

8.2.8 Employment Practice Appeal Process

2023–2024

The Employment Practice Appeal Process at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) represents a cornerstone of the institution's commitment to fairness, transparency, and accountability in employment-related decisions. This process directly supports Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth, which emphasizes the promotion of inclusive labor practices, protection of workers' rights, and the creation of safe, equitable, and growth-oriented work environments.

AASTMT's appeal mechanisms ensure that recruitment, promotion, appraisal, and pay-related decisions are conducted with impartiality and subject to transparent review. By providing employees with a structured pathway to challenge decisions they perceive as unfair, the Academy promotes equal opportunity, prevents discrimination, and reinforces a culture of institutional justice—all central to SDG 8 targets on decent work and productive employment.

Furthermore, the Employment Practice Appeal Process strengthens AASTMT's commitment to labor rights, as it guarantees that all staff members—academic or administrative—have access to an impartial platform to voice concerns related to employment, performance evaluation, workload, or compensation. This contributes to a healthy organizational climate, enhances employee morale, and supports long-term professional development. Such practices directly foster inclusive and sustainable economic growth, a core pillar of SDG 8.

The Academy also integrates continuous monitoring, documentation, and reporting on employment practices, ensuring alignment with global standards of good governance. These mechanisms reinforce transparency and promote trust between employees and the institution, thereby enhancing workforce stability and productivity.

Complementing this, AASTMT's Grievance and Appeals Policy and Procedures play a crucial role in reinforcing SDG 8 by ensuring that all grievances—including those related to human resource management, staff rights, working conditions, or pay appeals—are addressed constructively, promptly, and without bias. This policy cultivates a participatory and rights-based employment environment where staff feel empowered to raise concerns and seek redress.

In essence, AASTMT's Employment Practice Appeal Process and Grievance Procedures not only uphold the principles of fairness and inclusion but also position the institution as an active contributor to global SDG 8 objectives. Through transparent employment governance, protection of labor rights, and commitment to decent work conditions, the Academy demonstrates its dedication to building a sustainable, equitable, and growth-enhancing workplace for all staff members.

Please read AASTMT's [Grievance and Appeals Policy](https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800004) at the following link:
https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800004 on AASTMT webpage

Also, the Human Resources Department at the AASTMT has conducted a number of workshops in several AASTMT campuses in the Academic year 2021-2022 to explain the grievance and appeals policy to all AASTMT full time and part time staff.

Workshops for AASTMT staff to explain the Grievance and Appeals Policy

The Human Resources Department at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) has undertaken a series of comprehensive and informative workshops designed to educate staff members about the institution's Grievance and Appeals Policy. These workshops have been instrumental in deepening employees' understanding of the policy's procedures, objectives, and mechanisms, ensuring that all staff are fully aware of their rights, responsibilities, and the formal channels available for raising and resolving workplace concerns.

By equipping employees with this critical knowledge, the HR Department strengthens their ability to navigate employment-related issues through a fair, transparent, and structured process. This empowerment fosters a workplace culture grounded in trust, accountability, and open communication. Such initiatives directly support Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth, which calls for the promotion of safe, inclusive, and rights-based employment environments.

These capacity-building efforts contribute significantly to SDG 8's targets by enhancing workforce engagement, improving job satisfaction, and reducing inequalities within the institution. An informed and confident workforce is more productive, motivated, and resilient—attributes essential for fostering sustainable economic growth. Through these workshops, AASTMT reinforces its commitment to decent work principles, ensuring that its employees are not only protected but also empowered to participate actively in creating a fair and equitable organizational environment.



AASTMT Workshop Highlights Grievance & Appeals Policy to Promote Fair Work and Gender Equity

Alexandria, Egypt – 28 April 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) held a dedicated workshop at its Al Alamein campus for faculty and administrative staff to present and clarify its Grievance & Appeals Policy. The session, facilitated by the Human Resources department, focused on informing staff about their rights, how to raise work-related concerns (including pay-related appeals), mediation processes, and mechanisms for ensuring a respectful, transparent, and non-discriminatory workplace.

This initiative aligns strongly with Sustainable Development Goal 8 (SDG 8) on “Decent Work and Economic Growth” by reinforcing workplace fairness, accountability and employee empowerment. By ensuring that all staff—regardless of gender—have equal access to grievance and appeal channels and are able to contest pay- or rights-related issues, AASTMT underlines its commitment to gender-equitable compensation and its comprehensive system for tracking pay scale for gender equity. The workshop underlines how robust governance, transparent pay-systems, and accessible appeals mechanisms combine to foster an inclusive, equitable work environment across the academy.



Link to the official news page:

[AASTMT Workshop Highlights Grievance & Appeals Policy to Promote Fair Work and Gender Equity](#)

AASTMT Signs MoU with Saudi Distance Learning Company to Expand Educational Access and Support Gender-Equitable Employment

Alexandria, Egypt – 17 March 2024

Arab Academy for Science, Technology and Maritime Transport (AASTMT) signed a Memorandum of Understanding (MoU) with Distance Learning & Training Company (DLT) of Saudi Arabia. The agreement, signed remotely by AASTMT President Prof. Dr. Ismail Abdel Ghafar Ismail Farag and DLT Chairman Eng. Zuhair A. Azhar, aims to exchange knowledge and experiences in media training, distance education, and collaborative capacity-building initiatives across member states of the Organization of Islamic Cooperation (OIC). The partnership will leverage modern technologies to enhance educational outcomes and strengthen the knowledge-based society across the Arab and Islamic world.

This initiative supports Sustainable Development Goal 8 (Decent Work and Economic Growth) by advancing inclusive and high-quality training for diverse learner groups, thereby increasing employability and supporting productive employment opportunities within the region. Furthermore, by expanding institutional capacity and inclusive access to training, AASTMT reinforces its internal commitment to tracking gender pay equity—ensuring that as the institution grows and new educational and professional pathways are developed, compensation structures remain transparent, non-discriminatory, and aligned with equal-pay principles for both men and women.



Link to the official news page:

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