



SDG 8 Decent Work and Economic Growth

Overview

UQ is actively contributing to SDG 8 through a wide range of initiatives that span operations, teaching, research, and community engagement.

[UQ's Strategic Plan 2022-2025](#) outlines its commitment to preparing students for the future of work through industry partnerships, work-integrated learning, and entrepreneurship programs. UQ aims to provide an inspiring experiential curriculum that equips graduates with both the disciplinary knowledge and transferable skills they need to have impact and influence in a rapidly changing global workplace. Students are provided opportunities to build skills, networks and real-world experiences which are integrated into their academic programs. UQ's teaching on decent work, employment and economic growth is informed by its research. For example, case studies on modern slavery are used in business courses. These combined efforts ensure meaningful learning outcomes and assessment to support [UQ's Graduate Attributes](#), which help graduates grow their skills and become well equipped to make meaningful contributions to society in their chosen fields.

In research and outreach, UQ drives impact through innovative projects that address workforce sustainability and economic equity. UQ's Business School and Centre for Policy Futures are reimagining employment models in sectors like tourism, healthcare, and community services. Projects such as EvolveHealth and the Queensland Tourism Workforce Strategy are helping to build resilient, person-centred workforces. UQ also engages globally. Examples include the 2024 Connecting Worlds Summit and the UQ International Comparison Database (UQICD), developed by the School of Economics, which provides vital global data on income and inequality, informing international policy and academic work.

UQ promotes ethical employment practices, upholds labour rights, and ensures inclusive, discrimination-free environments for staff and students. Through policies like the Enterprise Bargaining Agreement and the Gender Equality Action Plan, UQ ensures fair pay and workplace equity. These efforts are complemented by a strong institutional commitment to modern slavery prevention and ethical procurement practices.

Progress made in 2024 towards SDG 8 is reported here with reference to the following domains and enablers from UQ's Strategic Plan 2022-2025:

- Learning and student experience
- Research and innovation
- Our global profile
- Our people.

Related SDGs

- [SDG 4 Quality Education](#)

- [SDG 5 Gender Equality](#)
- [SDG 9 Industry, Innovation and Infrastructure](#).

Learning and student experience

UQ is committed to offering rich and varied educational experiences that are designed to foster a sense of belonging while equipping students to be leaders within their field with the agility to thrive in a global environment. This includes supporting career readiness and progression by offering diverse industry engagement, placements and internships.

Preparing students for the world of work

UQ provides all students with the opportunity to enhance their employability through for-credit placements, domestic and global internships, work experience, and career development learning. Employability and Career Development staff are based in both central and faculty units to actively connect students with industry partners through events, workshops, information sessions, guest lectures, industry projects, and site visits. These engagements ensure students gain access to current industry insights, practices, and sector-specific knowledge.

Higher Degree by Research (HDR) students can also access industry experience through a range of placement initiatives, responding to the growing demand across the public and private sectors for individuals with advanced research expertise, analytical skills, and innovative thinking.

Beyond curricular placements, UQ offers opportunities for students to engage with industry through short-term work experience and domestic and global internships. Since late 2024 UQ has tracked internship activity in alignment with the UN SDGs.

Australia's workforce is rapidly evolving due to automation and emerging industries, which is increasing demand for reskilling and lifelong learning. UQ aims to become a leader in postgraduate and flexible education, co-designed with industry to foster the skills and capabilities required to enable Australia's future economic prosperity. As outlined in the Strategic Plan, UQ has set itself the goal to double domestic postgraduate enrolments, expand alternative credentials, and launch a professional academy by 2032. New digital platforms and Brisbane Central Business District (CBD) facilities will support flexible, high-quality learning for professionals and alumni throughout their careers.

These curricular and co-curricular experiences are designed to support students in exploring career pathways, developing professional capabilities, and building meaningful industry networks.

Work Integrated Learning – students on placement

Teams across UQ work to build and maintain strong relationships with industry partners across all sectors. In 2024 these partnerships enabled UQ to offer more than 495 Work Integrated Learning (WIL) courses, supporting approximately 16,500 students to apply academic theory in real-world contexts.

WIL covers educational activities and experiences that integrate academic learning with professional work practices. This helps students develop real-world capabilities and gain industry exposure while still studying. For example, students training in client-focused

health disciplines benefit from high-quality learning opportunities such as providing supervised services to community members. In 2024 these services included: exercise, dietetics and nutrition, personal training, audiology, physiotherapy, dentistry, and psychology.

To ensure equitable access to placement opportunities, UQ allocates \$500,000 annually to provide financial support – up to \$7,000 per student – for those experiencing financial disadvantage, helping them meet the placement requirements of their degree programs.

In some disciplines, particularly engineering, there is increasing recognition of the valuable contribution students make during placements, with many employers acknowledging this by offering paid opportunities. For example, more than 90% of Bachelor of Engineering (Honours) and Master of Engineering students are paid on placement. Across other areas of the University, paid placements are also strongly encouraged.

Beyond applying discipline-specific knowledge, WIL placements enable students to build confidence in professional environments, develop their professional identities, and strengthen their skills and attributes. These experiences often lead to further opportunities, including paid internships and graduate employment offers. For example, students studying in Bachelor of Engineering (Honours) and Master of Engineering programs have been offered graduate positions with Hatch, HeliMods, and Rocket Lab to name just a few. Between 2021 and 2023 more than 75% of bachelor's and master's engineering students were offered ongoing work with the organisations where they completed their placement, with 96% of industry partners stating they were satisfied with the placement performance of these students.

Curriculum

UQ's 2024 degree program offerings relating to SDG 8 included:

- [Bachelor of Economics](#) (including major in International and Financial Economics)
- [Bachelor of Commerce/Economics](#)
- [Bachelor of Economics/Laws \(Honours\)](#)
- [Bachelor of Politics, Philosophy and Economics \(Honours\)](#)
- [Bachelor of Business Management](#) (including majors in Innovation and Entrepreneurship, International Business, and Leadership and Management Science)
- [Bachelor of Business Management/Economics](#) (including majors in Public Policy, Business Information Systems and Economics of Strategy and Behaviour)
- [Bachelor of Social Science](#) (including a major in Development)
- [Master of Business](#)
- [Master of International Economics and Finance](#)

Relevant courses within degree programs included:

- [The Macroeconomy](#) (ECON7021)
- [Labour Economics](#) (ECON2800)
- [Building the Future Workforce](#) (MGTS2609)

- [Ecological and Environmental Economics](#) (ECON7720).

United Nations Principles for Responsible Management Education (UN PRME)

Since 2015 UQ Business School has been a proud supporter and Advanced Signatory of the [United Nations Principles for Responsible Management Education \(UN PRME\)](#).

[PRME](#) is an initiative of the UN Global Compact founded in 2007 as a platform to encourage and increase awareness and integration of sustainability in business schools around the world.

[In 2024, UQ Business School's PRME Directorate](#) helped UQ champion sustainability and the SDGs by:

- continuing the mapping of more than 200 UQ Business School courses to SDGs. Many of these courses either focus on sustainability or include activities around specific SDGs, including Accounting, Event Management, Communication, Finance, Marketing and Tourism. A 2022 audit found that 77% of courses covered at least 1 SDG. The SDG mapping underscores how sustainability is embedded within the School's offerings and supports greater shared understanding of the School's contributions to each of the SDGs.
- helping ensure that responsible management principles, including sustainability, are embedded into course activities and events. For example, the [2024 Digital Transformation Hackathon](#) (part of BISM3208/BISM7208 Business Information Systems capstone) challenged students to solve highly relevant societal problems including Australia's housing crisis, using blockchain for good, and using the cloud to respond to SDGs.
- supporting partnerships with other UQ areas and external organisations to promote responsible and sustainable management practices, including:
 - a partnership with Executive Education providing courses in General Practice Leadership Excellence and the Metro South GGS Emerging Executive Leadership program, empowering medical experts to lead with confidence and influence in shaping the future of primary health care for Queensland
 - partnerships within UQ Science Faculty supporting sustainability teaching in climate, energy and environment programs.
- supporting UQ to retain international accreditations, including European Foundation for Management Development (EQUIS) and Association to Advance Collegiate Schools of Business (AACSB) International, providing the ability to benchmark and support best practice, improving quality, impact and innovation.

Entrepreneurship programs for students

Each year UQ offers a suite of entrepreneurship interactive programs, accelerators and events through UQ Ventures, fostering innovation and real-world hands-on business building experience. Students from all disciplines are supported at every stage of their entrepreneurial journey – from exploring ideas, to launching or scaling a startup or social enterprise – through mentoring, workshops, and industry connections. All initiatives engage Sustainability, Ethical Practice and Designing for Diversity perspectives and frameworks as essential learning to enhance positive impact of projects and ventures.

Programs include UQ Ventures' annual foundational [Curiosity](#) and [Validate](#) programs introducing students to entrepreneurial thinking and helping them build and test ideas including market validation; [Startup AdVentures](#), which offers immersive experiences in Australian and global startup communities; [Industry Challenge](#) where students address major real world challenges supported by industry mentors; and 3 Accelerator programs that nurture student early-stage founders to become entrepreneurial leaders.

In 2024 UQ introduced **Ventures Hustle**, a 60-day challenge designed to help students build and launch real businesses while balancing academic commitments. Participants refined products, developed business models, and pitched to real customers, gaining insights from highly experienced entrepreneurs and business professionals. UQ also celebrated 66 students from the [Ventures Class of 2024](#) as the 'change-makers, problem-solvers and visionaries who embodied the entrepreneurial spirit of UQ Ventures in 2024'. UQ's entrepreneurship programs accelerate students to think creatively, act boldly, and develop the capabilities needed to thrive in a rapidly evolving workforce.

UQ Ventures also delivered its 20th [ilab Accelerator program](#), awarding the top prize to a student-led startup; and celebrated its 3rd Entrepreneurship and Innovation Awards which include a Student Startup of the Year award, presented by UQ's Vice-Chancellor and President.

Research and innovation

UQ aims to deliver mission-driven research that is aligned with industry, government and community priorities. With the world of work evolving at an increasing pace, it is critical that relevant data is shared widely, and that workplaces are sustainable. UQ research is advancing SDG 8 through 2 key themes: economic and income data analysis and service innovation for sustainable workforces. These activities contribute to data-gathering, cross-sectoral dialogue, and best practice across various SDGs.

Economic and income data

- The [International Comparison Database \(UQICD\)](#), developed by the UQ School of Economics, is a unique resource that combines international data on real incomes and income inequality to assess economic welfare across different countries. It integrates and analyses large-scale economic data, which is made publicly available for researchers and policymakers to access and apply to global economic challenges. First made available to users in 2011, the most recent major update to the database was in 2023 and further functionality was added in 2024. The website remains public and continues to be used and have impact, with 70% of the 2024 users being new to the database. The 2024 presentations and articles sourcing data from UQICD included:
 - *Contrasting Trajectories: The Political Economy of Growth in China and India*, Seminar at Hitotsubashi University, Japan, 9 May 2024. Presented by Professor D.S. P Rao
 - *Convergence in the World Economy- Evidence from the Last Fifty Years* at the 38th International Association for Research on Income and Wealth General Conference, London, 26-30 August 2024. Presented by Professor Alicia N. Rambaldi

- M. Moatsos and A. Lazopoulos, Stress-testing the international poverty line and the official global poverty statistics. *Humanities and Social Sciences Communications*, 11(1):850, 2024. DOI: 10.1057/s41599-024 03260-6. ISBN: 2662-9992. (Professors Rao and Rambaldi acknowledged for the assistance provided to the authors)
- Hajargasht, G, Divergence Between Parametric Income Distributions, *Economics Letters*, 2024, pp. 111543.

Service innovation for sustainable workforces

In 2024 UQ continued its focus on research transforming workforce models in diverse areas including healthcare, community services, tourism, and gig economies to enhance resilience, sustainability, and person-centred care. These projects, supported by partnerships and research funding, aim to address systemic challenges such as staff shortages, digital monitoring impacts, and modern slavery, while promoting inclusive, future-ready employment strategies.

- UQ's [Health Research Accelerator \(HERA\)](#) is a UQ investment in new models and capabilities to address health and medical research and innovation challenges. During 2024 the [EvolveHealth Health Workforce Optimisation](#) HERA program continued to lead change across the Australian healthcare sector, accelerating resilience, agility and capability through innovative primary care workforce models to improve efficiency and patient outcomes. Addressing challenges of rising costs, increasing demand and critical staff shortages, EvolveHealth shifts attention in policy and practice away from the traditional roles of professions and the characterisation of healthcare as doctor-led, instead emphasising person-centred care and identifying the skills required to address consumer needs and preferences, informed by a holistic understanding of sector capabilities. EvolveHealth partners with policy makers, peak bodies, and consumers to drive evidence-based solutions that improve policy and practice. In 2024 EvolveHealth led the research underpinning the Australian Government's [Unleashing the Potential of our Health Workforce](#) Scope of Practice Review that examined the barriers and opportunities health practitioners face working to their full scope of practice in primary care. Under a research partnership agreement with Queensland Health, EvolveHealth undertook research projects in key areas of health workforce pressure for Queensland. The research supports the National Primary Health Strategy's objectives for sustainable public health workforce capacity and aligns with the objectives of Queensland's Advancing Health Service Through Workforce strategy, which supports a shift to person-centred healthcare systems that are responsive to consumer needs and sensitive to the role of emerging technologies and changing models of care.
- Throughout 2024-2025 the [Centre for Policy Futures](#) is collaborating with NGO Anglicare Southern Queensland (ASQ) to advance SDG 8 with the project [Building a Resilient and Sustainable Workforce for the Future](#). This project examines the challenges of workforce attraction and retention in the community sector by better understanding the processes underlying an individual's decision to apply for, and stay in, a job. This work will provide practical recommendations for ASQ and the broader community sector, including proposed actions, resources, and guidelines for the evaluation of a pilot employment model.

- A team at UQ's Business School has been funded by an ARC Discovery Project to undertake work from 2023-2026 on [Well-being and Productivity in Metricised Employee Performance Systems](#). The project advances knowledge around the impact that the increasing use of digitised monitoring, performance measurement and metric systems is having on the workforce. It generates a greater understanding of why, when and how these systems have a positive rather than a negative impact on employee motivation, wellbeing and performance. The design guidelines enhance organisations' understanding and capability to sustainably manage and implement the use of monitoring and metric systems, which will help reduce the financial burden of workplace stress that these systems have, positively influence worker wellbeing and work culture, and help increase workplace productivity.
- Also released in 2024, the **Queensland Tourism Workforce Crisis Resilience and Recovery Strategy** is a timely and enduring resource to support sustainable workforces. This strategy is the culmination of a 3-year journey by UQ Business School project staff and partner Queensland Tourism Industry Council (QTIC). The project involved multi-method original research and extensive industry consultation. Funded by Queensland Government's Advance Queensland scheme, the catalyst for this project was COVID-19 and its impacts, which significantly disrupted Queensland's tourism industry. This project provides an evidence base to support recovery and resilience – preparedness and planning to weather future adversity. The strategy is designed to be accessible to various stakeholder groups whether they are operators, policy makers, peak bodies, destinations, or industry sectors.
- In 2024 researchers from UQ's Business School released [Humanising food delivery work in Australia](#), offering a best practice toolkit for stakeholders (including workers, restaurants, customers, platforms, and policymakers) to improve food delivery. It applies a lens of hospitality to the experiences of temporary migrants who deliver food by bicycle in Australia's gig economy, collated from participant-observation, shadowing workers by bicycle and car, and semi-structured interviews. The School also released research on [modern slavery in the hotel industry in the UK](#), along with plans to develop an infographic to be distributed to hotel associations and NGOs working in the area. Insights from the research have been incorporated as a case study in the Master of Tourism course, Managing Resources in Tourism, Hospitality and Events and included in a seminar focused on human resources.
- The University continues to promote international dialogue on current issues relating to challenges in maintaining sustainable workplaces and workforces. For example, UQ's Business School hosted the [2024 Connecting Worlds Summit](#) (9-12 July 2024), a collaborative effort leading to a special issue in the *Journal of Service Management*. Participants came from universities in UK, Europe, USA, Singapore, New Zealand and Chile. Papers covered topics across the role of AI in business, service transformation, and innovation.

Our global profile

At a global level, UQ aims to help advance the UN's SDGs by leveraging UQ's development expertise to support capacity building in the Indo-Pacific region. It is implicit in UQ's vision of knowledge leadership for a better world, that UQ seeks to have a global impact. In collaboration with a range of international partners, the University offers

students a global educational experience, undertakes development initiatives and research that have international impact, and delivers a UQ education to learners from broad and diverse backgrounds.

UQ International Development

The [**Delivering strong and sustainable global development outcomes Impact Plan \(2021-2025\)**](#) outlines UQ's commitment to creating lasting global development impact through education, research, and partnerships. By its very nature, global development work offers unique and meaningful opportunities to achieve UQ's vision of knowledge leadership for a better world through real-world application of its expertise and capabilities. Few other endeavours have the potential to deliver such significant and lasting impacts to communities around the world.

UQ's focus on capacity building, technical advice, and policy making, which together support employment, workforce development, and economic resilience, is showcased throughout all SDGs. UQ's International Development team plays a key role in sourcing and managing projects that improve human development outcomes, including decent work opportunities. Activities focus on partnership and collaboration with public, private, and NGO sectors to support sustainable livelihoods and inclusive economic growth.

- **Inclusive Economic Growth for Mining Governance in Africa.** Representatives from ministries and government agencies across 20 African countries have completed the in-Australia component of the Australia Awards Africa Mining Governance short course, enhancing their institutional capacity for sustainable economic growth through improved governance of the mining sector. Participants engaged in in-depth discussions on global mining trends, including the rising demand for strategic and critical minerals, evolving investment patterns, and the increasing global emphasis on sustainable resource management. By equipping participants with practical knowledge and policy insights, the program strengthened their ability to regulate, oversee, and develop mining sectors that are transparent, inclusive, and economically productive. Through improved governance, these leaders are better positioned to foster responsible investment, create decent employment opportunities, and ensure that mining contributes to long-term economic development in their respective countries.
- **Strengthening Gender Mainstreaming through Inclusive Policy Development:** In 2024, the Australia Awards Strengthening Gender Mainstreaming Implementation short course enhanced the capacity of Indonesian government and civil society actors to integrate gender equality into public policy. Delivered by UQID and funded by Australia's Department of Foreign Affairs and Trade (DFAT), the course promoted inclusive economic growth by equipping participants with tools for gender-responsive planning, budgeting, and evaluation. It fostered collaboration between government and civil society organisations, supported intersectional approaches, and showcased international best practices. By strengthening institutional frameworks for gender equality, the course contributed to more equitable and productive workplaces, aligning with SDG 8.5: Creating inclusive and sustainable economic development.
- **Australia-Mongolia Partnership: Sustainable Mining and Green Energy Transition.** In 2024 this Australia Awards Fellowship advanced SDG 8 by strengthening Mongolia's mining sector through professional development, knowledge

exchange, and capacity building. It promoted decent work by enhancing skills, supporting inclusive employment practices, and fostering sustainable economic growth. Through collaboration with Australian experts and institutions, the program empowered Mongolian stakeholders to adopt responsible mining and energy practices, improve social performance, and create opportunities for vulnerable groups, including women, Indigenous peoples, and people with disabilities.

Our people

UQ's success is determined by its ability to attract and retain highly talented, committed people who are leaders in their field. For this reason, UQ is intent on embedding a culture built around UQ's values, where the many talents, passions and perspectives of staff and alumni are recognised, encouraged and nurtured. UQ is committed to good employment practices through its enterprise bargaining processes, and through UQ's policies and procedures.

Inclusive and supportive culture

UQ is nurturing a supportive and inclusive culture that aligns with the University's values, celebrates diversity, enables inclusion, and drives excellence. UQ supports a range of initiatives and collaborations to provide a safe and positive work environment for students and staff in line with its Strategic Plan.

How we are achieving this

- UQ has guaranteed decent work conditions, fair wages, and social protection for staff through its [Enterprise Bargaining Agreement 2021-2026 \(EBA\)](#). The EBA included two 2% salary rises in 2024. UQ continued to offer higher rates of superannuation contributions than the community standards and provided generous paid leave entitlements covering a variety of annual, personal, parental and long service leave.
- UQ continued to recognise labour rights and freedom of association and maintain respectful and fruitful relationships with key unions, including the National Tertiary Education Union (NTEU) and Together Union, and the UQ Student Union (UQU).
- UQ maintained a range of policies, procedures and practices to help ensure a respectful, healthy and equitable work environment for all staff and students, including (but not limited to) the [Diversity, Equity and Inclusive Behaviours Policy](#) and [Prevention of Discrimination, Harassment and Bullying Behaviours Procedure](#).
- UQ successfully launched the **Pulse Staff Engagement Survey 2024**, offering leaders fast access to results data and dashboards. Pulse 2024 achieved a 3% response rate increase, reaching 77% of staff (6,506 responses). Improvement was shown in 18 of 27 questions, with an average increase of 5%.
- The University launched the **UQ 2025 Equity, Diversity and Inclusion (EDI) plan** to bring together activities and create a more sustainable, targeted and intersectional approach to the work.
- UQ's [Salary Loadings and Performance Payments Policy](#) affirms that UQ is committed to gender pay equity and to implementing UQ-wide strategies with a view to eradicating gender-based pay inequities.

- UQ continued to support gender equity through participation in the **SAGE Athena Swan program** on the pathway to a Silver award and by tackling additional gender equality issues identified by staff, as set out in the UQ [Gender Equality Action Plan 2023-2025](#). The [UQ 2025 Gender Pay Gap Employer Statement](#) affirms that UQ is strongly committed to [improving gender equity](#) and taking action to close its gender pay gap. In 2024 UQ also undertook an annual internal gender pay equity audit to understand drivers and identify actions to address the gender pay gap.
- UQ successfully retained its **Pride in Diversity Australian Workplace Equality Index Gold Award** and received the **Trans and Gender Diverse Award** from Pride in Diversity for its work to support student and staff inclusion. UQ was the only Australian organisation to achieve this award.
- The University celebrated the 20th anniversary of the **UQ LGBTQIA+ Ally Network** with an event hosted by the Vice-Chancellor. The Ally Network reached 1,000 members in 2024, all dedicated to supporting LGBTQIA+ inclusion on campus.
- UQ continued to implement the **Aboriginal and Torres Strait Islander Research and Innovation Strategy** and hosted the 4th annual **Aboriginal and Torres Strait Islander Research and Innovation Forum** which focused on stories and truth-telling to enable Indigenous research methods.
- UQ developed and launched the **Disability Inclusion Research and Innovation Plan 2024-2026**, which was shaped by the insights and lived experiences of UQ staff and HDR students with disability.
- The newly established **UQ Disability Inclusion Advocacy Network (DIAN)** carried out its first full year of activities with the aim of promoting and supporting disability inclusion and helping to progress UQ as a safe and supportive space for staff with disabilities.
- UQ established a new network for staff and students who are carers of children with disabilities and chronic illnesses.
- UQ became the 1st university in Australia to join the **Dementia Friendly University Initiative** with a commitment to work towards becoming dementia friendly in partnership with Dementia Australia.
- UQ developed and implemented its **Sexual Misconduct Action Plan** and **Psychosocial Health Implementation Master Action Plan** as part of an ongoing commitment to preventing and responding to sexual misconduct on campus.
- UQ announced the formation of the **Respect Network**, which aims to educate, equip and empower staff and students to enhance the prevention of, and response to, sexual misconduct and all forms of discrimination and harassment across the University.

Modern slavery and equivalent rights

As outlined in UQ's [response to modern slavery](#), the University continues its commitment to acting ethically and with integrity in its relationships, and to employing all reasonable efforts to prevent all forms of slavery and human trafficking within its operations and supply chains. It is important for UQ to treat people with care, dignity and respect – within the organisation and in the communities where the University operates, including supply

chains. UQ publishes an annual [Modern Slavery Statement](#) reflecting on the initiatives and measures undertaken to identify, mitigate and manage the risks of [modern slavery](#) and human trafficking in operations and supply chains.

UQ's approach is grounded in three key pillars: prevention, mitigation, and remediation. The University has established the UQ Anti-slavery Working Group, which includes representation from several of UQ's controlled entities. The purpose of the working group is to facilitate UQ's response to modern slavery and comply with the legislative requirements of the *Modern Slavery Act 2018 (Cth)*.

In 2024 the Anti-Slavery Working Group supported due diligence activities such as a sector review into the high-risk procurement category of medical equipment and laboratory supplies. UQ will further support sector activities through the Australasian Universities Procurement Network (AUPN) Anti-Slavery Program. This is a part of UQ's progress in addressing and managing risks in its global supply chains.

Further, a review commenced on UQ's supplier standards to enhance the organisation's expectation that suppliers abide by the intent of the Federal Act alongside other procurement initiatives.

A key component of UQ's anti-slavery program is education and awareness. This is achieved through the bespoke training available to staff members, and resources available on the modern slavery response website. A communications campaign was conducted to highlight the International Day for the Abolition of Slavery on 2 December.

UQ staff must comply with the [Procurement Policy](#), which requires procurement and purchasing activities to be undertaken in an economically, socially, environmentally and ethically responsible way.

Beyond internal operations, UQ supports vulnerable student populations through awareness campaigns and access to counselling and advocacy services. The University also engages the broader community through initiatives like expert-led discussions on human rights and ethical practices. For example, in 2024 UQ's Asia-Pacific Centre for the Responsibility to Protect hosted a [Briefing on the International Law Commission's proposed Draft Articles on the Prevention and Punishment of Crimes Against Humanity](#). These efforts reflect UQ's ongoing dedication to upholding human dignity and fostering a culture of transparency, responsibility, and social justice.