

# SUSTAINABLE DEVELOPMENT GOALS

## 8 DECENT WORK AND ECONOMIC GROWTH



**8.2.7 Does your university as a body measure/track pay scale gender equity?**

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## 8.2.7 Does your university as a body measure/track pay scale gender equity

### UBT Policy on Pay Scale Equity and Gap Monitoring

UBT has a clear Policy to address pay-scale equity that aims to measure and eliminate gender pay gaps. Indeed, the policy highlights aspects related to eliminating any discrimination or prejudice against women based on gender (page 4 of the policy), as well as a clear policy on providing equal pay to UBT employees (page 4 of the policy). UBT sets a clear policy indicating that HR monitors and sets measures to prevent and correct pay gaps. (Evidence No 1 – provides a full view of Equality, Justice and Tolerance Policy)



### **Equality, Justice, and Tolerance Policy**

#### **1. Purpose**

To foster a healthy environment free from discrimination, and harassment where all can work together in harmony and equality, to learn and innovate.

#### **2. Scope**

Applied to all UBT members (Faculty (part time and full time), Staff, Students, visitors, adjunct professors, etc.) in terms of equality in accessibility, admission, pay-scale, gender equality and disabilities, anti-harassment, and anti-discrimination.

#### **C) Pay-Scale:**

- UBT is keen to provide an equal pay to its faculty members and staff.
- Salaries and allowances are based on the Job description and position regardless of the gender.
- All positions at UBT can be occupied by women and men. And it is not possible, legally, to pay a person higher or lower than the pay and grade associated with that position.
- Women in UBT can occupy all positions including presidency, vice presidency, deanship and directorship.
- HR monitors and sets measures to ensure the prevention and correction of pay gaps.

### UBT Labour Committee Role in Highlighting Pay Scale Gender Equity

According to the reports received from the Labor Committee related to Pay Scale Equity, UBT has formed a committee to investigate the overall pay scale and other aspects related to the faculty pay scale. The committee produced its first report in OCTOBER 2023 and has already approved the Salary Enhancement of over 50% of UBT Faculty Members (Evidence No. 2).

### Tracking Promotions by Gender Per Annum

The below table demonstrate the total number of promotions approved during the years 2021 through 2024, which demonstrates that the total female whom has received promotions during the period 2021-24 have reached 110 promotions, which represent 44.5% of total promotions granted to UBT members during 2021-24 period. Indeed, the female promotion in 2024, has represented 55% of total promoted members, while it represented on average 43% during the period 2021 to 2023.

| Total Promotions in 2021 |      |          | Total Promotions in 2022<br>(up to OCT) |      |          | Total Promotions in 2023<br>(up to OCT) |      |          | Total Promotions in 2024<br>(up to OCT) |      |          |
|--------------------------|------|----------|---|------|----------|---|------|----------|---|------|----------|
| Total                    | Male | Female   | Total                                   | Male | Female   | Total                                   | Male | Female   | Total                                   | Male | Female   |
| 77                       | 46   | 31 (47%) | 34                                      | 18   | 16 (40%) | 103                                     | 58   | 45 (44%) | 33                                      | 15   | 18 (55%) |

Additionally, UBT tracks the progress of its PhD candidates. Indeed, female faculty have actively engaged in the PHD program. The table below demonstrates the total number by gender and expected graduation period. As of OCT-2024, UBT has 27 PhD candidates, 11 of whom are Female.

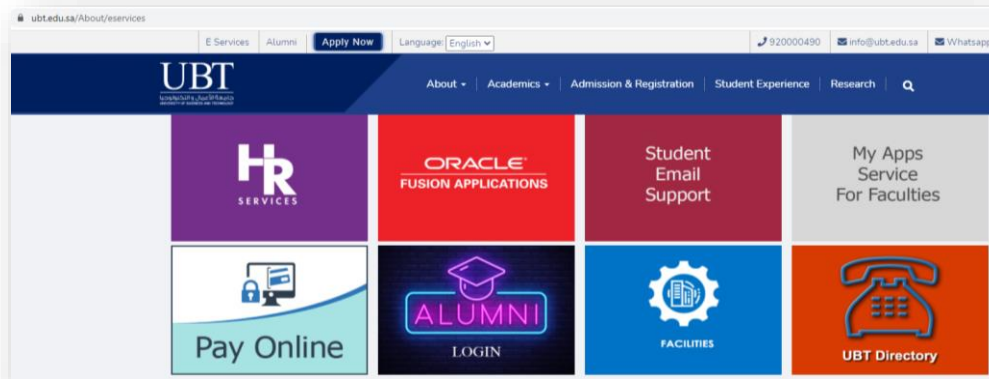
|       |       |         | Expected Graduation 2024 to 2027 |      |      |      |      |
|-------|-------|---------|----------------------------------|------|------|------|------|
| Total | Males | Females | Graduated 2024                   | 2025 | 2026 | 2027 | 2028 |
| 27    | 16    | 11      | 2                                | 17   | 1    | 7    | 2    |

(Evidence No. 3 –Graduation Photos from PhD)

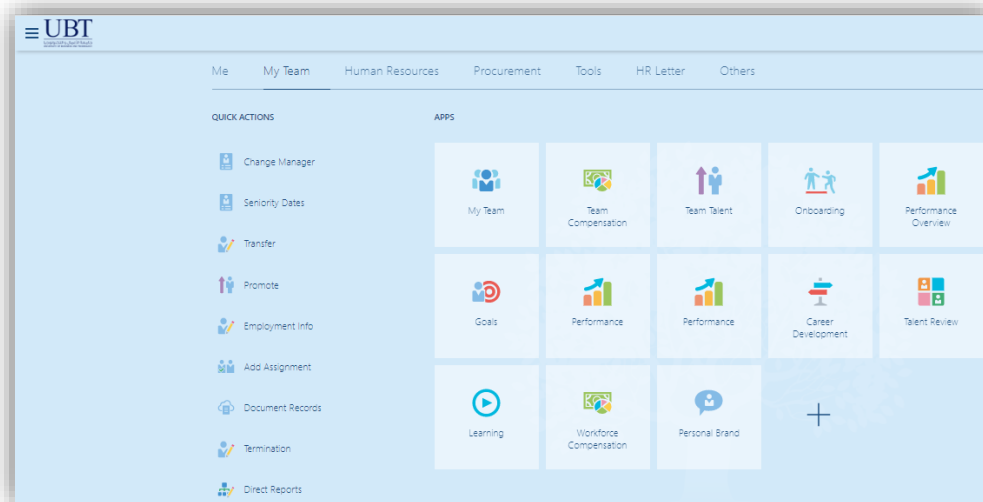
## **UBT ORACLE FUSION SERVICES**

UBT continues to measure and track pay scale via various equity categories, including gender, which are enabled by automated systems.

- UBT adopts international standards while meeting local contextual and regulatory needs – (ORACLE FUSION – HR SYSTEM - [Click Here](#)).



- UBT embraces the value of transparency and empowering department divisions to play an active role in HR practices, including pay-scale gender equity practices. Indeed, Division Directors have many tools within Oracle Fusion that assist them in ensuring that pay-scale gaps are monitored, which includes TEAM MEMBERS comparison reports at both pay-scale grade levels (Below is a Sample of the services provided for Division Director through ORACLE FUSION)



- Enabled by Oracle Fusion, UBT-HR Department takes multiple measures to ensure the monitoring of Pay-Scale gender equity, which includes

generating reports to measure and monitor pay-scale equity. The samples of these reports use specific filters, including gender, years of service, basic, and grade number (See Sample 1 and 2 Reports' categories below). It is important to note that other factors are also considered when considering pay-scale equity, including experience, qualifications, etc.

**Sample Report 1**

| S.No | Emp No | Emp Name | Job | Gender | Department Name | Nationality | Hire Date | Basic | Paid | Earning |
|------|--------|----------|-----|--------|-----------------|-------------|-----------|-------|------|---------|
|------|--------|----------|-----|--------|-----------------|-------------|-----------|-------|------|---------|

**Sample Report 2**

| PERSON_N | Category | Job | EN | Location | Gender | Length Of | Department | Grade Name |
|----------|----------|-----|----|----------|--------|-----------|------------|------------|
|----------|----------|-----|----|----------|--------|-----------|------------|------------|

**Gender Neutral Administrative Assignment Allowance Policy**

Additionally, UBT applies other gender-neutral policies that enable pay-scale gender equity, which clearly indicates policies related to academic faculty administrative assignments that are announced to all UBT members. (Evidence No. 4 provides the President's Decree setting the extra allowances based on the level of assignment – Announced to all UBT members). The table below summarizes the monthly assignment allowance based on the assignment type. Therefore, regardless of gender, any faculty member who is assigned any of these pre-defined assignments will end up receiving the exact allowance irrespective of their gender.

| Assignment Type  | Monthly Assignment Allowance |
|--|------------------------------|
| Vice President   | SR 8,000                     |
| Dean of College / Dean of Supporting Deanship  | SR 6,000                     |
| Assistant Vice President   | SR 4,000                     |
| Vice Dean / General Director / Center Director   | SR 3,000                     |
| Head of Department/ Vice Dean for Supporting Deanship / Department Supervisor / Scientific Council Secretary | SR 2,000                     |
| Department Manager / Unit Manager / Section Manager  | SR 1,000                     |

Another example is when introducing a new position that is associated with extra assignment compensation, these extra allowances are also made gender-neutral. Hence, the allowance is based on the position and deliverables regardless of gender. (Evidence No. 5 also includes the decree related to

Research Coordinators and College Quality Coordinators that includes both male and female faculty assigned the same duties and compensated the same extra allowances).

### **Gender-Neutral Job Evaluation of Each Position**

Overall, the pay scale at UBT follows a specific structure that is gender-neutral and is based on the job evaluation of each position. Hence, individuals with similar backgrounds and qualifications for the same job are paid the same regardless of gender, as this is monitored through the automated process of job allocation, assignment, and hiring. Evidence No. 6 provides a sample of employees/academics employed to do the same job and salary. As demonstrated in the table below, an assistant professor with similar backgrounds and qualifications is paid the same regardless of gender.

| <b>Job Title</b>         | <b>Gender</b> | <b>Basic Salary</b> |
|--------------------------|---------------|---------------------|
| Administrative Assistant | Male          | SR 7,320.30         |
|                          | Female        | SR 7,320.30         |
| Lecturer                 | Male          | SR 14,419.00        |
|                          | Female        | SR 14,419.00        |
| Faculty Member           | Male          | SR 20,628.00        |
|                          | Female        | SR 20,628.00        |