

# SUSTAINABLE DEVELOPMENT GOALS

## 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)?**

Aligned with the UBT 2024-2028 strategic plan, the 'Valuing People' theme underscores the university's dedication to fostering a supportive and inclusive environment. This commitment is demonstrated by initiatives such as competitive compensation packages, health benefits, and professional development opportunities (UBT Strategic Plan 2024-2028, Strategic Enabler: Valuing People). The strategic plan emphasizes building a culture of continuous improvement through leadership development, skill-building programs, and comprehensive employee satisfaction surveys that consistently increase satisfaction rates.

UBT's pay structure, which exceeds the Saudi national average and minimum wage, reflects the institution's dedication to financial well-being. Additional support, including housing and transportation allowances, further enhances employee satisfaction, as confirmed by the upward trend in survey results from 2021 to 2023 (UBT Strategic Plan 2024-2028, Strategic Enabler: Valuing People).

The University of Business and Technology (UBT) pays all staff and faculty at least the living wage, as defined by the local "living wage" or the local poverty indicator for a family of four, as specified in its strategic commitments.

According to UBT's 2024–2028 Strategic Plan, the university emphasizes fostering a supportive and inclusive environment, demonstrated by its competitive pay structure. For instance, UBT's minimum salary for all employees exceeds the Saudi government-mandated minimum wage of 4,000 SAR per month. Indeed, this is reflected in increasing the average monthly employee's pay from 13,666 SR in the 2020-2021 academic year to 14,002 SR in the 2021-2022 academic year, 14,248 SR in 2022-2023, and to 14,555 SR in 2023-2024. Indeed, **the average monthly wage per UBT employee increased from 207% more than the average monthly wage per paid worker across the Kingdom of Saudi Arabia (14,248 SR – UBT / 6,958 SR - KSA in 2023) to 236% (14,555 SR – UBT / 6,159 SR – KSA) in 2024** (Saudi Labor Market Statistics – Q2 2023 compared to Q2 2024 – [Click Here to Access](#)). This indicates while the average wage in the kingdom has declined (Q2-2023 – 6,958 SR to Q2-2024 – 6,159 SR) the average wage at UBT has increased from (14,274 SR in 2023 to 14,555 in 2024), which is an indication of UBT valuing its people and their performance.

The following table demonstrates the overall number of employees with various salary ranges for the 2023-2024 academic years, which includes 84% of UBT employees are paid more than SR 7,000 per month (was 82.44% in 2022-23), 67.51% are paid more than SR 10,000 per month (was 65.16% in 2022-23), 41.88% are paid more SR 15,000 per month (was 39.10% in 2022-23), and 25.63% are paid more than SR 20,000 per month (was 23.40% in 2022-23). It is important to note that all UBT employees are paid above the minimum wage 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 2021-22	%	Number of UBT Employees within this Range 2022-23	%	Number of UBT Employees within this Range 2023-24	%
SR 4,000 – 6,999	58	15.89%	66	17.55%	63	15.99%
SR 7,000 – 9,999	68	18.63%	65	17.28%	65	16.50%
SR 10,000 – 14,999	104	28.49%	98	26.06%	101	25.63%
SR 15,000 – 19,999	60	16.44%	59	15.69%	64	16.24%
SR 20,000 – More	75	20.55%	88	23.40%	101	25.63%
TOTAL	365	100.00%	376	100.00%	394	100.00%

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

In addition to the competitive pay strategy, UBT affirms 'Valuing People' as a Key Strategic Enabling Theme within the UBT2028 Strategy through the provision of health insurance to each UBT Employee and his/her direct siblings and spouse who live within the Kingdom. To ensure that UBT employees are provided with the best health insurance coverage, UBT has improved its insurance policy including enhanced coverage by one of the leading insurance companies in the region "Tawuniya", to provide UBT employees with leading health insurance services across the Kingdom.

# UBT

جامعة الأعمال و التكنولوجيا  
UNIVERSITY OF BUSINESS AND TECHNOLOGY

### Make sure you're covered!

Make sure you're covered!  
Important announcement regarding renewing  
the health insurance 2024/2023.  
Starting from 2023-05-27, we are using



التعاونية  
tawuniya

make sure to download the App and follow the  
process

and in case you have any question  
please contact:

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### تأكد أن تأمينك مُجدد

تعميم فيما يخص تجديد التأمين الصحي  
2024/2023  
ابتداء من 2023-5-27 تم تجديد التأمين الصحي



التعاونية  
tawuniya

نرجو التأكد من تحميل التطبيق كما مرفق لكم

وفي حال لديكم أي استفسار  
نرجو التكرم بالتواصل مع:

**أ. منهل باجابر**  
manhalb@ubt.edu.sa  
0555048860

Not only that, but extra allowances, including tickets and furnishing allowances (one-time up-front), are provided for those employed outside Saudi Arabia. Additionally, members working in North Jeddah Campus (formerly known as Dahban Campus) 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 satisfaction surveys. The continuous efforts exerted by UBT to fulfill the needs of their employees have been positively reflected in the 2022 Employees Satisfaction Survey results. Indeed, the 2023 results in comparison to 2022 and 2021, have increased from 85%, to 86%, reaching 87% in 2023, with UBT Employees being “proud to work at UBT”, and maintaining a high level of satisfaction rate (almost 80%) where UBT employees would “recommend “UBT” as a great working place” as well as perceiving themselves to be still working at “UBT” in the coming two years”. (Evidence No. 2 – UBT Employees’ Satisfaction Survey report).