

8.2.9 Employment Practice Labour Rights

2023–2024

The Labor Union at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) plays a vital role in advancing labor rights by championing union recognition and advocating for freedom of association and collective bargaining for all employees, including women and international staff. This commitment aligns closely with Sustainable Development Goal 8 (SDG 8), which promotes "Decent Work and Economic Growth." Through democratic representation, the promotion of fair working conditions, and adherence to international labor standards, the AASTMT Labor Union actively supports harmonious workplace relations. These efforts are essential in advancing SDG 8's objectives, ensuring sustained, inclusive, and sustainable economic growth, along with full and productive employment and decent work for all.



Labor Rights at Arab Academy for Science, Technology and Maritime Transport

Labor rights at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) form a core pillar of the institution's commitment to building an equitable, empowered, and supportive work environment. These rights include freedom of association, collective bargaining, nondiscrimination, fair wages, and safe working conditions for all employees—both local and international. AASTMT has institutionalized these protections through structured bodies such as the Labor Union, which provides employees with a formal platform to express their concerns, advocate for their interests, and participate meaningfully in decisions that affect their workplace.

By embedding these labor protections, AASTMT aligns itself with the global commitments articulated in Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth. SDG 8 emphasizes the promotion of inclusive and sustainable economic growth, full and productive employment, and decent work for all. AASTMT's labor rights framework directly

contributes to these objectives by ensuring democratic representation, safeguarding fair and transparent employment practices, and promoting equal opportunities regardless of gender, nationality, or employment category.

A key example of AASTMT's dedication to inclusive governance is the transparent Labor Union election held in May 2023. All employees were given the opportunity to participate in the democratic process, resulting in a diverse and representative union comprising both women and men from various academic, administrative, and technical roles. This inclusive representation ensures that a broad spectrum of employee perspectives is heard—especially those of women and international staff—supporting SDG 8's emphasis on reducing inequalities and fostering equal participation in workplace decision-making.

Beyond wage negotiations, the Labor Union plays a crucial multifaceted role. It serves as a mediator in workplace disputes, helping resolve conflicts in a constructive and impartial manner. This mediation function enhances job satisfaction, reduces workplace tensions, and contributes to institutional stability—key components of a productive and resilient workforce. The union also collaborates with HR to organize awareness sessions and training workshops on employment rights, empowering employees to understand and exercise their entitlements confidently and responsibly.

Through these structures and initiatives, AASTMT not only upholds national labor regulations but also advances best practices in decent work, transparency, and employee empowerment. This commitment reflects the institution's broader mission to cultivate a fair, safe, and growth-oriented environment that supports sustainable development at the organizational and national levels.

Core Labor Rights at AASTMT

1. Freedom of Association and Collective Bargaining

Employees have the right to join or form unions, elect representatives, and participate in collective negotiations on working conditions.

2. Right to Fair Wages and Equal Pay

Staff members are entitled to fair, living wages and equal pay for equal work, without discrimination on the basis of gender, nationality, or other characteristics.

3. Safe and Healthy Working Conditions

AASTMT ensures a safe, hygienic, and supportive work environment that safeguards both physical and mental well-being.

4. Protection Against Discrimination

Employees are protected from discrimination in recruitment, promotion, compensation, and workplace practices based on gender, race, religion, disability, or other factors.

5. Prohibition of Forced or Compulsory Labor

No individual may be coerced into employment; all forms of forced labor are strictly forbidden.

6. Prohibition of Child Labor

AASTMT upholds legal and ethical standards preventing the employment or exploitation of minors.

7. Right to Rest, Leisure, and Reasonable Working Hours

Employees are entitled to balanced working hours, 休息 breaks, paid annual leave, and official holidays.

8. Right to Job Security

Workers are protected from unjust dismissal and are entitled to due process in matters of termination or contract disputes.

9. Right to Privacy

Employees' personal information and privacy are respected, with strict confidentiality measures in place.

10. Access to Social Protection and Benefits

Staff have access to health insurance, social security, retirement provisions, and other benefits that support economic stability.

11. Protection Against Harassment and Abuse

AASTMT is committed to maintaining a workplace free from bullying, harassment, and any form of verbal, physical, or psychological abuse.

12. Right to Participate in Workplace Decision-Making

Employees can contribute to institutional decisions through councils, committees, or elected representatives.

13. Right to Training and Professional Development

AASTMT supports continuous learning, capacity-building programs, and career advancement opportunities for all employees.

To learn about the academic staff elections regulations, check the [Academic Staff Affairs Regulations \[1\]\(English\)](#), Regulation 2014, [page 8](#).

[Core Labor Rights at AASTMT](#) on AASTMT webpage

Check the [Academic Staff Affairs Regulations \[2\]](#) (Arabic), لائحة 2014, [pages 8 and 9](#).

[Core Labor Rights at AASTMT](#) on AASTMT webpage

AASTMT Welcomes ICOMOS Vice-President and Minister of Environment to Heliopolis Campus — Reinforcing Labour Rights & SDG 8

Alexandria, Egypt – 25 February 2024

The Arab Academy for Science, Technology & Maritime Transport (AASTMT) received Her Highness Princess Dana Firas—Vice-President of International Council on Monuments and Sites (ICOMOS)—alongside Her Excellency Dr. Yasmine Fouad, Egypt's Minister of Environment, at the Heliopolis Campus on Thursday, 22 February 2024. They were welcomed by AASTMT President Prof. Dr. Ismail Abdel Ghafar Ismail Farag and senior academy officials. During the visit, the dignitaries toured the campus, observed AASTMT's advanced academic facilities and programs, and attended a scientific session on the preservation and restoration of heritage buildings in honour of the 60th anniversary of the Venice Charter.

This visit supports Sustainable Development Goal 8 (Decent Work and Economic Growth) through strengthening institutional capacity, promoting high-quality education and training, and enhancing professional development—key for productive employment and sustained economic growth. By demonstrating AASTMT’s commitment to institutional excellence and governance, the academy further bolsters its culture of labour rights, non-discrimination, and transparency—foundations for tracking and maintaining gender-equitable pay scales. Through events of this nature, AASTMT reinforces its overall mission: to ensure a workplace where all employees are empowered, fairly compensated, and protected—linking quality education, decent work, and gender-equity in compensation.



Link to the official news page:

[AASTMT Welcomes ICOMOS Vice-President and Minister of Environment to Heliopolis Campus — Reinforcing Labour Rights & SDG 8](#)