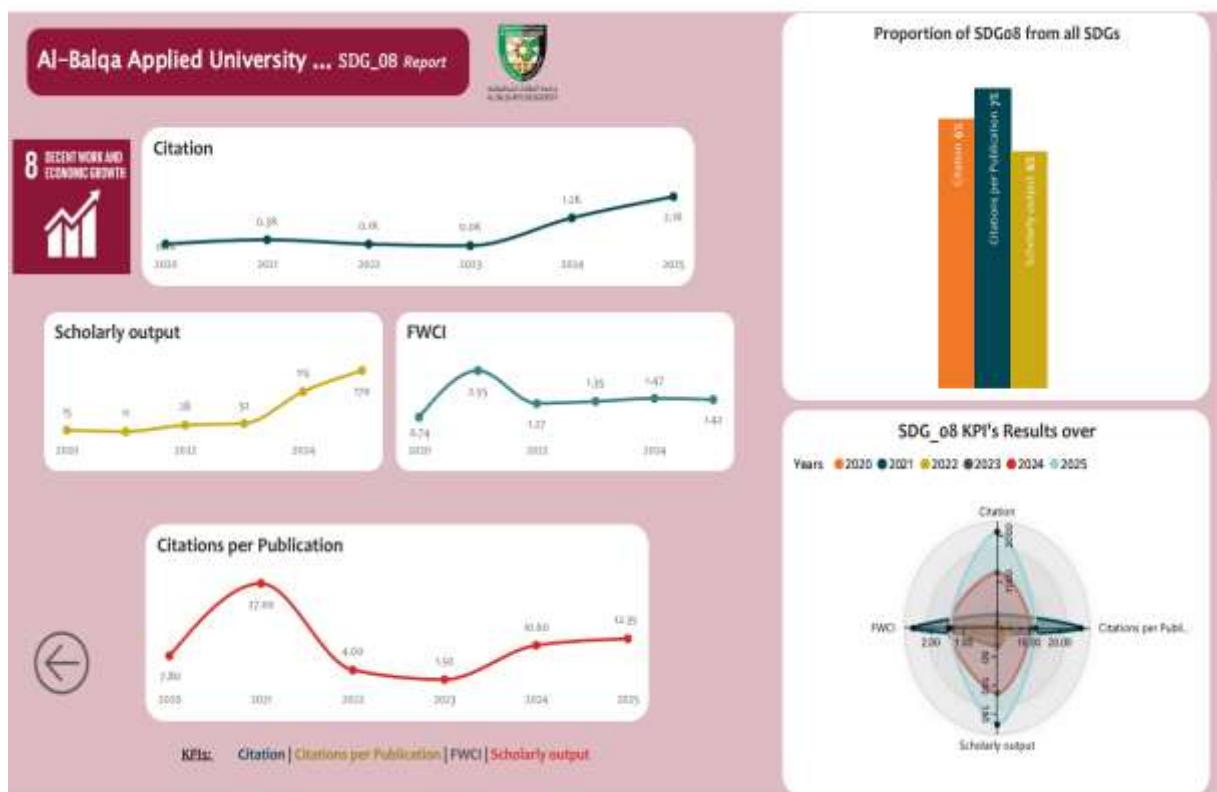
EMPLOYMENT PRACTICES

BAU employs a diverse workforce comprising both academic and non-academic staff, all united in their commitment to advancing the university's mission of delivering high-quality education, research, and support services. To foster a dynamic and competitive work environment, BAU prioritizes the recruitment and retention of highly qualified professionals who bring expertise and innovation to their respective fields. BAU ensures that all employees have access to opportunities for professional growth and development while safeguarding their rights and well-being.

In alignment with the human rights principles and labor provisions enshrined in the Jordanian Constitution, BAU fully complies with national employment regulations, including the enforcement of a minimum wage policy. Furthermore, the university implements a structured salary scale that classifies remuneration based on managerial levels and job

grades. This transparent framework not only promotes fairness and accountability but also reinforces BAU's commitment to protecting the rights and interests of its entire workforce.

SCIENTIFIC RESEARCH



[Publications at Al-Balqa Applied University within SDG8: Economic growth and Decent Work 2021 to 2025](#)

The report shows a positive trend in scholarly output and citations over the years, indicating growing research impact for Al-Balqa Applied University. The steady FWCI values suggest consistent quality, while the increase in citations per publication in 2021 and 2025 highlights notable peaks in influence. Overall, the university demonstrates progress toward SDG 08 with balanced performance across key indicators.

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