

Sustainable Development Report 2020

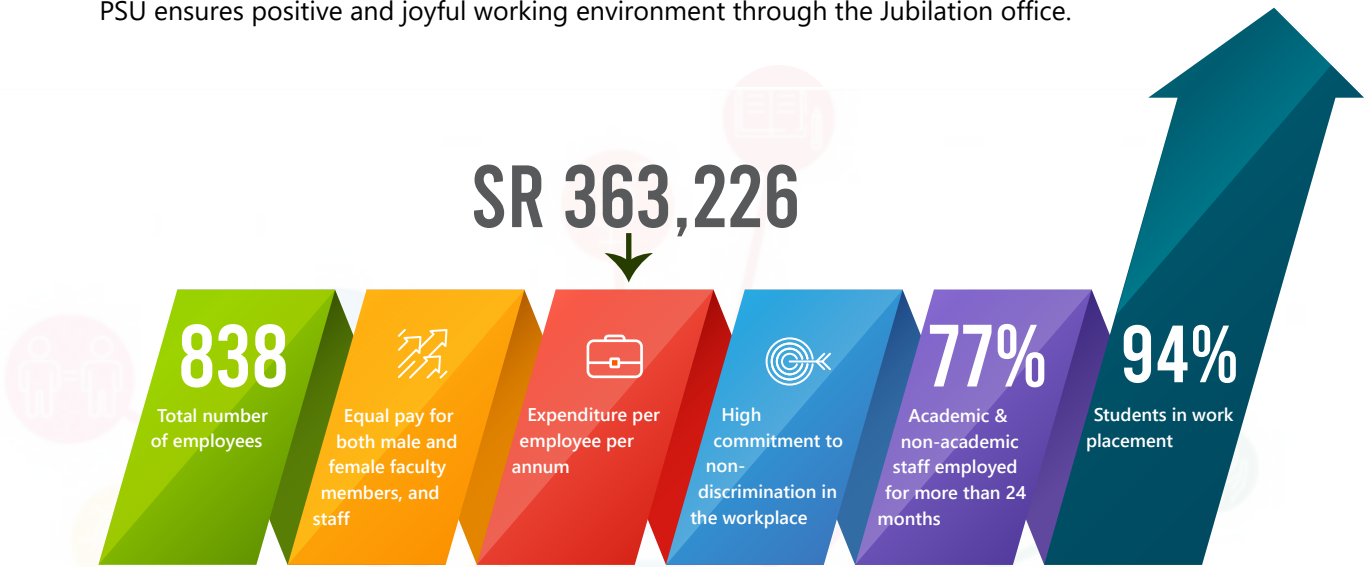
Decent Work and Economic Growth





Jubilation Office ■

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



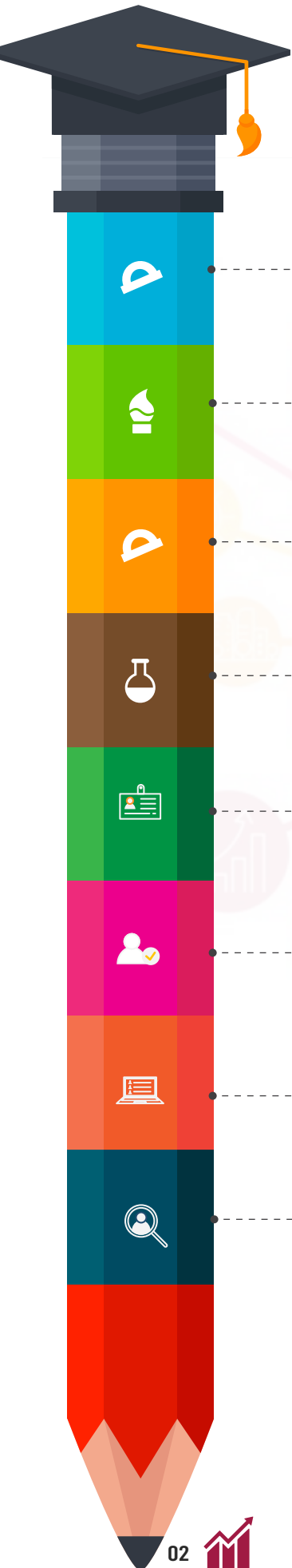
Source : Academic Year 2020

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**.



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 though the human resources personnel their desires in terms of payment. After the President's decision, the contract would be signed by both stakeholders





Expenditure per Employee

PSU maintains an extremely high degree of faculty satisfaction and a high retention rate. The total expenditure on employee is SR 304,383,918 per year.



Source : Academic Year 2020

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.

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.





Most of PSU students complete their coop placement in the big four companies



TEAM TESTIMONIALS

Mayada did an excellent job during her internship program and is a pleasure to work with. She is always eager to learn new things and take on new challenges. She displays commitment to her work and looks for ways to improve and promote good quality work.

You're kind and always ready to offer your assistance and support.

You are smart and we need someone like this in our team.

No need for guidance; your work is always perfect.

With your work ethic and the effort u put in you deserve to excel

Good work, you get better with every task and you and pulled through every time we depended on you

You're the best and most committed teammates I've ever worked with



SYED VAQAS
Project Manager and Coop supervisor

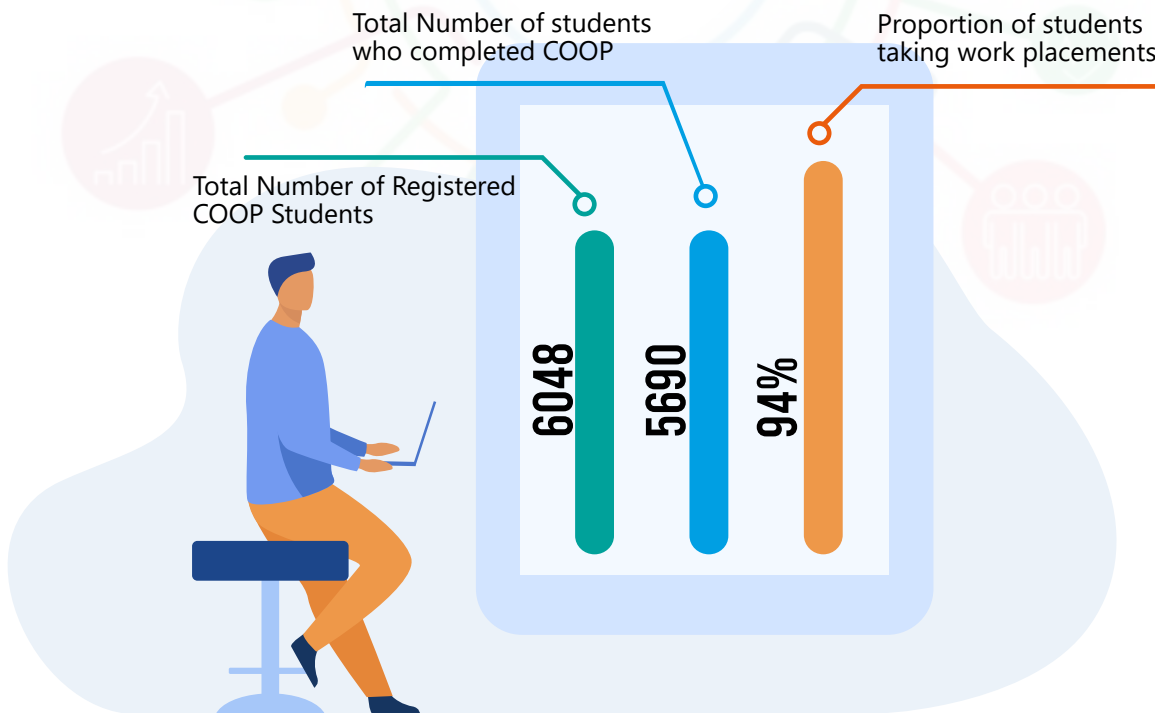


OSAMA ALIJIL
QA Engineer- Team Member



FAHAD SULEMAN
Test Lead and Release Manager

The COOP is a core requirement for all undergraduate students at PSU upon completion of their coursework in their program. Refer to the PSU COOP Handbook.

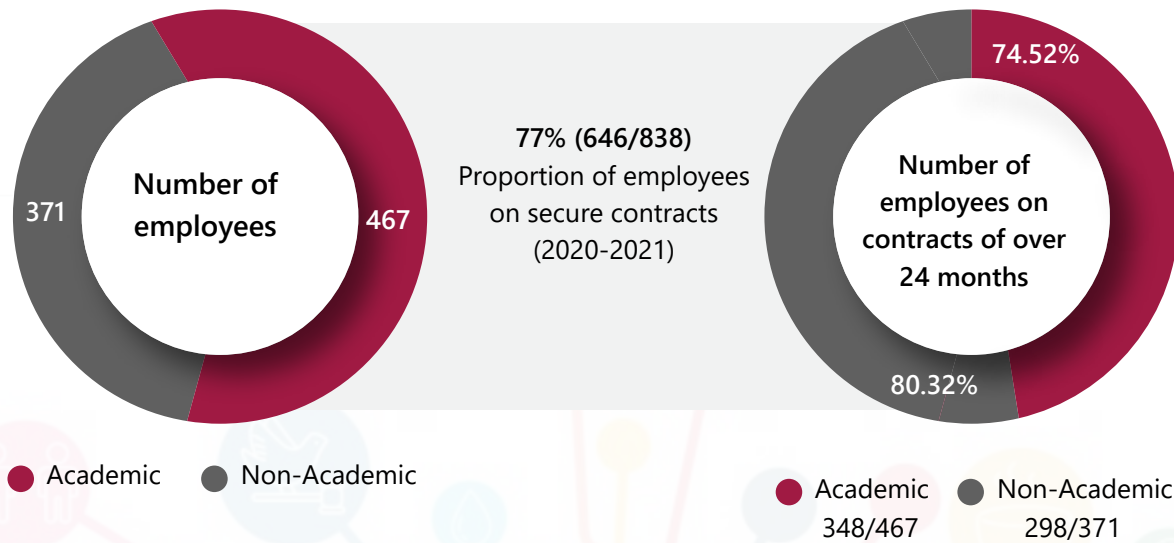


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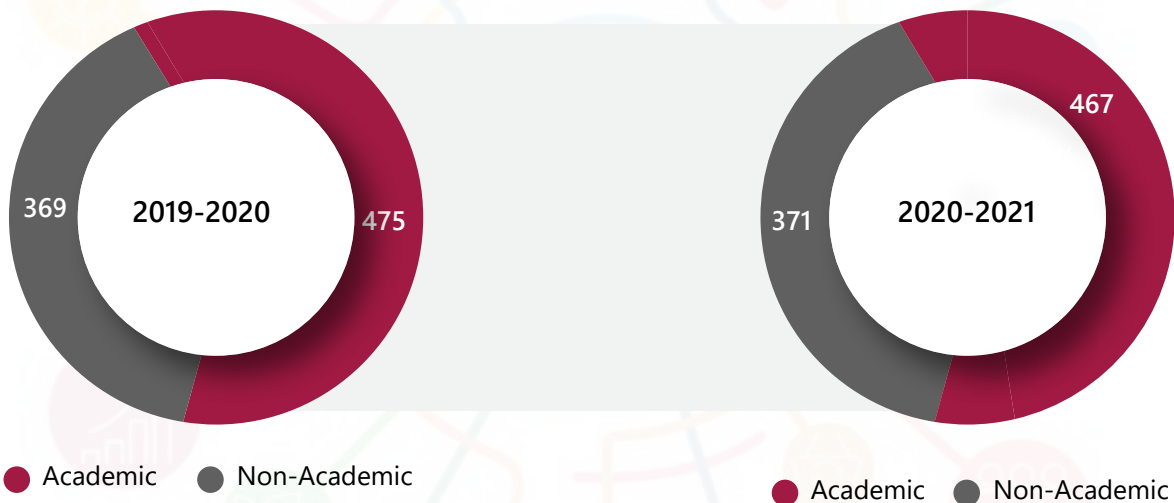




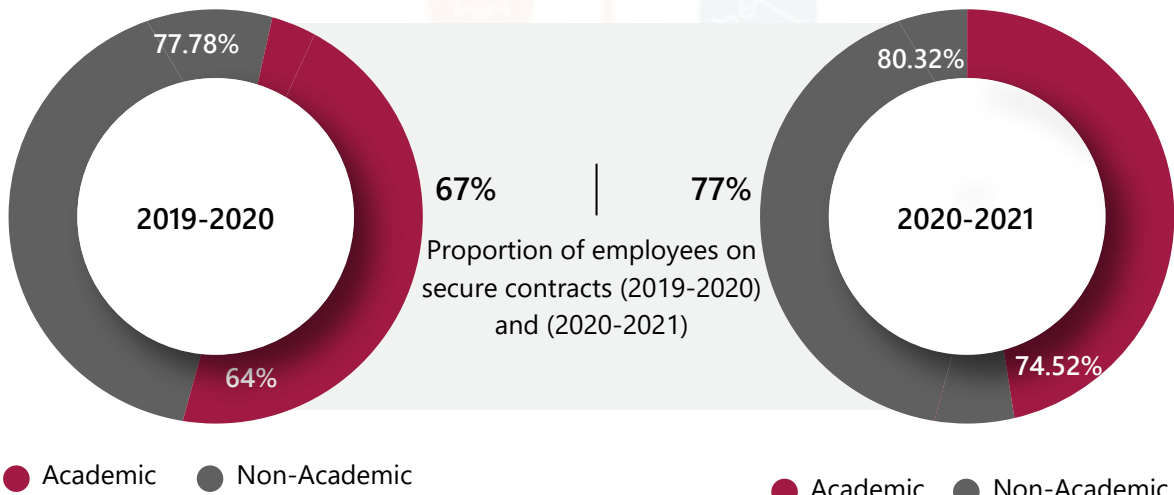
Proportion of employees on secure contracts



Number of employees



Number of employees on contracts of over 24 months





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.



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