

SUSTAINABLE DEVELOPMENT REPORT 2019

Decent Work and Economic Growth



Jubilation Office ■

PSU ensures positive and joyful working environment through the Jubilation office.

SR 352,520



Source : Academic Year 2019

Achievements ■

1st International Symposium on MENA Economies and Markets

The BSE Lab recently organized an international symposium titled: "1st International Symposium on MENA Economies and Markets" from 4-5th December 2019 which included a key note address by Dr. Avanidhar Subrahmanyam, distinguished Professor of Finance and Goldyne and Irwin Hearsh Chair in Money and Banking, University of California at Los Angeles (UCLA). Earlier this year, the lab had also invited Prof. Marc Fetscherin from Rollins College, USA for guest lectures at the university. The lab is working in close collaboration with the Society for the Study of Emerging Markets with a distinguished professor, Dr. Ali M. Kutan involved.



Visit of Minister of Labour, H.H Ahmed Bin Sulaiman Al Rajhi to the Education for Employment Graduation Ceremony

Minister of Labour, Mr. Ahmed Bin Sulaiman Al Rajhi visited PSU graduation ceremony of the fifth and sixth batch for Education for Employment.



Prince of Riyadh, H.H Prince Faisal Bin Bandar's visit to PSU

Prince of Riyadh, H.H Prince Faisal Bin Bandar visited PSU graduation ceremony for the year 2018-2019.



H.H Prince Faisal Bin Sultan Bin Abdulaziz's visit to PSU

H.H Prince Faisal Bin Sultan Bin Abdulaziz visited PSU to sign a memorandum of understanding between PSU and Sultan Bin Abdulaziz Al Saud Foundation.





Metrics ■

Research on economic growth and employment

PSU has 34 scholarly publications on decent work and economic growth that has been viewed for 1066 times and cited 101 times.



Source : Academic Year 2019

Expenditure per Employee

PSU maintains an extremely high degree of faculty satisfaction and a retention rate of over 90%. The total expenditure on employee is SR 283,073,764 per year. The university president welcomes faculty back for the new academic year. A number of new faces are sprinkled among the returning faculty. The university president welcomes faculty back for the new academic year. A number of new faces are sprinkled among the returning faculty. PSU maintains an extremely high degree of faculty satisfaction and a retention rate of over 90%.



Source : Academic Year 2019

Proportion of students taking work placements

In alignment with the PSU mission which emphasizes on lifelong and service based learning, all 15 undergraduate programs offered at PSU have incorporated a career related professional program.

Employment Placement

PSU has 5 Graduate Programs & 15 Undergraduate programs. In alignment with the PSU mission



which emphasizes on lifelong and service based learning, all 15 undergraduate programs offered at PSU have incorporated a career related professional program: 28-week program Co-Operative Education (COOP) which is equivalent to 10 accredited academic hours. However, the Accounting Internship program is a 12-week program, equivalent to 3 accredited academic hours. The COOP is a core requirement for all undergraduate students at PSU upon completion of their coursework in their program. Most of PSU students complete their coop placement in the big four.

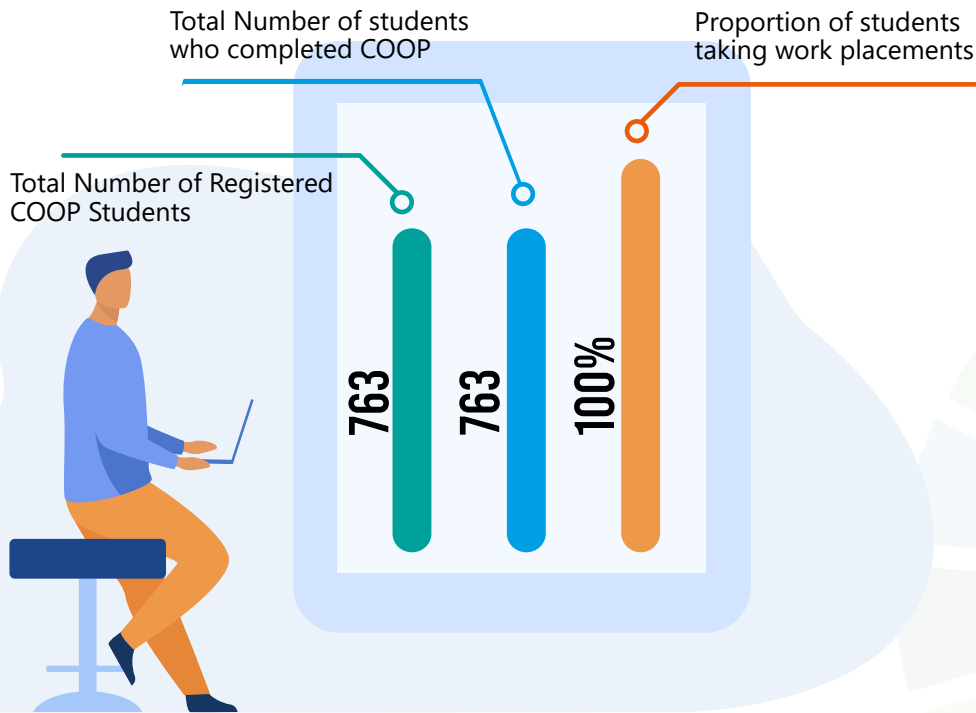
Deloitte.



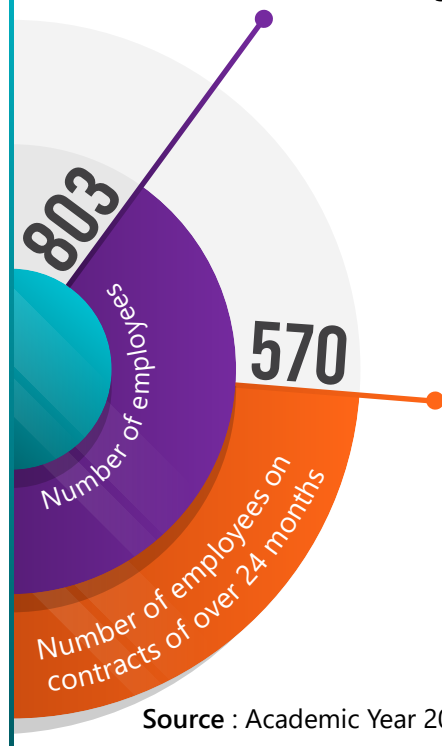
pwc

KPMG

EY Building a better working world



Source : Academic Year 2019



Source : Academic Year 2019

Proportion of employees on secure contracts

PSU is committed to provide safe and secure work environment. More than 71% of all academic and non academic staff at PSU has worked for more than 24 months, depicting a high level of employment security.





Employment Practices

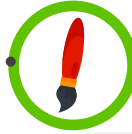
PSU is committed to enhanced employment practices for both staff and faculty members.

Employment practice living wage



The University is committed to pay all employees, staff and faculty, what they deserve in compliance with the Saudi local living wage laws

Employment practice unions



PSU is very transparent with all its employees (faculty and staff) about their work rights in compliance with the Saudi labor laws. The university updates their governing and regulations booklets and distributes them to all staff and faculty members. PSU follows rules and regulations of The Saudi Ministry of Human Resources and Social Development

Employment policy on discrimination



PSU has a zero tolerance policy for any kind of discrimination at work

Employment policy modern slavery



The university rules and regulations are aligned with The Ministry of Human Resources and Social Development workplace laws. There is a zero tolerance policy for any kind of violation of employees human rights

Employment practice equivalent rights outsourcing



The university makes sure that all employees (faculty and staff) understand the outsourcing work rights, rules and regulations

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

Tracking pay scale for gender equity



PSU respects gender equality in terms of payroll for faculty and staff from both genders

Employment practice appeal process



The last page of the contract that is signed by stakeholders. Prior contract signing, the employee can appeal with a letter to the president through the human resources personnel their desires in terms of payment. After the President's decision, the contract would be signed by both stakeholders



SUSTAINABLE DEVELOPMENT GOALS

PSU's commitment to SDG 2030

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.

جامعة الأمير سلطان
PRINCE SULTAN
UNIVERSITY



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