



# SDG 8: Decent Work and Economic Growth



The University of Tabuk fosters a healthy and supportive work environment, offering its employees opportunities to thrive in their respective fields while safeguarding their rights and interests. The university adheres to the labor regulations and guidelines set by the Ministry of Human Resources and Social Development, with dedicated bodies in place to ensure compliance and the protection of employee welfare.

### 8.1 Research on economic growth and employment

The University of Tabuk contributes to research on decent work and economic growth, as reflected in its number of publications.

- **Aldaarmi, A.A., 2024.** Fintech Service Quality of Saudi Banks: Digital Transformation and Awareness in Satisfaction, Re-Use Intentions, and the Sustainable Performance of Firms. Sustainability, 16(6), p.2261.
- **Singh, R., Khan, S., Kumar, A. and Kumar, V. eds., 2024.** Artificial Intelligence Enabled Management: An Emerging Economy Perspective. Walter de Gruyter GmbH & Co KG.
- **Xiaobin, W., Wu, F., Alharthi, M., Raza, S.M.F. and Albalawi, O., 2024.** Natural resources, trade and fintech in the era of digitalization: A study of economies involved in Belt and Road Initiative. Resources Policy, 93, p.105082.

### 8.2 Employment practice

#### 8.2.1 Employment practice living wage

The University of Tabuk is committed to adhering to all regulations related to employment and salary payments for its academic, administrative, and technical staff, in accordance with the rules set by the Ministry of Human Resources and Social Development.

**Regulations for those Appointed to "civil service" employment, Servants and wages.**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D8%B9%D9%8A%D9%86%D9%8A%D9%86%20%D8%B9%D9%84%D9%89%20%D8%A8%D9%86%D8%AF.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D8%B9%D9%8A%D9%86%D9%8A%D9%86%20%D8%B9%D9%84%D9%89%20%D8%A8%D9%86%D8%AF.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%B8%D9%81%20%D8%A7%D9%84%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D8%A%D9%88%D8%AC%D9%8A%D9%87%20%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%20%D8%A7%D9%84%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

#### The executive regulations for the Human Resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

#### Regulation New employee

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D8%A%D9%88%D8%AC%D9%8A%D9%87%20%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%20%D8%A7%D9%84%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

#### The system of the Higher Education Council in universities and its regulations

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85->

[%D9%85%D8%AC%D9%84%D8%B3-%D8%A7%D9%84%D8%AA%D8%B9%D9%84%D9%8A%D9%85-%D8%A7%D9%84%D8%B9%D8%A7%D9%84%D9%8A-.pdf](#)

### Regulations for Saudi Universities Personnel Including Staff Members and the Like

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>



### 8.2.2 Employment practice unions

The University of Tabuk recognizes the labor rights of faculty members, administrative staff, and international employees of both genders in accordance with the regulations issued by the Ministry of Human Resources and Social Development. The university also facilitates communication for all its employees with various entities through the Tawasul service, enabling them to submit suggestions, complaints, and inquiries, and to track them electronically via the “Sahel” system

### Executive regulations for human resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### Work system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### Regulations for university employees, including faculty members and the like

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### Higher Education Council system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### Tawasul service

<https://www.ut.edu.sa/ar/E-Services/Pages/Services33.aspx>





### 8.2.3 Employment policy on discrimination

The University of Tabuk is committed to policies that prevent workplace discrimination, in accordance with the rules and regulations set by the Ministry of Human Resources and Social Development.

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#### Work system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

#### The system of the Higher Education Council in universities and its regulations

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### Guide Manual to Business Ethics Ministry of Human Resources and Social Development

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/Guide%20Manual.pdf>

### 8.2.4 Employment policy modern slavery

The University of Tabuk is committed to policies that prevent human trafficking and slavery, in accordance with the rules and regulations set by the Ministry of Human Resources and Social Development.

#### Work system

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

#### The system of the Higher Education Council in universities and its regulations

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### Guide Manual to Business Ethics Ministry of Human Resources and Social Development

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/Guide%20Manual.pdf>

### 8.2.5 Employment practice equivalent rights outsourcing

The University of Tabuk is committed to ensuring the rights of outsourced employees (temporary and contract workers). The university also makes certain that all employees (faculty members and staff) are aware of and knowledgeable about their rights, as well as the rules and regulations set by the Ministry of Human Resources and Social Development.

#### The executive regulations for human resources

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **Work system regulations**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

### **Regulations for Saudi Universities Personnel Including Staff Members and the Like**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### **Regulation New employee**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%AF%D9%84%D9%8A%D9%84%20%D8%A9%D9%88%D8%AC%D9%8A%D9%87%20%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%20%D8%A7%D9%84%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

### **Executive rules for cooperation with academic talent from abroad to teach at the university**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D8%AA%D8%B9%D8%A7%D9%88%D9%86.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **8.2.6 Employment policy pay scale equity**

The University of Tabuk is committed to ensuring all regulations related to the salaries of its Saudi and foreign academic, administrative, and technical employees, in accordance with the rules approved by the Ministry of Human Resources and Social Development. The University of Tabuk also effectively ensures equal pay for faculty and staff of both genders

### **The human resources service regulation includes job filling, contracting and appointment**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **Employing Saudis**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### **Employing non-Saudis**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### **Executive rules for cooperation with academic talent from abroad to teach at the university**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D8%AA%D8%B9%D8%A7%D9%88%D9%86.pdf>

### **Salary scale for Saudi faculty members**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A7%D8%B9%D8%B6%D8%A7%D8%A1%20%D9%87%D9%8A%D8%A6%D8%A9%20%D8%A7%D9%84%D8%AA%D8%AF%D8%B1%D9%8A%D8%B3.pdf>

### **Employment regulations and salary scale for non-Saudi faculty members**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### **Wages item**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A8%D9%86%D8%AF%20%D8%A7%D9%84%D8%A7%D8%AC%D9%88%D8%B1.pdf>

### **Handed users salaries**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A7%D9%84%D9%85%D8%B3%D8%AA%D8%AE%D8%AF%D9%85%D9%8A%D9%86.pdf>

### **General Personnel**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A7%D9%84%D9%85%D8%B3%D8%AA%D8%AE%D8%AF%D9%85%D9%8A%D9%86.pdf>

[8%D8%A7%D8%AA%D8%A8%20%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%D9%8A%D9%86%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%D9%8A%D9%86%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85.pdf)

### **8.2.7 Tracking pay scale for gender equity**

The University of Tabuk effectively guarantees equal pay for employees, administrators, and Saudi and non-Saudi teaching staff of both genders, in accordance with the regulations set by the Ministry of Education and the Ministry of Human Resources and Social Development.

### **The human resources service regulation includes job filling, contracting and appointment**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **Employing Saudis**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### **Employing non-Saudis**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### **Executive rules for cooperation with academic talent from abroad to teach at the university**



<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D8%AA%D8%B9%D8%A7%D9%88%D9%86.pdf>

### **Salary scale for Saudi faculty members**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A7%D8%B9%D8%B6%D8%A7%D8%A1%20%D9%87%D9%8A%D8%A6%D8%A9%20%D8%A7%D9%84%D8%AA%D8%AF%D8%B1%D9%8A%D8%B3.pdf>

### **Employment regulations and salary scale for non-Saudi faculty members**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### **Wages item**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A8%D9%86%D8%AF%20%D8%A7%D9%84%D8%A7%D8%AC%D9%88%D8%B1.pdf>

### **Handed users salaries**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A7%D9%84%D9%85%D8%B3%D8%AA%D8%AE%D8%AF%D9%85%D9%8A%D9%86.pdf>

### **General Personnel**

[https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%B3%D9%84%D9%85%20%D8%B1%D9%88%D8%A7%D8%AA%D8%A8%20%D8%A8%D9%86%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf)

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%85%D9%88%D8%B8%D9%81%D9%8A%D9%86%20%D8%A7%D9%84%D8%B9%D8%A7%D9%85.pdf>

### **8.2.8 Employment practice appeal process**

The University of Tabuk is committed to monitoring the executive procedures related to grievances and complaints in accordance with the regulations issued by the Ministry of Human Resources and Social Development. The university also employs several mechanisms to address employee complaints, including a committee that considers complaints and grievances from faculty members and another committee that examines grievances related to job performance evaluation

### **The executive regulations for human resources**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **Regulatory frameworks for the executive regulations of human resources**

[https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/\\_%D8%A3%D8%B7%D8%B1%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%D9%8A%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%D8%A9.pdf](https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/_%D8%A3%D8%B7%D8%B1%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%D9%8A%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%D8%A9.pdf)

### **Executive Rules for Faculty Grievances**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%82%D9%88%D8%A7%D8%B9%D8%AF%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

### **Grievance Form**

<https://www.ut.edu.sa/ar/Deanship/human-resource/HR-Development-Department/Documents/%D9%86%D9%85%D9%88%D8%B0%D8%AC%20%D8%A7%D9%84%D8%AA%D8%B8%D9%84%D9%85%20%D8%B9%D9%84%D9%89%20%D8%AA%D9%82%D9%8A%D9%8A%D9%85%20%D8%A7%D9%84%D8%A3%D8%AF%D8%A7%D8%A1%20%D8%A7%D9%84%D9%88%D8%B8%D9%8A%D9%81%D9%8A.pdf?csf=1&e=uUyQAL>

### **Grievance services**

<https://www.hrsd.gov.sa/sites/default/files/2023-12/%D8%AE%D8%AF%D9%85%D8%A9%20%D8%A7%D9%84%D8%A%D8%B8%D9%84%D9%85%D8%A7%D8%AA%20%D8%AC%D8%AF%D9%8A%D8%AF.pdf>

## **8.2.9 Employment practice labour rights**

The University of Tabuk recognizes labor rights for all employees, including women and international staff, in accordance with the regulations set by the Ministry of Education and the Ministry of Human Resources and Social Development

### **Executive regulations for human resources**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%A7%D9%84%D8%AA%D9%86%D9%81%D9%8A%D8%B0%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D9%88%D8%A7%D8%B1%D8%AF%20%D8%A7%D9%84%D8%A8%D8%B4%D8%B1%D9%8A%D8%A9.pdf>

### **Work system**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%86%D8%B8%D8%A7%D9%85%20%D8%A7%D9%84%D8%B9%D9%85%D9%84%20.pdf>

### **Regulations for university employees, including faculty members and the like**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D8%A7%D9%84%D9%84%D8%A7%D8%A6%D9%80%D8%AD%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%B8%D9%85%D8%A9.pdf>

### **Higher Education Council system**

<https://www.ut.edu.sa/ar/Deanship/human-resource/Documents/%D9%84%D8%A7%D8%A6%D8%AD%D8%A9%20%D8%AA%D9%88%D8%B8%D9%8A%D9%81%20%D8%A7%D9%84%D8%BA%D9%8A%D8%B1.pdf>

### **Tawasul service**

<https://www.ut.edu.sa/ar/E-Services/Pages/Services33.aspx>