

# SUSTAINABLE DEVELOPMENT GOALS

## 8 DECENT WORK AND ECONOMIC GROWTH



**8.2.5 Does your university as a body have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties?**


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## 8.2.5 Does your university as a body have a policy on guaranteeing equivalent rights of workers if/when outsourcing activities to third parties?

### UBT Stakeholder Engagement Policies

To ensure the writes of all UBT Stakeholders and effectively engage with them to both deliver or enhance UBT's various services, UBT has initiated a Stakeholder Engagement Policy', which identifies the various types of stakeholders (both internal and external) that also indicate service providers on outsource model (Evidence No. 1 – 'Stakeholder Engagement Policy' - Page 3). Additionally, UBT will act upon the feedback received from the various stakeholders, including outsourcing services, and ensure that the required action plan is in place and actions are taken promptly.



**Policy against forced labor, modern slavery, human trafficking, and child labor**

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Documentation Administration

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**1. Purpose**

The Kingdom of Saudi Arabia (as member of the International Labor Organization (ILO) since 1976) is working closely with the ILO to address different labor market issues. The purpose of this policy is to support all efforts against slavery, child labor, and human trafficking in compliance with the bylaws and regulations of the Kingdom of Saudi Arabia and the labor law, taking into consideration, the international bylaws and regulations of several international treaties and conventions (ICRED, CEDAW, CAT,CRC,CRPD) that the kingdom is serving to uphold the dignity and humanity of anyone in the kingdom.

**3. Definitions & Acronyms**

**3.1 Definitions**

Term	Definition
Modern Slavery	is a coerced or compulsory labor, servitude, indentured servitude, detained servitude, or securing labor or services by force, threat or deception.
Child labor	Labor provided by a child under 15 years old (as per the ILO) that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially and morally harmful.
Forced labor	Is any work that is performed involuntarily and under the menace of any penalty.
Human trafficking	Trade of humans for the purpose of forced labor.

**3.2 Acronyms**

Term	Definition
ICERD	International Convention on the Elimination of All Forms of Racial Discrimination.
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women.
CAT	Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
CRC	United Nations Convention on the Rights of the Child.
CRPD	Convention on the Rights of Persons with Disabilities.
ILO	International Labor Organization.

### UBT Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child labor

Aligning with Saudi Labor Laws, UBT has set clear policies to eradicate forced labor in all its forms (Evidence No.2 – Policy Against Forced Labor, Modern Slavery, Human Trafficking, and Child Labor – Page 3). Indeed, the main purpose of this policy is to ensure support all efforts against slavery, child labor, and human trafficking in compliance with the bylaws and regulations of the Kingdom of Saudi Arabia and the Saudi Labor Law, taking into consideration the international bylaws and regulations of several international treaties and conventions (ICRED, CEDAW, CAT,CRC,CRPD) that the kingdom is serving to

uphold the dignity and humanity of anyone in the kingdom. The below image provide a clear view of the policy statement associated with this policy.

**4. → Policy Principles and statement ¶**

- → UBT is committed to eradicate force labor in all its forms. ¶
- → UBT adheres to national laws against exploitation of humans in supply chains or in any university operations. ¶
- → UBT has a zero-tolerance against any reports of human trafficking, modern slavery, child labor, and/or forced labor. ¶
- → UBT will refrain from dealing with any individual or institution who are confirmed to be involved directly or indirectly with human trafficking, modern slavery, child labor, and/or forced labor. ¶
- → UBT, through its students' affairs and intellectual awareness department, will participate, organize, and conduct activities and programs that spread the awareness regarding human trafficking, modern slavery, child labor, and/or forced labor. ¶
- → UBT, based on their bylaws and regulations, protects subjects from human right violations as well as to respect human rights and remedy abuse or violations. ¶
- → UBT, based on their bylaws and regulations, protects subjects from human right violations as well as to respect human rights and remedy abuse or violations. ¶
- → UBT, through its deanship of Scientific research, respects human subjects, and in case of any research project that involves human interaction, the research primary investigator has to go through the ethical committee for their approval before starting the research. ¶
- → UBT shall collaborate with other universities and organizations, sharing information about modern slavery risks and methods employed to address them with colleagues. ¶
- → UBT should consider joining organizations nationally and internationally, that collect, assess, collate, and distribute information on modern slavery risks. ¶
- → Related Community service and research projects might be conducted by students and faculty members. ¶
- → UBT engages all stakeholders in policies and methods implemented to address and reduce the risks and issues related to this policy. ¶
- → In reference to the labor law M/51 issued on 23/08/1426 and updated later on, chapter 10, articles (161-167) shaping to the employment of minors, UBT doesn't allow the employment of minors. ¶

**Evidence from Practice (Outsourcing: Part-Time/Training/Consultation/etc.)**

UBT abides by Saudi workforce-related Bylaws and Regulations, which include clear contractual relationships that can take multiple forms, including part-time jobs, outsourcing services, consultation services, or others. Examples of these outsourcing services include part-time faculty members, who contribute to the delivery of various programs, both graduate and undergraduate programs. According to UBT internal regulations and as part of the official faculty data reporting process to the Ministry of Education within the Kingdom, each faculty member (Full or Part-time) must sign a contract with clear duties and responsibilities with the academic institution in which the faculty will be teaching or delivering academic services. Hence, all part-time faculty members teaching within UBT must sign a part-time contract that specifies their roles, responsibilities, and duties. Part-time faculty members are also acquainted with the overall procedures associated with the Academic duties through orientation sessions. These rights and duties are documented and communicated with relevant



The image shows a contract form for UBT. The header includes the UBT logo and name in Arabic and English. The title of the contract is 'عقد عمل مؤقت للمتعاونين من خارج الجامعة للفصل الصيفي'. The form contains several fields for personal and contact information, including name, degree, and address. It also includes a section for the employee's details and a section for the university's details. The form is partially filled out with handwritten text.

external parties performing specific tasks/projects for UBT. (Refer to Evidence No. 3 - Part-time Faculty Contracts' Template). The images below indicate both parties' responsibilities and rights (UBT and Faculty Member). Additionally, the UBT President's Decree (18/226) shows the criteria and process for assigning some courses to external faculty through the Part-Time Faculty Contracts Scheme.

**البند الرابع: الأزمات الطرف الأول**

يلتزم الطرف الأول بدفع الأجر المتفق عليه في هذا العقد للطرف الثاني بعد استيفاء الطرف الثاني لكافة الالتزامات الواردة في هذا العقد وتسليم الدرجات النهائية وملف المقررات الدراسية للطرف الأول في الموعد المحدد لذلك.

**البند الخامس: مسؤوليات والأزمات الطرف الثاني**

1. يتعين على الطرف الثاني الالتزام بالأوقات المحددة لمواعيد المحاضرات التي يقوم بتدريسها وفقاً للجدول المعتمد من قبل الطرف الأول، وفي حالة تعييبه أو تأخره في الحضور بدون سبب مشروع فإنه يحق للطرف الأول حسم من مجموع الأجر ما لم يقدم عذر شرعي مسبق بذلك.
2. يتعين على الطرف الثاني الالتزام بتدريس المقررات الدراسية المشار إليها في البند الثاني من هذا العقد على أكمل وجه وبأمانة وإخلاص وبعناية وحرص وأن يكرس جميع جهوده وخبراته في تدريسها.
3. يلتزم الطرف الثاني بتحديد ساعات مكتبية لمقابلة الطلاب والإجابة على أسئلتهم واستفساراتهم وفقاً للوائح وسياسات وقرارات الطرف الأول.
4. يلتزم الطرف الثاني بالتدريس من الكتب المنهجية المقررة من الطرف الأول، ما لم يتفق الطرفان على غير ذلك.
5. يلتزم الطرف الثاني بأن يعتني العناية الكافية بالأدوات والأجهزة وسائل العمل الموضوعية تحت تصرفه خلال مدة العقد وأن يحافظ عليها وأن يتخذ كل ما يلزم لحفظها وسلامتها.
6. يلتزم الطرف الثاني بمراعاة السلوك والتصرف الحسن أثناء تواجده في مقر الطرف الأول وألا يتصرف بطريقة تسيء إلى سمعة الطرف الأول بطريقة مباشرة أو غير مباشرة.
7. يلتزم الطرف الثاني بالتقيد بالأنظمة والتشريعات المعمول بها في المملكة العربية السعودية وإتباع ومراعاة السياسات والقرارات واللوائح والتعميمات الداخلية الخاصة بالطرف الأول.
8. يلتزم الطرف الثاني بإتباع تعليمات الشؤون الأكاديمية المتعلقة بالمعايير الأكاديمية ومعايير الجودة المعتمدة الخاصة بالتدريس وتوزيع الدرجات وتسليم ملف المقررات الدراسية عند انتهاء الفصل الدراسي.
9. يلتزم الطرف الثاني بتسليم الدرجات لكل اختبار في الموعد المحدد لذلك دون تأخير.
10. يلتزم الطرف الثاني بتسليم ملف المقررات الدراسية في الموعد المحدد لذلك دون تأخير.
11. يلتزم الطرف الثاني عند إنهاء أو انتهاء عقد العمل لأي سبب، بتسليم الطرف الأول أو من ينوب عنه كل ما في عهده من مستندات أو ملفات أو أجهزة من أي نوع، وأي موجودات تتعلق بعمله لدى الطرف الأول، وذلك خلال أسبوع من تاريخ الإنهاء أو الانتهاء ولا تخلى مسؤولية الطرف الثاني في ذلك إلا بموجب إخلاء طرف موقع من الطرف الأول.

## Training Opportunities for Students

UBT also provides training opportunities to its students while they are studying, enabling them to bridge the gap between theory and practice and contribute to actual projects and tasks to the allocated department or division. Each training student also signs a contract that indicates both parties' expectations, duties, responsibilities, and rights, which is officially and dually signed by both the UBT President and the Student and archived within the HR Department. (Evidence No. 4 – Sample of Trainees' Contracts)

## Outsourcing Services (Consultation Contracts, Trainer Contracts)

Another type of outsourcing is the consultation services by which specific deliverables are requested from an external party (individual or entity) to deliver specific outcomes (project, service, or product) within the duration of the contractual agreement. To ensure that the rights of all parties (UBT and Third Party) are protected, and according to UBT Standard Operating Procedure (SOP), each external contractual agreement (consultation as an example), must be reviewed by UBT legal entity and once reviewed, a dually signed copy by the service provider (consultant entity or person) and UBT President. UBT has multiple outsourced services in its academic quality and accreditation services, including External examiners, trainers, Quality Consultants, and Consultant Entities. For example, UBT has contracted international Teaching and Learning Specialists, who provide UBT faculty with many workshops each academic year (Evidence No.5 – Sample of Trainers Contracts).