



## Introduction

Decent work means the opportunity to access productive employment that generates a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for individuals to express their opinions, organize and participate in the decisions that affect their lives, and equal opportunities and treatment for all, women and men

Decent work is what millions of people in the world need to escape poverty. Because even today, in many parts of the world, having a job is not enough for that. It is necessary to claim that, in addition, it meets certain minimum conditions: a fair salary, compliance with the appropriate security measures for the position, and social protection, among other issues. Creating quality jobs continues to be one of the biggest challenges for the global economy, and not just in low-income countries. Hence the need to set ourselves a global goal such as the one that constitutes SDG 8.

Inclusive economic growth does not only go through an increase in labor productivity and a reduction in the unemployment rate. There is also a need to improve access to financial services so that everyone can effectively manage their income, accumulate assets, and make productive investments. Only in this way will SDG 8 be achieved, which seeks to promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. PNU provides a set of policies, activities, and support to contribute to the fulfillment of SDG 8, which will be motivated in the development of the following document.

## [Goal 8: Decent Work and Economic Growth](#)

The Kingdom of Saudi Arabia has a strong solid economy, due to the Kingdom's privileged geographic position providing it with seamless accessibility to export markets. Also, the Kingdom is ranked first in terms of oil reserves, production and export worldwide. The Kingdom has 25% of the World's oil reserve, in addition to other various natural resources. The Kingdom has enhanced this goal with the second pillar of 2030 Vision "Thriving Economy", which stipulates generating diversified opportunities, attracting global talents and expertise to contribute to the Kingdom's economic development.

The 2030 Vision Objectives supporting the Goal 7:

1. Reducing unemployment rate to 7%
2. Increasing non-oil exports to at least 50% of the total non-oil domestic product.
3. Boosting the private sector contribution to Gross Domestic Product to 65%.
4. Increase the value of Public Investment Fund's assets more than S.R. 7 trillion; making the biggest Sovereign Wealth Fund (SWF) worldwide.

The Kingdom's initiatives and programs affirming its support to economic growth include:

1. Contribute to the funding of 42 craftsmen and craftswomen
2. Reduce the time to issue the business register to 180 seconds.
3. Localize technology and knowledge through the Public Investment Fund.
4. Expand vocational training to secure the labor market's needs.
5. Increase the contribution of small- and medium-sized enterprises to the economy.
6. Increase female contribution to the labor market.
7. Increase qualitative foreign investment up to S.R. 20 billion

## [The 2030 Agenda and SDG's](#)

Saudi Arabia enjoys a strong and strong economy due to its unique geographic location, which provides easy access to export markets. The Kingdom is ranked first in the world in oil reserves, production and export, with 25% of total world oil reserves. The Kingdom's Vision 2030 counts attracting international talent as one of its main goals, as part of the overall plan to grow the economy.

Saudi Arabia's initiatives on creating adequate jobs and achieving economic growth

- Localization of technologies and knowledge through the Public Investment Fund through which the Kingdom seeks to increase GDP at a steady pace, diversify sources of income, preserve major Saudi companies, create new investment opportunities, raise the level of innovation and technology, create job opportunities for young people, and raise the level of productivity, Entering and developing major government projects, promoting and developing tourism, and supporting small and medium enterprises.
- Increasing the contribution of small and medium businesses to the economy.
- Increase women's participation in the workplace.
- Reduce the duration of obtaining a Commercial Register to 180 seconds.
- Expanding vocational training to continue to meet workplace needs.
- Establishing a national platform for volunteering and enhancing awareness of the importance of volunteer work. The Ministry aims to increase the number of volunteers in the Kingdom to reach 300 thousand volunteers by the year 2020.
- Increase qualitative foreign investments to SAR 20 billion Saudi.
- Launching the National Program for the Development of Crafts and Handicrafts (Bare'a).
- Digital transformation and economic growth initiatives:
- The Digital Transformation Unit: It is concerned with building a digital society, a digital economy, and a digital nation in a manner that ensures the transformation into a digital society based on creating digital platforms to enrich effective community interaction and participation in a way that contributes to improving the citizen, expatriate, tourist and investor experience in Saudi Arabia.

**Digital Government Authority:** It is the authority concerned with everything related to digital government and it is the national reference in its affairs. It aims to regulate the work of digital government in government agencies, in order to reach a digital and proactive government capable of providing highly efficient digital services, and

achieving integration in the field of digital government among all government agencies.

## Discrimination in the workplace

Princess Nourah Bint Abdulrahman University (PNU) has policies on discrimination which included religion, sexuality, gender, age, that help to empower the staff, such as is established in the objectives of the Saudi Vision 2030. Thus, more information can be founded in the Executive Regulations of Human Resources in the Civil Service [1]. PNU recognizes labor rights for all, including women & international staff, these policies are obtained through the General Directorate of Human Resources, which was established after the decree of her excellency the Rector of Princess Nourah University in 19\3\1438A.H as an implementation of the King Salman Human Resources Development Program.



Figure 1. Source [1]

PNU have a policy that ensures accessibility and inclusion regardless of ethnicity, religion, disability or gender. The policy includes the institutional guidelines for implementing public policy on standards, awareness, prevention and punishment of forms of violence and discrimination based on gender at the University. These guidelines contribute to improving the quality of life of the academic community in accordance with the commitment assumed in the Institutional Development Plan to guarantee human dignity from a biopsychosocial and cultural perspective. This policy seeks to transform social relations between people in the university community, **through the implementation of equitable and inclusive practices for gender equality.**

The purposes equity policy are:

- Strengthen the generation of knowledge through research and extension processes by promoting the practice of inclusion in the areas of scientific development and innovation.
- Develop actions that promote equal opportunities for the academic community in training, research, extension, professional, labor, academic and administrative management activities, and harmonize work, family and academic life
- Strengthen measures for the care, assistance, monitoring and referral of acts of gender-based violence, committed in any physical or virtual space, in the institution or outside it, within the framework of missionary functions
- Transform gender notions, imaginations and practices through the implementation of education and communication strategies that affirm a university culture that values and respects difference and rejects all forms of discrimination

Progressively incorporate the differential approach to human rights in the design processes, curricular reform, teaching-learning processes and in the analysis of indicators in institutional processes.

## نورة الأميرة بجامعة الجنسين بين المساواة سياسة الرحمن عبد بنت

### السياسة تعريف

العامية السياسة لتنفيذ المؤسسة التوجيهية المبادئ الوثيقة هذه تتضمن على والتميز العنف أشكال على والمعاقبة والوقاية والتوعية المعايير بشأن نوعية تحسين في التوجيهية المبادئ هذه تساهم. الجامعة في الجنس أساس المؤسسي التطوير خطة في المفروض للالتزام وفقاً الأكاديمي المجتمع حياة السياسة هذه تسعى. وثقافي نفسي اجتماعي منظور من الإنسانية الكرامة لضمان خلال من ، الجامعة مجتمع في الناس بين الاجتماعية العلاقات تحويل إلى الجنسين بين للمساواة وشاملة عادلة ممارسات تطبيق.

PNU, being a public university, is coherent and follows the guidelines of the executive Regulations of Human Resources in the Civil Service [1], it deals with issues such as Definitions and General Provisions, Work environment and work hours, Organizational Development, Fill positions, Performance Management, Leaves, Development and training, job duties, Termination of service, Delegation of powers, Terminate the services, Training, and scholarship entitlements and dispatch.



In this sense, the regulations adopted by the university through the General Directorate of Human Resources and that seek prevail the rights of workers are guidelines with the Labor Law (Royal Decree No. M / 51) of Saudi Arabia, where can be found Labor codes, general labor and employment acts, as well as with Executive Regulations of Human Resources in the Civil Service, dealing with issues such as, Definitions and General Provisions, Work environment and work hours, Organizational Development, Fill positions, Performance Management, Leaves, Development and training, job duties, Termination of service, Delegation of powers, Terminate the services

## Employment & Labour Law: Saudi Arabia

### 12. What protection from discrimination or harassment are workers entitled to in respect of the termination of employment?

The KSA Labour Law also provides that “citizens are equal in the right to work without any discrimination on the basis of sex, disability, age or any other form of discrimination, whether during the performance of the work or when hiring or advertising it”.



The reference to citizens suggests that this anti-discrimination provision applies to Saudi nationals only and it therefore remains to be seen how widely this provision will be interpreted and applied in practice.

The KSA Labour Law also provides that employees cannot be dismissed whilst pregnant or on maternity leave (including during any period of sickness resulting from the pregnancy provided a medical certificate is provided).

Resolution No. 488 dated 14/9/1439H and Resolution No. 20912 dated Safar 1441 (the Anti-Harassment Laws) aim to protect an individual's dignity, privacy and personal freedom in accordance with Sharia law by specifically prohibiting words, acts, implicit behaviour or innuendo of a sexual nature by one individual against another targeting that individual's body, modesty or personal life by any means, including by modern technology and communications. Broadly, the Anti-Harassment Laws require employers to:

1. put in place, and publish to their workforce, an internal complaints procedure;
2. implement controls safeguarding the confidentiality of any complaints; and
3. take remedial action in respect of any breach of the Anti-Harassment Laws.

The Anti-Harassment Laws require any person who becomes aware of an act (or acts) of harassment to report the matter to the authorities. The Work Regulations (prescribed form work regulations published in 2015) set out a basic complaints procedure which employers should follow in the event of harassment complaints.

More recently, Resolution 39860 of 1440H makes it unlawful to treat women differently to men in terms of paying for work of equal value.

### [13. What are the possible consequences for the employer if a worker has suffered discrimination or](#)

## harassment in the context of termination of employment?

A breach of the Anti-Harassment Laws may result in penalties of up to five years' imprisonment and/or a fine of up to SAR 300,000. Any person aiding or assisting harassment will be liable to the same punishment as if he or she had been the perpetrator of the harassment.

Any person making a false or malicious complaint of harassment may result in penalties being imposed under the Anti-Harassment Laws of up to two and a half years' imprisonment and/or a fine of up to SAR 150,000.

If an employee is dismissed whilst pregnant or on maternity leave, the employee will be able to claim invalid termination compensation, in addition to their statutory and contractual entitlements due on termination of their employment.

