



Sustainable
Development
Report 2021-2022

Decent Work & Economic Growth

Employment practice qualification

Employment practice living wage

PSU follows the standard 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 6405, for faculty of lowest rank, the starting monthly salary is at least SAR 10750. This is in 100% compliance with the Saudi local living wage laws.



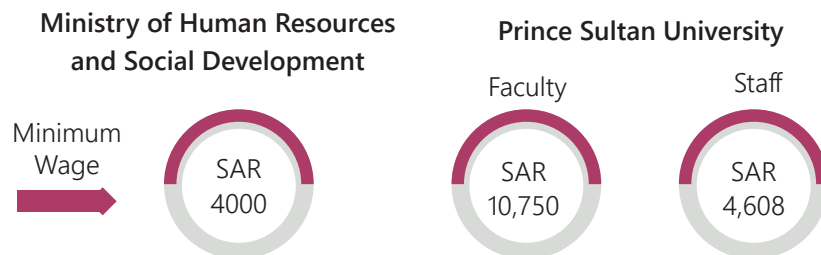
Salary Structure of The Faculty Members

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

Salary Structure of Administrative Staff



Salary slip



Employment practice unions

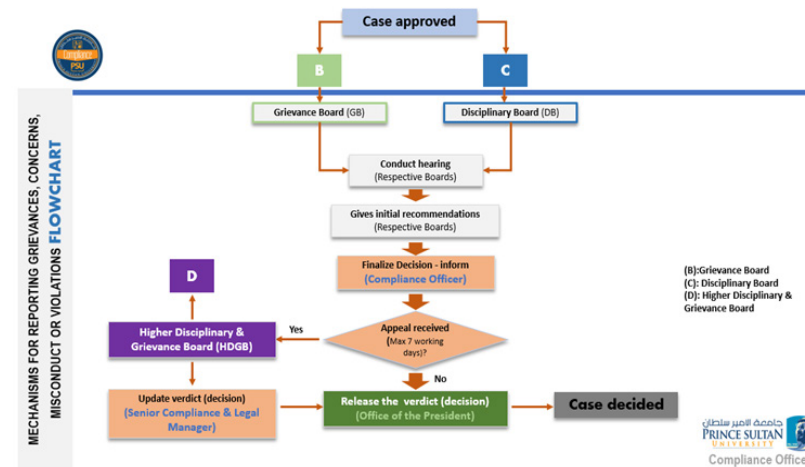
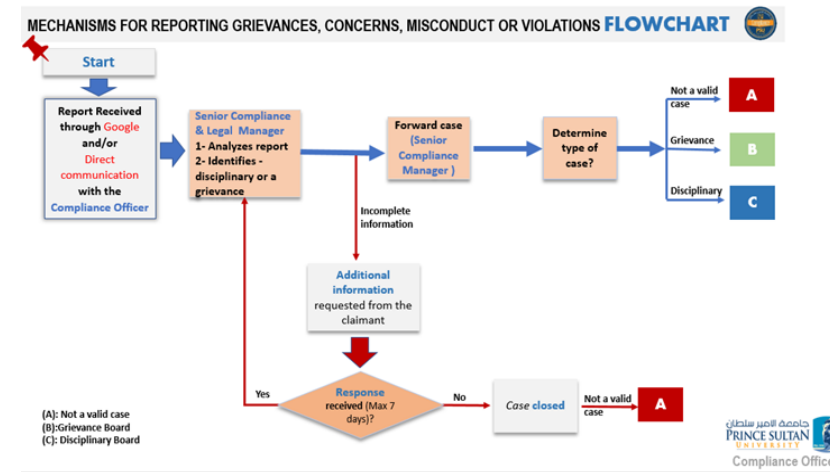
PSU recognize and participate with the National Committee of Labor Committees in the Kingdom of Saudi Arabia. Which is formed by election among the heads of the existing committees and consider the main and only reference for the labor committees in the establishments, which represent all workers in the Kingdom.

PSU Signed an Agreement with L20 as part of G20 and SNC



Employment policy on discrimination

PSU is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability. It has zero tolerance policy for any kind of discrimination at work. Compliance Office @PSU is established to ensure the institution functions in a legal, professional and ethical manner at every administrative and operational level while meeting its institutional goals and thereby creating and maintaining a healthy and ethical environment for students, faculty, and staff. The PSU stakeholders are committed to uphold and maintain the institutions' reputation to sustain the PSU community and stakeholder's trust.



These issues are followed-up through an e-system either by the Minister or the relevant authorities. PSU has designated one of its employees as a representative who has an access to the Tawasul System and can forward the compliants to the concerned authorities at PSU for immediate action. "Accessibility, non-discrimination, and Harassment policy".

The faculty, student, and administrative staff are advised to report his/her concerns through an online form about non-compliance with the policies, rules, and regulations at any administrative or operational level; however, the communication is considered confidential irrespective of the outcome of a compliant taking into consideration interest of both parties. In addition to that the Ministry of Education (MoE) has launched an e-service TAWASUL Yesser, which is designed to build communication channels with citizens (including parents, students, faculty, staff) on all issues relating to the education process, including proposals, inquiries, and beneficiaries' complaints.

Prince Sultan University PSU
Policy Management System
Accessibility, Non-discrimination, and Harassment Policy

Policy Code:	GV0007
Policy Name:	Accessibility, Non-discrimination, and Harassment Policy
Handler:	The President Office
Date Created:	15 August 2020
Date of Current Review:	15 August 2020
Approved by:	University Council
Date of Approval:	02/09/2020

Employment policy pay scale equity

The Gender Equality Policy of Prince Sultan University ensures that equal compensation is paid for equal work to both genders (male & female). The university human resources department actively ensures equal pay for both genders in faculty and staff.

Prince Sultan University PSU
Policy Management System
Gender Equality Policy

Policy Code:	GV0008
Policy Name:	Gender Equality Policy
Handler:	The President Office
Date Created:	15 July 2020
Date of Current Review:	15 August 2020
Approved by:	University Council
Date of Approval:	02/09/2020

Chapter Five: Salaries, Allowances, and Bonuses

Article (30): Salary structure attached hereto shall apply to the Saudi and non-Saudi faculty members who work on full time basis.

Article (31): The University Rector, after approval by the Department Board and the College Board, may raise the basic salary in the salary structure up to 100% according to the following standards of excellence, noting that any raise that exceeds this must be approved by the Board of Trustees:

Graduation Country	America / Canada			The university must be listed within the Universities recognized by the Saudi Ministry of Higher Education and awards the Ph.D degree based on Course Work study
	Ph.D PhD	MS MS	BS BS	
The University level from which he graduated	Top10 Top10	Top20 Top20	Top100 Top100	Provided that the classification is made by two neutral bodies and combining the three options shall not be considered
The University level from which he gained experience after graduation	Top10 Top10	Top20 Top20	Top100 Top100	The experience gained in the last degree (PhD) must not be less than two academic years, "combining the three options shall not be considered"
Scientific output	Us Top10 Journals	Us Reg. Journals	Local Local	The Journals must be at least (1) Top or (3) Reg. or (5) Loc. combining the three options shall not be considered "
Previous Administrative Positions	Dean	Chairperson	Center Director	Provided that his/ her experience must not be less than two years in the position, "combining the three options shall not be considered "
Rarity Allowance	ACCT/CL/ID/CSS/LAW/EN ACCT / CL / ID / ABCH / CS / LAW / FIN	IS/MKT S / MKT /M/SGS /ECON		Provided that all stages of study are done at an American university recognized by the Ministry of Higher Education and holds a recognition of the concerned program from a specialized body such as : AACSB or ABET

Faculty Governing Policies and Regulations 2019-2020



Tracking pay scale for gender equity

PSU ensures and tracks pay scale for gender equity. Compliance office at PSU regularly conducts audits of salaries to ensure equity of pay between two genders.

Prince Sultan University PSU
Policy Management System
Gender Equality Policy

Policy Code:	GV0008
Policy Name:	Gender Equality Policy
Handler:	The President Office
Date Created:	15 July 2020
Date of Current Review:	15 August 2020
Approved by:	University Council
Date of Approval:	02/09/2020

Our Vision

In alignment with Prince Sultan University Vision, the Compliance and Legal Office focuses on ensuring adherence to applicable rules and regulations, and policies while maximizing available resources to support the university goal of providing excellent education, research and community service in a healthy and ethical environment.

Our Mission

Our Mission is to ensure that policies and procedures are established and implemented, to assist with the application and enhancement of internal checks, and to establish an ethical work environment to contribute to the pursuit of the University's mission.

Our Values

In alignment with the core values of the University, the compliance officer and the compliance committee are led by the following values:

- ▶ **Integrity:** Honesty and integrity are shown in our work in our interaction with the University staff
- ▶ **Accountability:** In our action, we will show that accountability is essential for the institution to get people to assume ownership of their actions and to bear consequences for their wrongdoing.
- ▶ **Fairness:** Faculty, students, and staff can raise their issues concerns with a strong belief that their cases will be dealt with professionally and diligently
- ▶ **Objectivity:** We will use our action objective methods to verify the complaints without being influenced in recommending our decision.
- ▶ **Consistency:** We will be acting in our hearings according to the policies.
- ▶ **Knowledge:** we try to stay always informed and aware of the major issues raised to improve the performance of the University Management, faculty students, and staff.

Our Goals

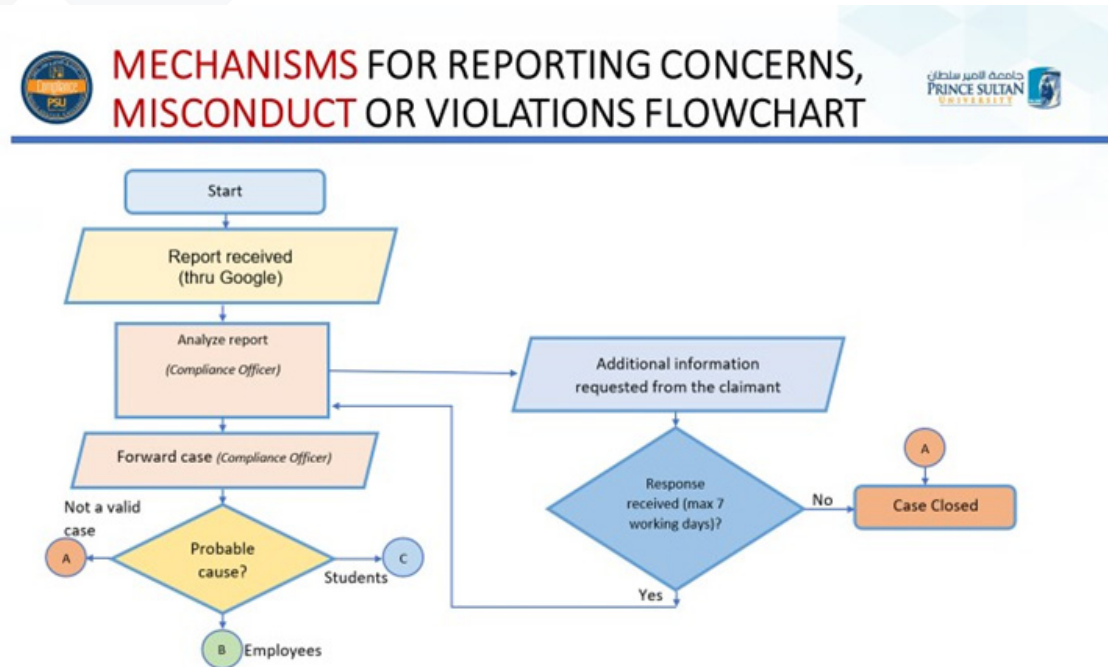
- Planning
- Management and Administration
- Professional Performance and Development
- Quality Assurance and Development

Employment practice appeal process

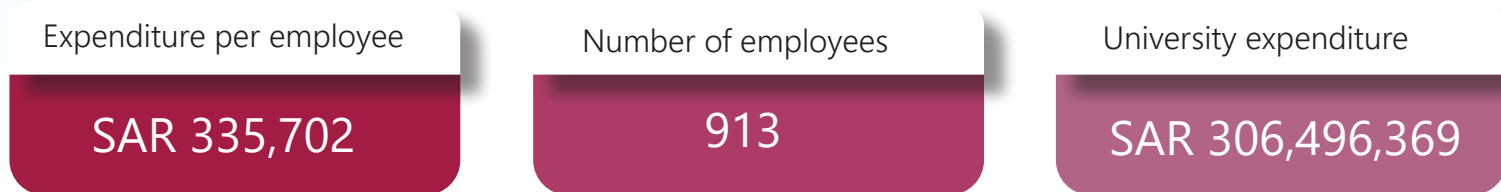
Prince Sultan University has established a clear mechanism and process for employees to appeal on their pay or any other right (Compliance office).

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.

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.



Expenditure per employee



99.86% Proportion of students taking work placements

6295 Proportion of students with work placements

6304 Number of students

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.

Proportion of employees on secure contracts



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.