

SUSTAINABLE DEVELOPMENT GOALS



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8 DECENT WORK AND ECONOMIC GROWTH



8.2.1 Does your university as a body pay all staff and faculty at least the living wage, defined as the local “living wage” (if government defines this) or the local poverty indicator for a family of four (expressed as an hourly wage)?

To maintain its strategic position as a *Leading Private Higher Educational Institution in Saudi Arabia and the Region*, UBT adopts multiple strategic tactics to ensure the wellbeing of our employees as well as retaining UBT's highly qualified employees, which is reflected in UBT2023 Strategy – Enabler Theme “Valuing People”. At top of these strategic tactics is adopting a competitive pay-structure to all UBT employees (Faculty and Staff). Indeed, this is reflected in increasing the average monthly employee's pay from 13,666 SR in 2020-2021 academic year to 14,002 in 2021-2022 academic year, which is way above the Saudi minimum wage structure (SR 4000). Indeed, **the average monthly wage per UBT employee (14,002 SR), is 207% more than the average monthly wage per paid workers across the kingdom of Saudi Arabia (6,722 SR)** (Saudi Labor Market Statistics – Q2 2022 – [Click Here to Access](#)).

The following table demonstrates the overall number of employees with various salary ranges for 2021-2022 academic years, which includes: 84% of UBT employees are paid more than SR 7,000 per month, 66% are paid more than SR 10,000 per month, 37% are paid more SR 15,000 per month, and 21% are paid more than SR 20,000 per month. It is indeed important to note that all UBT employees are paid above the minimum wage that is approved by the Saudi Ministry of Human Resources and Social Development (4,000 SR) (Evidence No. 1 – Salary Range Categories).

UBT Monthly Net Salary Ranges Saudi Riyal (SR)	Number of UBT Employees within this Range 2021-2022	%
SR 4,000 – 6,999	58	15.89%
SR 7,000 – 9,999	68	18.63%
SR 10,000 – 14,999	104	28.49%
SR 15,000 – 19,999	60	16.44%
SR 20,000 – More	75	20.55%
TOTAL	365	100.00%

Additionally, it is important to affirm that UBT pay-structure abide by the Saudi Human Resources and Social Development Governing Regulations, which is reflected in average monthly pay, as well as the pay-structure that always consists of the following components: basic salary, transportation and housing allowances.

In addition to competitive pay strategy, UBT affirms ‘Valuing People’ being a Key Strategic Enabling Theme within UBT2023 Strategy through the provision of health insurance to each UBT Employee and his/her direct siblings and spouse who are living within the Kingdom. To ensure that UBT employees are provided with the best health insurance coverage, UBT continues to signing a contract with BUPA (well-known international health insurance provider), to provide UBT employees with leading health insurance services across the Kingdom.

Not only that, but also extra allowances including tickets as well as furnishing allowances (one time up-front) for those who are employed outside Saudi Arabia. Additionally, for those members working in North Jeddah Campus (formerly known as Dahban Campus), they are provided with an extra allowance (as the campus is almost 30 KM away from the city center).

Finally, UBT management on a regular basis conducts Employee's satisfaction surveys. The continuous efforts exerted by UBT to fulfil the needs of their employees have positively reflected on the 2022 Employees Satisfaction Survey results. Indeed, the 2022 results in comparison to 2021, have increased from 85% to 86% in relation to UBT Employees being "proud to work at UBT", and maintained the same high level of satisfaction rate (almost 80%%) where UBT employees would "recommend "UBT" as a great working place" as well as perceiving themselves to still be working at "UBT" in the coming two years". (Evidence No. 2 – UBT 2021-22 Employees' Satisfaction Survey).

