



TU Dublin SDG 8: Decent Work & Economic Growth Progress Report 2021

The vision for TU Dublin Strategic Intent 2030 is to ‘*Create a Better World, Together*’. In developing our TU Dublin strategy, and over the course of our conversations with over 2,500 stakeholders, we viewed the challenges facing us through the lens of the UN Sustainability Goals (SDGs). Some clear areas of focus emerged which resulted in shaping our plan to tackle our task through the following themes - People, Planet, Partnership and underpinned by the key SDG goal of ‘Quality Education’. These pillars inform our approach to educational, research and engagement practices, ensuring that TU Dublin delivers real change, innovation and impact for society.

This is TU Dublin’s second report on how the University has been addressing the SDGs. It includes examples of initiatives, events and project work that are having an impact across the 17 SDGs.

Year	Event
Oct 2021	The TU Dublin Career Development Centre launched a new career and employability platform - Careers Connect – to support students’ career development and employability
June 2021	The TU Dublin Gender Equality Academy Summer School was established to provide participants from higher education and research institutions with advanced knowledge, approaches and tools for the design, implementation, monitoring and evaluation of Gender Equality Plans (GEPs).
2019-2022	The TU Dublin Equality Statement was approved for the period 2019-2022, having been informed by the UN Sustainable Development Goals.
May 2021	The TU Dublin Dignity & Respect at Work policy was revised to a pan University policy ensuring that staff could work and learn in a positive and safe environment free from bullying and harassment across all campuses.
April 2021	The TU Dublin Paternity Leave policy was updated to allow each parent five weeks leave for children born or adopted on or after 1st November 2019 to be taken during the first two years of a child’s life.
April 2021	The TU Dublin Maternity Leave policy revised in relation to terminating additional maternity leave due to sickness.

2020 -2025	Launched in 2020, CONVENE is a new university-enterprise engagement model, led by TU Dublin and UCD that provides programmes that deliver the priority skills and innovation necessary to reinvigorate business and to fast-track a resilient and enduring economic recovery following the unprecedented disruption caused by Covid-19. The work is focused on seven major employment sectors - Tourism, Food & Drink, Creative and Cultural, Social Enterprise, ICT/FinTech, MedTech and Pharma.
2020-2025	Growth Hub is new TU Dublin initiative to support the development of graduates, through fostering an entrepreneurial orientation and a growth mindset when they enter the workforce, enhancing their innovation and employability opportunities
Ongoing	Stimulating sustainable economic growth, Innovation and Enterprise Development are at the heart of TU Dublin and the University continues to run its successful activities in this area - commercialising new technologies developed by community of researchers; working with companies to develop innovative solutions to business challenges; and supporting the launch of knowledge-intensive startups.
Ongoing	The TU Dublin Access to Apprenticeship programme is a twelve-week course for young men and women aged 16 to 24 living in Dublin who experience social and economic barriers and assists them in finding an apprenticeship
Ongoing	TU Dublin is proud to hold an Athena SWAN bronze award which is committed to measuring and tackling gender pay gaps under the fourth key principles.
Ongoing	The Recruitment, Selection and Appointment of Staff: Recruiting Difference, Reflecting Diversity policy supports equality of opportunity, diversity and inclusion and commits to implementing good practice.
Ongoing	The Workplace Relations and Grievance Procedures support the development and maintenance of a positive working environment for all staff members, and encourage communication between unions and management on all issues of concern.
Ongoing	TU Dublin Starting Salaries continue to be reviewed in line with public sector pay scales.
Ongoing	Starting Salary on Appointment to TU Dublin policy is now a pan University policy, allowing consideration to be given to a higher starting salary if the candidate has been employed on a current salary higher than the minimum point of the scale.
Ongoing	The Research Centre on Inclusive and Equitable Cultures was established in 2020 as a centre of excellence in innovative research and practice on equality, diversity and inclusion. It provides a TU Dublin-wide focus for interdisciplinary research in the EDI field.

Ongoing	Equality in Science & Technology by Engaged Educational Mentoring (ESTeM) was established as a unique mentorship programme for female students in Engineering and Computing to address gender equality.
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