



SDG 8: Decent Work & Economic Growth

Ziauddin University pledge to achieve sustainable goals in all their activities therefore, University plays their role to provide all people at all times have access to sufficient, safe, healthy and active life. ZU has established a safe and healthy work environment with no gender, ethnicity, religion, color and other discrimination to achieved a sustainable goal by arranged the following activities for employees in the year 2022.

- **Employment practice living wage**

Ziauddin University pays all staff and faculty the living wage according to market standards as per defined by the government of Pakistan as the local living or the local financial poverty indicator for a family of four which is minimum wage for each labor is 35000 by the government of Pakistan. Ziauddin Univesity has also set his bar almost to the bar set by government of Pakistan. Attached is the example of minimum pay scale of Ziauddin University labor.

ZIAUDDIN UNIVERSITY CLIFTON CAMPUS		ORACLE	
Employee PAYSリップ for the Month of SEPTEMBER 2023		Print By : HUMAIR ZAMEER	Print Date : 30-OCT-2023 13:21
		Page 1 of 1	
Code : 70009	Join Date : 11-02-1998	Total Days : 31	
Name : ABDUL MAJEED	Emp. Type : PERMANENT	Paid Days : 30	
Designation : OFFICE BOY	Duty Hours : 8	Paid Leaves : 1	
Department : HOUSEKEEPING	Gross Salary : 33,187	Total Present Days : 31	
	Loan Remaining Amt :	Overtime Hrs : 0	
ALLOWANCES		DEDUCTIONS	
BASIC	13,636	INCOME TAX	0
HOUSE RENT	8,539	PROVIDENT FUND	1,659
CONVEYANCE ALLOWANCE	300	ADVANCE AGAINST SALARY	0
COLA	25	LOAN DEDUCTION	0
ADDITIONAL SPECIAL ALLOWANCE	200		
SPECIAL PAY	10,487		
Total Salary Including Allowances. :	33,187	Total DEDUCTIONS :	1,659
Net Payable	31,528		
Payment Type :	JS MOBILE	03432745260	

- **No Discrimination Policy on Employment:**

It is published in ZU Code book and ZU Act 1995, Chapter 2 Section 4, Heading University Open to All, Page No.5.

"The University shall be open to all persons of either sex of whatever religion, race, creed, colour or domicile who are academically qualified for admission to the course of study offered by the University and no such person shall be denied the privileges on the ground only of sex, religion, creed, race, class or colour of domicile."

ZU has also a policy against discrimination with proper committee to handle these complaints with proper inspection.



ZIAUDDIN UNIVERSITY

• Facilities to Employee:

Ziauddin University not only rely on economical and market competitive salary but they also aim to provide safe and secure environment to their employee to create a healthy and sustainable work environment. Following facilities are provided at Ziauddin University that are as follows:

- Job security
- Flexible working Hours No Overtime
- Market competitive salary
- Loan Facility
- Provident Fund provision
- Transportation facilities
- Subsidized meal and free drinking water
- Medical facility with maternity benefits
- Free Gym and sports facility
- Day care facility
- Girls Common room for female employees (privately prayer and relaxation area)
- Paid leaves policy (10 medical, 10 casual and 20 annuals also 8 weeks maternity leaves)

ZIAUDDIN UNIVERSITY
 CLIFTON CAMPUS

ORACLE
Print By : HUMAIR ZAMEER
Print Date : 30-OCT-2023 13:22
Page 1 of 1

Employee PAYSLLIP for the Month of SEPTEMBER 2023

Code : 71269	Join Date : 26-09-2012	Total Days : 31
Name : ANIL SHAMS	Emp. Type : PERMANENT	Paid Days : 31
Designation : SANITATION WORKER	Duty Hours : 8	Paid Leaves : 0
Department : HOUSEKEEPING	Gross Salary : 25,000	Total Present Days : 31
	Loan Remaining Amt : 30,370	Overtime Hrs : 45

ALLOWANCES	DEDUCTIONS
BASIC 13,636	INCOME TAX 0
HOUSE RENT 8,539	PROVIDENT FUND 1,250
CONVEYANCE ALLOWANCE 300	ADVANCE AGAINST SALARY 5,000
UTILITY 0	LOAN DEDUCTION 5,063
COLA 25	MINI MART 2,254
ADDITIONAL SPECIAL ALLOWANCE 200	PHARMACY DEDUCTION 82
SPECIAL PAY 2,300	
OVER TIME 4,688	
Total Salary Including Allowances. : 29,688	Total DEDUCTIONS : 13,649
Net Payable 16,039	

Payment Type : UBL

Example of allocation of market competitive salary, provident fund, advance from salary, loan facility, flexible working hours no overtime and job security facilities for employment at Ziauddin University



Clean drinking water facility free of cost



Shuttle service free of cost

6.3 PART C – MATERNITY BENEFITS

- 6.3.1 Maternity benefits will be entitled after completion of one-year service to female staff and wives of male staff (referred to the categories mentioned in point.4. ELIGIBILITY).
- 6.3.2 Live or still birth after 28 weeks of pregnancy will be considered as maternity benefits. Two miscarriages will be considered in maternity benefits.
- 6.3.3 Only the three deliveries & two miscarriages (normal or surgical) will be included. Fourth birth and third miscarriage are not entitled, even if facilities were not availed in maternity cases before.
- 6.3.4 After the three deliveries and two miscarriages - all other treatments & diagnostic tests (laboratory and radiology) are allowed; **but except of any maternity/deliveries related matters.**
- 6.3.5 If any new-hired employee is already having children, he/she is also eligible to avail the Maternity benefits as per the Organizational policy mentioned in 6.3.2.
- 6.3.6 In case of any twins, triplets etc. – one time delivery is considered.

Maternity benefits Policy for employee



Girls Common Room



Day care Facility

<p>Maternity leave.</p>	<p>9.</p>	<ul style="list-style-type: none"> I) Paid Maternity Leave will be granted for a period of eight Consecutive weeks, upto a maximum of three times during an employee's period of service. II) Paid maternity leave will be admissible once in two years only. III) All regular full-time female employees who have successfully completed one year's employment with the organization, will be entitled to maternity leave IV) Maternity leave will be granted two weeks prior to estimated delivery date and 6 weeks thereafter. V) Maternity leave is not encashable and cannot be accumulated. VI) Sick leave or earned leave may be subjoined to maternity leave upto a maximum of total duration of three months. VII) The employee is required to submit the completed 'Leave Application' to her supervisor for approval, ten weeks prior to the first day from which leave is required. VIII) The department head will forward the approved 'Leave Application' to the Personnel Division for processing. IX) The employee is required to submit a completed Duty Resumption report to the Personnel office on the day she resumes duty.
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Maternity Leaves Policy



ZU Gym and Health and Wellness Centre



+ ENTITLEMENTS	x EXCLUSIONS
<p>Hospital will provide facilities for consultations, normal investigations to the employees and their dependents in the following manner:</p> <p>OUTDOOR TREATMENT:</p> <ul style="list-style-type: none">• Hospital will provide facilities of consultations and investigations• Expensive investigations such as MRI, CT scans, Angiography, thallium scans, bone scans, isotope studies, etc. will be performed after in-house consultation and MS approval• Dental treatment will be available at a subsidized rate• Medications will be available at retail price <p>INDOOR TREATMENT/HOSPITALIZATION:</p> <ul style="list-style-type: none">• In case of hospitalization, employee or his/her dependents are entitled to free medical/surgical treatment in Dr. Ziauddin Hospital, including all diagnostic and laboratory investigations• Medications (excluding chemotherapeutic drugs for oncology patients) will be available at 50% discount• Diet will be entitled to employees only, not to dependents• Angiography procedure and disposables will be available at 50% discount• Radiation for oncology patients will be provided free of cost• Room entitlement as per hospital policy <p>MATERNITY BENEFITS:</p> <ul style="list-style-type: none">• Female employees or spouse of male employees will be allowed free maternity treatment / delivery after completion of one year of service• Live or still birth after 26 weeks of pregnancy will be considered as maternity benefits• Only the first three (3) deliveries (normal or surgical) will be included. Forth (4th) birth is not entitled, even if facilities were not availed in the first three (3) times	<p>Dr. Ziauddin Hospital will not be liable to bear any expenses incurred by an employee or his/her dependents in connection with any of the following:</p> <p>MEDICAL PROCEDURES:</p> <ul style="list-style-type: none">• Optic, contact lens, hearing aids and disposables• Venereal diseases and infertility• Major psychiatric illness <p>SURGICAL PROCEDURES:</p> <ul style="list-style-type: none">• Cosmetic treatment or plastic surgery• Cosmetic dental treatment, dentures, filled in crowns, inlays made of Gold or silver• Transplant surgery• Implants• Congenital disease• Circumcision• Angioplasty stent <p>HOSPITAL SERVICES:</p> <ul style="list-style-type: none">• Vaccination• Telephone bill for inpatients• Blood products• N.G. feed and supplement• Pampers, pads and dignity sheets• Toiletries• Test performed at locations other than Dr. Ziauddin Hospital• Nuclear Medicine doses <p>SPECIAL SITUATIONS:</p> <ul style="list-style-type: none">• Treatment of injury, sickness resulting from alcoholism, drug addiction, suicide attempts, fights or participation in civil commotions

Medical Benefits for Employee

Example of Employee facilities at Ziauddin University to promote a healthy and sustainable work environment