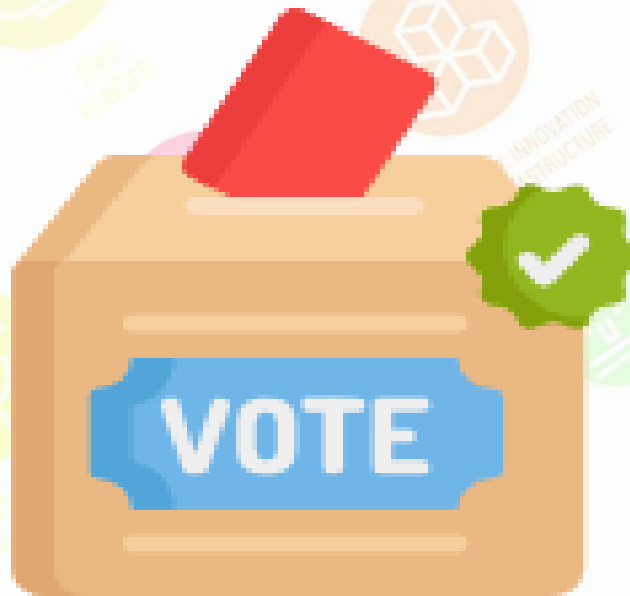


8.2.2 Employment Practice Unions

2023–2024

The establishment and active role of the Labor Union at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) reflect the institution's firm commitment to protecting and promoting labor rights for all employees—men and women alike, including international staff. Through its advocacy for freedom of association, collective bargaining, and fair representation, the Union ensures that every member of the AASTMT community has a voice in shaping workplace policies and conditions.

This inclusive and democratic approach directly supports Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth, by fostering an environment grounded in equity, respect, and participation. By promoting fair labor practices, encouraging open dialogue between management and staff, and aligning institutional policies with international labor standards, the AASTMT Labor Union contributes to building a culture of decent work, social justice, and sustainable economic growth across the Academy.



Labor Union at Arab Academy for Science, Technology and Maritime Transport (AASTMT)

In May 2024, the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) conducted its official Labor Union elections, reaffirming the institution's commitment to democratic representation and employee engagement. The elections, formally approved by the AASTMT President, aimed to ensure fair and inclusive representation for both faculty and administrative staff.

The AASTMT Labor Union comprises 30 elected members — 20 representing the teaching faculty and 10 representing administrative employees — all chosen through a transparent and participatory election process. Voting took place over three days via the Academy's secure online portal, allowing all staff and faculty members equal opportunity to participate regardless of location.

The election results reflected strong gender inclusivity, with 13 female and 17 male representatives elected to serve a three-year term, highlighting AASTMT's dedication to gender equality and fair labor representation in line with Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth.

The duties and responsibilities of the elected Labor union at AASTMT are as follows:

- **The Role of the Labor Union at AASTMT**

The Labor Union at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) serves as a strategic partner to employees, supervisors, managers, and the university administration in all matters related to collective representation, labor relations, and collective bargaining. It plays a vital role in fostering equitable, transparent, and collaborative work relations that reflect AASTMT's commitment to Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth.

- **Core Functions**

The primary focus of the Labor Union includes:

- Overseeing labor relations between the university administration and AASTMT's collective bargaining units, including negotiating, interpreting, and implementing collective bargaining agreements.
- Providing strategic guidance to managers, supervisors, and HR professionals on union activities, labor relations, and collective bargaining matters.
- Promoting collaborative labor-management relations through constructive dialogue and conflict resolution mechanisms.
- Supporting policy development and compliance, ensuring all labor-related policies and practices align with national labor laws and international labor standards.

- **Extended Roles and Responsibilities**

Beyond its core duties, the elected Labor Union actively contributes to strengthening AASTMT's internal work environment through the following responsibilities:

- **Employee Advocacy:** Represent and protect the rights, welfare, and interests of all employees, ensuring their voices are effectively heard in institutional decision-making.
- **Communication Liaison:** Serve as a communication bridge between the administration and the workforce, promoting open, transparent, and continuous dialogue.
- **Conflict Resolution:** Mediate workplace disputes and maintain a fair, respectful, and harmonious environment.
- **Educational Outreach:** Organize awareness sessions and workshops on employee rights, responsibilities, and collective bargaining provisions.

- **Policy Review and Consultation:** Collaborate with management to review and enhance institutional policies affecting staff and faculty.
- **Compliance Monitoring:** Ensure adherence to labor laws, internal policies, and collective bargaining agreements, reporting violations where necessary.
- **Promotion of Inclusivity:** Foster diversity, equity, and inclusion across all levels of employment, upholding respect for individual differences.
- **Grievance Handling:** Receive, assess, and address employee grievances following established procedures.
- **Fair Compensation Advocacy:** Advocate for equitable pay, competitive benefits, and safe, fair working conditions.
- **Representation in Negotiations:** Participate in collective bargaining negotiations to secure favorable terms for all employees.
- **Labor Relations Training:** Offer training and capacity-building programs to managers and staff on effective labor relations practices.
- **Monitoring and Reporting:** Track labor developments and regularly update both union members and university leadership.

Academic Staff Elections and SDG 8 Alignment

The elections for academic staff affairs at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) embody the institution's commitment to the principles of Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth. These elections promote inclusivity, transparency, and accountability within the academic community, ensuring that every faculty member—regardless of background, gender, or nationality—has an equal voice in shaping policies that affect their professional and working environment.

Through these democratic elections, elected faculty representatives advocate for fair working conditions, academic excellence, and faculty welfare, reinforcing SDG 8's objectives of promoting decent work, productive employment, and sustainable institutional growth grounded in fairness and participation.

• Role and Functions of Elected Members

The procedures governing faculty elections at AASTMT are designed to ensure fair representation and integrity throughout the process. Once elected, the members assume multifaceted roles that bridge academic, administrative, and developmental dimensions:

- **Representation and Advocacy:** Elected members serve as the collective voice of the academic body, representing faculty interests, addressing professional concerns, and promoting equitable working conditions.
- **Policy Development and Governance:** They actively contribute to shaping academic policies, curriculum development, and faculty welfare initiatives, ensuring that decisions reflect the needs and aspirations of the teaching community.

- **Communication and Collaboration:** By maintaining open dialogue with the university administration, they foster mutual understanding, collaboration, and a positive work culture that encourages research, innovation, and academic excellence.
- **Mentorship and Professional Support:** Elected members also mentor junior faculty and contribute to professional development programs that enhance teaching and research quality.

- **Administrative Participation and Institutional Impact**

In addition to their academic roles, elected representatives play a vital part in institutional governance and decision-making. They:

- Serve on academic committees, contributing their expertise to curriculum reform, student assessment, and faculty evaluation processes.
- Participate in discussions on resource allocation, ensuring that faculty and departments have the infrastructure and tools necessary for high-quality teaching and research.
- Promote transparency and accountability in university operations, upholding the values of fairness and institutional integrity.

Once the election results are accredited by the AASTMT President, the elected members formally assume their responsibilities and continue to play a decisive role in shaping the academic and administrative landscape of the Academy. Their contributions help advance AASTMT's mission of delivering world-class education while reinforcing its alignment with SDG 8, particularly through decent work practices, shared governance, and sustainable institutional growth.

To learn about the academic staff elections regulations, check the [Academic Staff Affairs Regulations](#) (English), Regulation 2014, [page 8](#).

[Academic Staff Elections and SDG 8 Alignment](#) on AASTMT webpage

Check the [Academic Staff Affairs Regulations](#) (Arabic), [لائحة 2014](#), [pages 8 and 9](#).

[Academic Staff Elections and SDG 8 Alignment](#)