

# SUSTAINABLE DEVELOPMENT GOALS

## 8 DECENT WORK AND ECONOMIC GROWTH



**8.2.2 Does your university as a body recognize unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff?**

## Table of Contents

8.2.2 - Does your university as a body recognise unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff?.....	3
UBT Labor Committee .....	3
International Faculty Rights for Union Membership .....	5
Core Values, Governance Structure and Gender-Neutral Bylaws .....	5
UBT Grievance Committee, Employees' Satisfaction Surveys and Meetings .....	6
UBT Awareness Workshops (General Public, Students, Faculty and Staff) .....	7

## **8.2.2 - Does your university as a body recognise unions & labour rights (freedom of association & collective bargaining) for all, including women & international staff?**

### **UBT labour Committee**

UBT is the first private university that proudly established an official labour Committee. Indeed in 2022-23 academic year, UBT celebrated its third approved cycle of UBT labour Committee, which was officially approved by Saudi Ministry for Human Resources and Social Development (Refer to Evidence No. 1). UBT labour Committee consists of 5 core members (3 male and 2 female), and 5 substitute members (3 females and 2 male), who were all officially elected by UBT employees. The Committee continues to operate following a specific mission and objectives (Refer to Evidence No. 2 – UBT labour Committee Structure and Roles).

UBT labour Committee continues achieving the set objectives through conducting ongoing meetings and workshops to ensure that all UBT employees are aware of the updates associated with the labour Committee roles and efforts. In its third cycle UBT labour Committee has already contributed positively to the needs of UBT employees, which included the following:

- Upgrading the Health Insurance Coverage (Provider & Network Breadth);
- Coinciding with World labour Day, UBT management has approved the Proposal of the labour Committee to provide all UBT employees the equivalent of 1 day basic salary allowance;
- Contributing to the Salary Enhancement of more than 50% of UBT Faculty Members, which was officially approved in OCT 2023 (Refer Evidence No. 3 for more details).
- Employees entertainment trip to sharm al-shaikh on Oct 2024.

# UBT | Labor Committee اللجنة العمالية

على شرف سعادة رئيس مجلس الامناء  
الدكتور / عبدالله بن صادق دحلان  
وسعادة رئيس الجامعة  
الدكتور / ونام بن حسني تونسي



يسر اللجنة العمالية  
ان تعلن عن رحلة ترفيهية خاصة  
بمنسوبي الجامعة الى  
**مدينة شرم الشيخ**

من **30 أكتوبر**  
الى **2 نوفمبر 2024**

- المواصلات  
- الأنشطة الترفيهية

- تذكرة سفر  
- الإقامة في منتجع جراند روتانا - شامل جميع الوجبات

### **International Faculty Rights for Union Membership**

UBT continues to recognize the freedom of association of international faculty and continues to support them to be active members in these associations. For example, Prof. Saeed Yehya (UBT Law Faculty) is the head of Expatriates Egyptian Community Association (Saudi Arabia Branch) and is the Spokesman of the Egyptian community in Saudi Arabia.

Not only that, but also UBT is proud to empower its national and international faculty to be part of international external examiners among which the relevant faculty is assigned duties to be part of assessing and enhancing the quality of academic institutions nationally and internationally (Evidence No. 4 – Provides more details about some of UBT faculty as members of associations).

### **Core Values, Governance Structure and Gender-Neutral Bylaws**

“Responsibility”, “Diversity” and “Integrity”, are part UBT core values, that implies how UBT perceive the of importance of Diversity and how building a working culture that is fair and value driven will enable UBT as an institution and employees as individuals becoming responsible for positive change. Aiming to realize a just and fair organizational culture and working environment, UBT maintains the currency of its Governance Structure that provides clear roles and responsibilities for all its members, which is achieved through a governance structure that constitutes JOB Positions regardless of gender/nationality of the individual assigned to that duty/task/job. (Refer Evidence No. 5 - UBT Governance Manual)

UBT realize, its Gender-Neutral Bylaws to equally empower both male and female employees, through fairly assigning leadership position to both genders and based on merits, qualifications and experience. Indeed, UBT structure officially has two female Vice Presidents: One leading UBT newest campus located by the Jeddah Corniche and the other is leading the UBT Quality and Development Division. Additionally, three UBT Deans are female (Dean of College of Business Administration, Dean of College of Advertising, Dean of Scientific Research). Furthermore, female employees are also leading senior positions. Indeed, the number of centers and divisions at UBT level led by female have doubled (3 in 2021 to 7 in 2022) that includes: Center of Governance and

Sustainability, UBT Techno-Valley, UBT Career Center, UBT Education Support Center, UBT Training Center, UBT Intellectual Awareness Unit, UBT Marketing Unit as well as CBA Industry Relations Unit. Finally, UBT continues to have two females as deputy directors to two main general departments– both deputy directory of general department of finance and deputy directory of general department of human resources. Additionally, UBT is proud to have some of our leadership team are acting as board member in PRME MENA Chapter Steering Committee (Dr. Yussra Jamjoom – Vice President for Corniche Campus ([CLICK HERE](#)) as well as acting as active external reviewer for national accreditation bodies (Evidence No. 6 – Dr. Ghada Nasseif, Dr. Halah Nasseif, Dr. Amani Hammuda) (Also refer to Evidences No. 7 - Sample of UBT Assignment Decrees).

### **UBT Grievance Committee, Employees’ Satisfaction Surveys and Meetings**

To ensure maintaining labor rights for all employees (Nationals and International Staff), UBT Labor Union is a venue for all UBT employees to express the common good of UBT Employees (Focus on recurrent issues that are common among wide spectrum of employees). Additionally, to address individual matters, UBT continues to maintain a grievance committee for all UBT employees to ensure responding to all matters raised by any employee, which reports directly to the University President (Refer to Evidence No. 8 - Grievance Committee Formation). Furthermore, UBT HR department, and as indicated in the HR Handbook, each employee can directly report any complaint or grievance through a specific electronic reporting channel, which will be treated in total confidentiality and privacy aspects of the complainer (Evidence No. 9 - UBT HR Handbook)

Furthermore, to ensure having venue for employees to anonymously share their feedback about their perception/opinion about all aspects (operational/contextual/etc.) related to UBT, which is done on annual basis through Employees satisfaction survey. Indeed, the outcomes of these surveys are discussed at the top council in power (UBT University Council) and the approved outcomes are reported to relevant parties (Colleges / Programs / HR) so that action plans for improvements are set and act upon. Indeed, the response rate of the 2023 surveys reached almost 55%. The outcomes of these surveys demonstrated an overall satisfaction rate above the target of 70%.

Aspects related to awareness of goals, and awareness of Policies and Procedures, rights, as well as duties and responsibilities reached scores of 76%, 73%, and 71% respectively (all above the 70% institutional target). (Evidence No. 10 – UBT Employees' Satisfaction Survey Report).

رأيك يهمنا - استبيان قياس مستوى رضا منسوبي الجامعة - Your Voice Matters - UBT Employees' Satisfaction Survey (2023-2024)



Ghada Nasseif

To: Dahban Ali; Jeddah Ali

Cc: Weam Tuni; Yusra Jamjoom; Hatem Akeel; Fahad Aldhaban; QDD; Kamil Rouzi; Hoda K. Al-khalidy; Mohammed Nehad Feraq

If there are problems with how this message is displayed, click here to view it in a web browser.

#### Greetings,

We value your opinions and invite you to participate in the "UBT Employees Satisfaction Survey 2023/2024." Please help to enhance the existing working environment at UBT by sharing your satisfaction levels, recognizing UBT's strengths, and suggesting potential areas for improvement. Your feedback is essential for effectively planning for the upcoming academic year. Thank you for helping to enhance the UBT workplace. The survey is available in English and Arabic.

[CLICK HERE to ACCESS the Survey](#)

#### It's essential to emphasize that:

Your responses will be completely **anonymous**, ensuring the utmost integrity and impartiality of our analysis. This approach allows anyone accessing the link to share their perspectives openly.

The survey is designed to be concise, requiring only

السلام عليكم ورحمة الله وبركاته،،،

نحن نقدر آراءكم وندعوكم للمشاركة في "استبيان رضا موظفي جامعة الأعمال والتكنولوجيا 2024/2023". نود أن تشاركوا بمدى رضاكم العام عن بيئة العمل بالجامعة، والتعرف على المجالات التي يمكن تحسينها والنواحي الإيجابية التي تستحق التعزيز. آراؤكم ضرورية للتخطيط بشكل فعال للعام الدراسي القادم. نشكركم على المساعدة في تحسين بيئة العمل في جامعة الأعمال والتكنولوجيا. الاستبيان متاح باللغتين الإنجليزية والعربية.

[انقر هنا للوصول للاستبيان](#)

من الجدير بالذكر أنه:

سيتم الحفاظ على السرية بشكل كامل بحيث لا يمكن التعرف على صاحب الاستبيان، مما يضمن نزاهة وعدالة تحليل البيانات. بالتالي نرجو أن تتم مشاركة الآراء في الرابط بكل شفافية حيث يستغرق تعبئته من 3 إلى 5 دقائق فقط. تم تصميم الاستبيان بطريقة موجزة، تم تحديد موعد نهائي لتقديم الاستبيان في 12 سبتمبر 2024

مشاركاتكم ومساهماتكم جوهرية لجهودنا المستمرة لتعزيز بيئة العمل في الجامعة ونشكركم على وقتكم ومساهماتكم القيمة.

## UBT Awareness Workshops (General Public, Students, Faculty and Staff)

Along with the efforts exerted by UBT HR department as well as the Governance Center to ensure clarity on employees rights, roles and responsibilities, UBT also conducted workshops for its employees to ensure the enhancement of the overall UBT Culture. Additionally, and in collaboration with dedicated entities, UBT conducts and host general awareness creation events that is open for UBT members and stakeholders from the wider community. One of the recent awareness workshop related 'Personal Public Law' that was recently approved in the Kingdom of Saudi Arabia as well as 'Commercial Law Forum' that was conducted earlier this year. Both events attracted more than 1250 participants and was conducted in association with the Saudi BAR Association. (Below are sample of UBT activities including general workshops for UBT employees) refer to evidence No.11 public events)

