



## Wage Policy

1. Alshamlan EDU for Academic Consultancy Wage Policies
2. It is built around certain cardinal principles:
  - Equal pay for equal work
  - Living wages for all workers so that they lead a decent life
  - Payment of wages on appointed dates without unauthorized deductions
  - Resolving wage related issues through collective bargaining
  - Payment of statutory bonus at 6 percent as per legal provisions
  - Ensuring a fair, equitable wage plan for various employees without significant wage differences.
3. The capacity to pay
  - Determining fair wages over and above minimum wages with due regards to
    - (i) the productivity
    - (ii) the prevailing level of wages
    - (iii) the level of national income and distribution
    - (iv) the place of industry in the economy of the company.
  - To compensate for the rise in cost of living