

Decent Work and Economic Growth

DECENT WORK AND ECONOMIC GROWTH

PSU's unique strength in Jubilation office, which provides support to employee and ensures positive and joyful working environment

Equal pay for both male and female faculty members, and staff

348,415,614

University expenditure

334,051.40

Expenditure per employee

99.94%

Students in work placement

1043

Total number of employees

71.81%

Academic & non-academic staff employed for more than 24 months

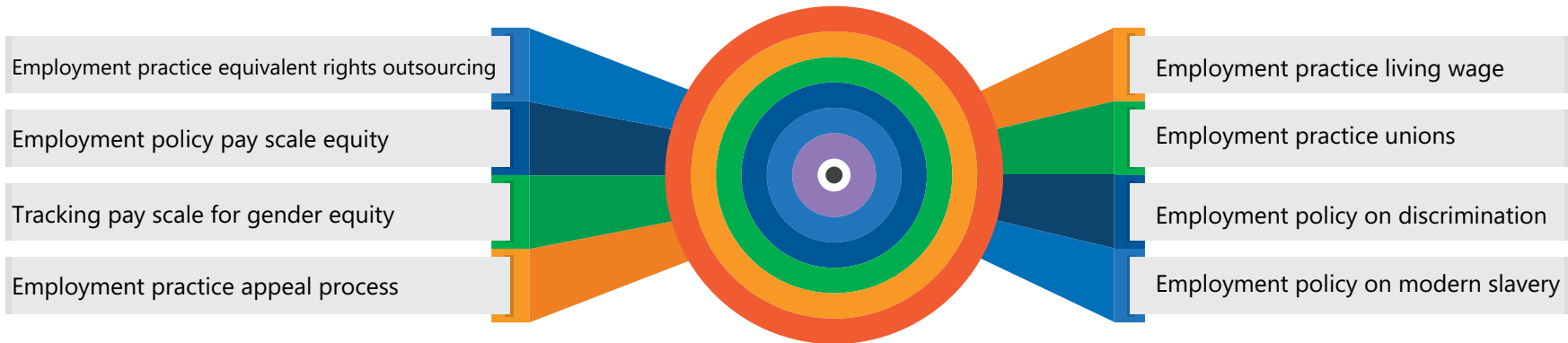
Zero-tolerance of any kind of discrimination or harassment

Reference: Academic Year - 2022

Employment Practices

The PSU employees fall in two categories: academic and non-academic. Both are considered as an important asset of PSU for providing quality teaching and learning and its support services. In alignment with its mission, PSU develops a healthy and competitive working environment attracting and retaining local and international qualified professionals, providing them opportunities to excel in their fields, and at the same time protecting their rights and interests.

PSU strictly abides by the Ministry of Human Resources and Social Development laws & regulations and offers decent labor wages more than the minimum slab established by the Saudi Arabia government, provide equal job opportunities to employees based on their professional ability and job experience and thereby eliminate unlawful discrimination with respect to gender, nationality, qualification, and other factors (Governing rules for faculty: article 76). PSU provides an environment for continuous learning by encouraging its faculty to excel in their field of study/work and appreciate them with numerous annual excellence awards. The Vice President for Administrative and Financial Affairs conducts regular meetings supported by the institutional committees to protect the labour rights and interests of employees in accordance with the Governing Rules and Regulations for Personnel and faculty.



Recognizing Employees demonstrates decent work environment @PSU

Prince Sultan university (PSU) recognize their employees through a variety of prestigious awards that acknowledge outstanding contributions in teaching, research, and administrative roles. These awards serve as a testament to the dedication and excellence of university employees, fostering a culture of continuous improvement and reinforcing the institution's commitment to quality education, research, and administration.

Teaching

Faculty members who demonstrate exceptional dedication, innovation, and effectiveness in the teaching and learning are honored annually with the two President's Distinguished Teaching Excellence and Digital Learning for Excellence awards. These accolades not only highlight the faculty's commitment to fostering student success but also encourage the continuous improvement of pedagogical practices.

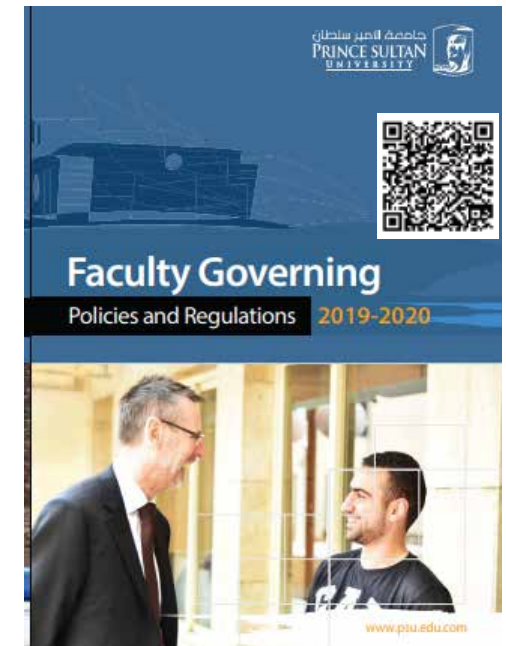
PSU grant awards to research scholars who make significant and impactful intellectual contributions to their respective disciplines to celebrate the faculty's contribution in quest for knowledge and the institution's commitment to advance scientific research.

Research

Administrative

Administrative staff who exhibit exceptional leadership, efficiency, and supporting service at PSU are recognized with awards for their invaluable service contributions

Personnel
Governing
Policies and
Regulations
2021



Employment practice living wage

PSU strictly adheres to the National regulations for staff and faculty living wages and pays them more than the expected minimum living wage defined by The Ministry of Human Resources in Saudi Arabia. Minimum wage (defined by Ministry) in Saudi Arabia is SAR 3000-4000. For employees of lowest rank, the monthly salary is at least SAR 6351, for faculty of lowest rank, the starting monthly salary is at least SAR 14600. This is in 100% compliance with the Saudi local living wage laws.



Employment practice living wage

In addition to that PSU offers other benefits including medical insurance (spouse & 4 children below 24 years of age), transport allowance, living allowance, round trip tickets (maximum 4: employee, spouse and 2 children below 18 years of age) for annual leave with paid annual (summer) vacation of two (2) months, plus 2 local paid holidays of about 15 days each (as applicable), tuition fees of Saudi Riyals 30,000 maximum for children attending school within the Kingdom, free, furnished accommodation plus essential utilities and maintenance subject to availability, or a housing allowance based on academic rank, and end-of-service yearly gratuity.

Saudi Arabia's Ministry of Human Resources has recently announced an increase to the monthly minimum wage (Article 89) for full-time Saudi workers in April 2021, and introduced a Labor Reform Initiative (LRI) scheduled to take effect on 14 Mar 2021. The monthly minimum living wage has been increased from SR 3000 to SAR 4,000 for purposes of calculating private sector employers' compliance with the Nitaqat program.



Minimum wages (in SAR)



4,000



Faculty

14,600

Staff

6,351

Salary Structure of The Faculty Members

Academic Degree	Basic Salary	Transport Allowance	Living Allowance	Specialization Allowance 15% (For Saudis Only)	Social Allowance 15% (For Saudis Only)
Professor	17000	600	2550	0	2550
Associate Professor	15000	600	2550	0	2250
Assistant Professor	13000	600	1950	0	1950
Lecturer/ Research Assistant	9000	600	1350	1350	1350
Language Teacher	8000	600	1200	0	0
Instructor/ Research Assistant	7000	600	1050	1050	1050



Employment practice unions

PSU recognises the labour rights (freedom of association) for its faculty members and administrative staff including women and expats, the international staff.



On 20 October 2020, Prince Sultan University's (PSU) Global SME Policy Network (GSPN) signed an agreement with the L20 (Labour 20 is one of the 6 outreach groups within G20) and Saudi National Committee of Workers Committees (SNC). PSU will contribute in undertaking research work on labour and employment in Saudi Arabia and globally through this knowledge partnership agreement. Both parties are required to initiate workshops, seminars, webinars and conferences on Employment and Labour at PSU Campus or virtually.




As per the latest ministerial resolution dated 26/08/2020 from the Ministry of Human Resource and Social Development, Trade unions do not apply in the Kingdom of Saudi Arabia. There is not a single trade in Saudi Arabia, as the law does not allow them to exist. Instead, the Minister of Human Resources and Social Development established the National Committee for Labor in the Kingdom on March 6, 2021. The Committee looks after the interests of all private and public workers in Saudi Arabia, and defends their rights and issues assigned to them by law, and in accordance with international conventions and standards ratified by the Kingdom of Saudi Arabia. They also help in spreading labor awareness and culture and achieving the principle of justice and equality among all company workers.




Employment policy on discrimination

Prince Sultan University PSU
Policy Management System
Anti-Discrimination Policy

Policy Code:	GV0007
Policy Name:	Anti-Discrimination Policy
Handler:	PSU President
Date Created:	15 August 2020
Date of Current Review:	01 November 2022 <small>(Click to see previous review dates)</small>
Approved by:	University Council 
Date of Approval:	02/09/2020

Employment policy on modern slavery

Prince Sultan University PSU
Policy Management System
Policy against modern slavery, forced labor, human trafficking, and child labor

Policy Code:	GV0009
Policy Name:	Policy against modern slavery, forced labor, human trafficking, and child labor
Handler:	Human Resources Department
Date Created:	15 July 2020
Date of Current Review:	19 December 2022 <small>(Click to see previous review dates)</small>
Approved by:	University President 
Date of Approval:	

Employment practice equivalent rights outsourcing

PSU is committed to provide equal rights and opportunity to the outsourced staff (temporary and on contract). The university makes sure that all employees (faculty and staff) understand the outsourcing work rights, rules and regulations.



Temporary employee shall receive a remuneration corresponding to his qualifications, experiences, and the nature of the tasks, in addition to the travel expenses from place of residence to the workplace and back (P. 33).



The contract with the temporary employee shall specify the other benefits provided to the employee such as medical treatment and leaves (P. 33).



Employment policy pay scale equity

PSU has a policy on pay scale equity including its commitment to measurement and elimination of gender pay gaps. The university human resources department actively ensures equal pay for both genders faculty and staff. There is a dedicated policy on Gender Equality: Prince Sultan University is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability. Prince Sultan University is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability. Moreover, PSU always gives equal opportunities to men and women employees in shaping policies, governance, and decision-making processes. Men and women often bring different perspectives and experiences, enhancing decision-making and leading to a better work environment. PSU employees are given opportunities to participate in institutional committees and various other committees at the college and department level based on their skills, qualifications, and expertise, advocating gender equity.

Article
(30)

In addition PSU strictly adheres to Article (30) in Faculty Governing Policy and Regulations Booklet 2019: The Salary structure is the same for both genders and both Saudis and non-Saudis who work on full-time bases.

Article
(31)

The salary scale... shall apply to all employees working at the University on full time basis, other than the faculty members, in accordance with its applicability

Tracking pay scale for gender equity

Maintaining equity in all aspects of the staff experience is of huge importance at PSU. This is perhaps more true of salaries than any other aspect. Salaries are governed at PSU by a transparent and public scale that does not discriminate on the basis of race, nationality, gender or any other factor. This is outlined in university publications such as the Faculty Governing Policies and Regulation 2019 and the Personnel Governing Policies and Regulations and followed through when the recruitment office under the Office of the President prepares and sends out job offers. Prince Sultan University is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability.

Employment practice appeal process

Prince Sultan University has established a clear mechanism and process for employees to appeal on their pay or any other right. All employees at Prince Sultan University access the right to a workplace free of harassment and discrimination. PSU first and foremost attempts to ensure such a workplace, while simultaneously acknowledging that certain cases are unavoidable. As such, PSU offers its employees a comprehensive set of policies and procedures that offer mechanisms for employees to raise grievances, including for pay through the channels leading all the way up to the president of the university.

Article
(70)

The faculty member may raise a grievance to the University Rector in writing within one month from the date of notifying him/her of the committee's decision.

Article
(117)

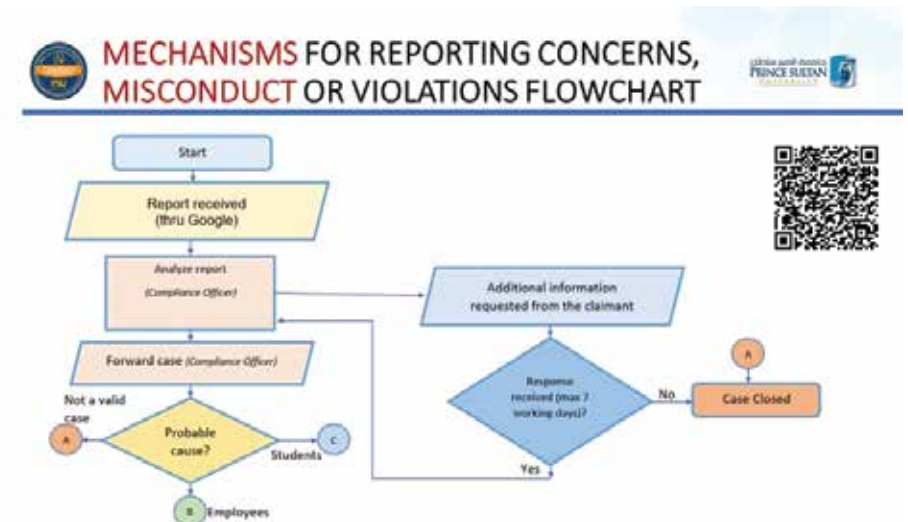
Without prejudice to the right of the employee to resort to specialized administrative or judicial authorities, the employee shall have the right to file grievance to the University President for any action or procedure taken against him. The employee shall file his grievance to the University administration within two weeks of his

Article
(118)

The Employee shall be informed of the outcome of his grievance within a maximum period of one week from the date of filing his grievance.

Mechanism for reporting concerns, misconduct or violations

Prince Sultan University - Compliance Office encourages its internal (faculty members, staff, and students) and external (parents, alumni, and employers) stakeholders to report concerns, misbehavior or abuses of the PSU's Code of Ethics and/or other related policies.



Proportion of students taking work placements

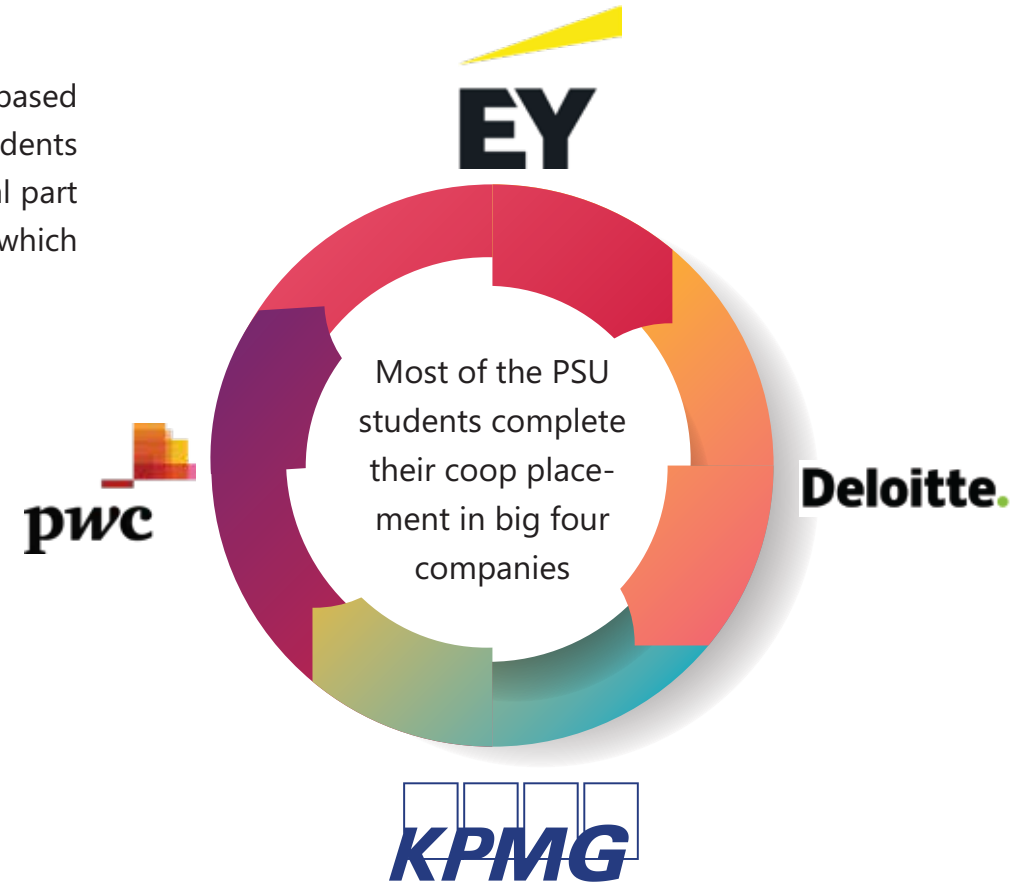
In alignment with the PSU mission which emphasizes on lifelong and service based learning, all programs offered at PSU have incorporated work placement. Students work placement includes Coop, Internship, Apprentisship and this is an integral part of their degree program. In addition, we have Deloitte Apprenticeship Program which is over and above the 4-7 months of work placement.



Employment Placement

Prince Sultan University offers a Student Work Placement Program known as “Cooperative Education program” to all senior level students pursuing their degree in the 4th year of their program related to their field of study. This program is considered as one of the CORE requirements of the curricula and is equivalent to 10 credit hours applicable to all academic undergraduate programs as a practical onsite experience over a 7-month period (i.e., spanning one semester and a summer). It provides opportunity for successful integration of work and study and enables students to gain hands-on experience in a realistic environment and enhances soft skills. In conclusion, students are provided an opportunity for career exploration and development as well as a chance to learn new skills through the student work placement program. The COOP is a core requirement for all undergraduate students at PSU upon completion of their coursework in their program. Refer to the PSU PSU COOP Handbook.

10



Testimonials



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"We had the opportunity to work with many trainees and recent graduates from Prince Sultan University, where they demonstrated to us their high scientific and practical levels. Thank you for your efforts and dedication."

”

- Abdulaziz Alsuliam, Cloud Security Architecture Manager, SDAIA

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"Working at Deloitte while still an undergraduate student is an incredible honor, and I attribute much of it to the exceptional education and skill development I received at PSU. My experience with Deloitte was transformative, bridging the gap between academic knowledge and the professional world with the privilege to actively contribute to the growth of myself, Deloitte , and Saudi Arabia's Vision2030."

”

- Lian Alhjeli, Trainee at Deloitte

Deloitte Risk Advisory Apprenticeship Program

As part of continuous improvement in the area of students acquiring work placement in the early years of their undergraduate program, the College of Business (CBA) has signed a memorandum of agreement in December 2021 with Deloitte and Touché Advisory Saudi Ltd for the Deloitte Risk Advisory Apprenticeship Program to work as Risk Advisory Bright Start Analyst.

Risk Advisory Bright Start is a three-year program (the "Program") designed to offer apprentices earn-while-you-learn experience and learnings, exposing CBA students to professional experts and allowing them to directly apply what they learn at university to their work while jump-starting their careers and gain a long-term competitive advantage. Risk Advisory Bright Starters will learn the future business, focusing on the Apprentices' work and studies. They will spend most of each week learning and helping to solve market issues and challenging problems, while the remainder of the week will be spent at university, studying for their degree.

The monthly package for the interns is SAR 5000. The recruitment is annual, depending on the needs of Deloitte.

Proportion of students with work placements



5404 / 5407

Number of students with work placement
(required as part of the course) in AY 2022

Proportion of employees on secure contracts



749 / 1043

Proportion of employees on secure contracts
(2022-2023)

PSU's commitment to SDG 2030

Mission

PSU is committed to United Nations Sustainable Development Goals (SDGs) through effective institutional resource management, innovative teaching and learning, research, national and international partnerships, continuous studies, and outreach. PSU shall undertake the following activities: form higher and steering committees, evaluate each SDG, formulate and develop related SDG policies, conduct awareness campaigns to the PSU community, establish a sustainability office, identify the SDGs related to each college, program, and course, and lab centers at PSU, and implement sustainability-related initiatives.

Vision

Prince Sultan University strives to support Saudi Arabia's Vision 2030 and the United Nations Sustainable Development Goals (SDGs) by paving the way for higher education in KSA and Middle East.

Mission

Supporting the Saudi Arabia's Vision 2030 and the PSU's strategic directions, PSU aligns its mission with SDGs by providing quality education, sustainability initiatives, lifelong learning, scientific research, and community service



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