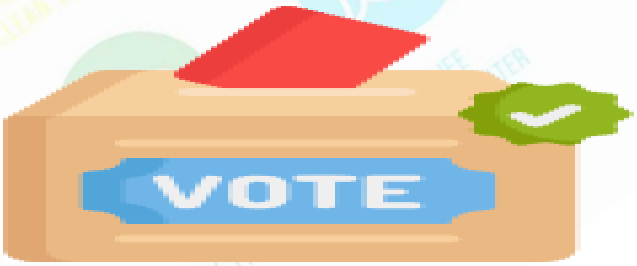
8.2.2 Employment Practice Unions

2024–2025

The establishment and active engagement of the Labor Union at the Arab Academy for Science, Technology and Maritime Transport (AASTMT) demonstrate the institution's strong commitment to protecting labor rights, promoting freedom of association, and ensuring fair and inclusive representation for all employees, regardless of gender, nationality, or employment category. In alignment with Indicator 8.2.2 of the Times Higher Education (THE) Impact Rankings, which focuses on universities' recognition of labor unions and employees' rights to collective bargaining, AASTMT recognises the importance of enabling employees to organize, express their concerns, and participate in discussions concerning their working conditions, employment rights, and professional well-being. Through its representative role, the Labor Union provides an institutional mechanism for constructive dialogue between employees and management, supporting transparency, mutual understanding, and the protection of workers' interests.

This commitment directly contributes to Sustainable Development Goal 8 (Decent Work and Economic Growth) by fostering a workplace culture founded on fairness, equality, social dialogue, and respect for internationally recognized labor rights. By supporting the Labor Union's representative functions, encouraging collective participation in employment-related matters, and promoting fair labor practices consistent with national legislation and international labor standards, AASTMT reinforces its commitment to responsible institutional governance and sustainable employment relationships. These efforts reflect the objectives of THE Indicator 8.2.2 by demonstrating the Academy's recognition of workers' rights to freedom of association and collective representation, while contributing to a supportive, inclusive, and equitable working environment for its academic, administrative, and international staff.



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

In May 2025, the Arab Academy for Science, Technology and Maritime Transport (AASTMT) organized its official Labor Union elections, reinforcing its institutional commitment to democratic governance, freedom of association, employee participation, and equitable workplace representation. Conducted with the formal approval of the Academy's President, the electoral process provided academic and administrative employees with an opportunity

to participate in selecting representatives responsible for advocating their professional interests and protecting their employment rights.

The AASTMT Labor Union comprises 20 elected members — 10 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 8 female and 12 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 elected Labor Union brings together representatives from both academic and administrative departments, ensuring that the interests and concerns of different employee groups are reflected in institutional dialogue and decision-making. Elections were conducted through the Academy's secure electronic voting platform over a three-day period, facilitating accessible, transparent, and inclusive participation across its campuses and locations. This approach demonstrates AASTMT's commitment to strengthening employee representation and promoting fair and accountable institutional practices.

The election outcomes also reflected the Academy's emphasis on gender inclusivity, with both female and male employees securing representative positions for a three-year term. This inclusive electoral framework supports Indicator 8.2.2 of the Times Higher Education (THE) Impact Rankings, which recognises universities' commitment to labor union rights and collective bargaining. By facilitating democratic employee representation and supporting constructive engagement between staff and management, AASTMT contributes to the objectives of Sustainable Development Goal 8 (Decent Work and Economic Growth), fostering a workplace environment characterized by fairness, participation, equality, and respect for internationally recognized labor rights.

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