

SUSTAINABLE DEVELOPMENT GOALS



SDG 8: DECENT WORK AND ECONOMIC GROWTH

Al Ain University



جامعة العين
AL AIN UNIVERSITY

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SUSTAINABLE DEVELOPMENT GOAL 8

Union Recognition and Labour Rights

DIRECT RESPONSE: YES - WITHIN THE UAE LEGAL FRAMEWORK

Al Ain University recognises lawful staff association and representation and protects labour rights for all employees, including women and international staff. The University's public commitment is implemented through faculty and administrative issues committees, grievance and appeal systems, participatory governance, equal-treatment guarantees and access to the UAE statutory collective labour-dispute process. AAU's committees are institutional representation and redress mechanisms; they are not described as trade unions.

1. AAU recognises lawful staff representation and labour rights for all

Al Ain University publicly addresses union recognition and labour rights as part of its institution-wide SDG 8 employment framework. Under the current THE methodology, the former combined question is assessed through two distinct indicators. AAU therefore records separate responses while maintaining one integrated institutional system for staff voice, representation, grievance resolution, appeal and external statutory redress.

Current THE indicator	AAU response	Institutional basis
8.2.2 - Recognise unions for all, including women and international staff	Yes - within the applicable UAE legal framework	AAU recognises lawful employee association and representative participation. Its public mechanisms are faculty and administrative issues, grievance and appeal committees, not an internal trade union.
8.2.9 - Recognise labour rights, including freedom of association and collective bargaining, for all	Yes	AAU protects staff voice, equal access to representation and redress, and access to the UAE collective-dispute route through worker-chosen representatives, MOHRE conciliation and the Collective Labor Disputes Committee.

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E04](#)

UNIVERSAL COVERAGE

The same policy access applies to academic and administrative employees, women and men, UAE nationals and international staff, without discrimination based on gender, ethnicity or nationality.

Public evidence: [E05](#) | [E06](#) | [E14](#) | [E20](#)

5.1.2 Staff Appeals

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.1.2	Latest Revision	Feb - 2025
Title of The Policy	Staff Appeals	Next Review	Dec - 2025
Responsible Entity	Staff Appeals Standing Committee	Policy Pages	1
Definitions	AAU: Al Ain University		
Purpose	The purpose of the policy is to lay out the procedure, to be taken in case if the employee wants to defend the disciplinary action with justification.		
Scope	This Policy shall be applied to all administrative staff.		
Statement	The policy shall lay out the time line of the appeal and number of appeals.		
Procedures	The employee may appeal the disciplinary decision by presenting his / her appeal in writing to the University President within two weeks of the date on which the disciplinary decision is communicated to him/her in writing. Upon Receiving the appeal, the administrator shall review the matter. The decision on the appeal shall be issued within two weeks and will be considered final.		
Recent Changes			

5.m.1 Faculty Grievances

<i>Subject</i>	Faculty and Professional Staff	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	5.m.1	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Faculty Grievances	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Faculty Grievance Standing Committee	<i>Policy Pages</i>	1
Definitions	AAU: Al Ain University		
Purpose	The purpose of this policy is to establish the right of faculty members to submit grievances against the University or its employees according to proceedings set forth by the University.		
Scope	This policy applies to faculty members who raise any concerns related to the University or its employees.		
Statement	Grievance refers to any concerns raised by a faculty member, against AAU or its employees. At the beginning of the Academic Year, the Deans Council forms a Grievance Committee whose mission is to consider grievances by a faculty member against the University or its employees.		
Procedures	Grievance by a faculty member against the University or its employees is governed by the following procedures: • A faculty member should first work informally with his immediate supervisor to resolve the matter. If the informal procedure does not resolve the grievance, the faculty member may initiate the formal grievance procedure. • The faculty member must submit a written grievance statement to the immediate supervisor of the person whose action is the basis for the grievance. • Upon receiving the grievance statement, the "faculty grievance" committee will investigate and resolve the grievance. The faculty member will receive, a written decision, within ten days. • In case the faculty member is not happy with the decision, further appeal can be made within two weeks.		
Recent Changes			

5.1.1 Faculty Appeals

<i>Subject</i>	Faculty and Professional Staff	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	5.1.1	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Faculty Appeals	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Faculty Appeals Standing Committee	<i>Policy Pages</i>	2
Definitions	Appeals submitted by faculty members reflect the objection to a decision (disciplinary or performance evaluation), and a request for its revision.		
Purpose	This policy recognizes that faculty members have the right to appeal against the disciplinary actions taken against them.		
Scope	A faculty member who has reservations to disciplinary/evaluation decisions can submit an appeal of such decisions.		
Statement	AAU recognizes the right of faculty members to submit appeals that reflect their objections to disciplinary decisions or Performance Evaluation.		
Procedures	The following procedures must be followed when a faculty member appeals a disciplinary decision: • The faculty member must submit any appeal in writing to the University President within two weeks after receiving the decision, including a detailed statement of the basis of the appeal. • The University President refers the appeal to the Faculty Appeals Committee. • The Faculty Appeals Committee review the faculty member's appeal as well as any additional information prior to deciding whether to approve, modify, or reject the disciplinary decision. • Recommendations of the Faculty Appeals Committee must be approved by the Dean's Council. The following procedures must be followed when a faculty member appeals a Grievance decision: • The faculty member may appeal a Deans decision to the University President. • The faculty member must submit any appeal in writing two weeks after receiving the decision. • The University President refers the appeal to the grievance Committee. • The Grievance Committee review the faculty member appeal, as well as any additional information prior to approve, modify, or reject the Deans decision. • Recommendations of the Grievance Committee must be approved by the Dean's Council. Appeal Process If the faculty is not satisfied with the evaluation result, he may appeal through the following process:		

5.m.2 Staff Grievances

<i>Subject</i>	Faculty and Professional Staff	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	5.m.2	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Staff Grievances	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	Staff Grievances Standing Committee	<i>Policy Pages</i>	1
Definitions	Informal Reporting: Verbal discussion between two parties. Formal Reporting: Reporting in writing is considered as formal reporting.		
Purpose	The purpose of this policy is to establish the right of staff members to submit grievance against the University or its employees according to proceedings set forth by the University.		
Scope	This Policy shall be applied to all administrative staff.		
Statement	Grievance refers to any concerns raised by an admin member, against AAU or its employees. At the beginning of the Academic Year, the Deans Council forms a Grievance Committee whose mission is to consider grievances by an admin member against the University or its employees.		
Procedures	This section outlines the procedures by which the staff may raise any concerns related to the work. These concerns can be any of the following in nature: • Concerns related to individual work relationship in the university. • Concerns related to working conditions/situations. • Concerns related to employment terms and conditions. Grievance by an admin member against the University or its employees is governed by the following procedures: • An admin member should first work informally with his immediate supervisor to resolve the matter. If the informal procedure does not resolve the grievance, the admin member may initiate the formal grievance procedure. • The admin member must submit a written grievance statement to the immediate supervisor of the person whose action is the basis for the grievance. • Upon receiving the grievance statement, the "Staff grievance" committee will investigate and resolve the grievance. The admin member will receive, a written decision, within ten days. • In case the employee is not happy with the decision, further appeal can be made within two week.		
Recent Changes			

Standard 1.1 Policy for quality assurance

Institutions should have a policy for quality assurance that is made public and forms part of their strategic management. Internal stakeholders should develop and implement this policy through appropriate structures and processes, while involving external stakeholders.

Findings

1.1 AAU is subject to extensive external regulation. The Commission for Academic Accreditation (CAA) is prominent as a source of oversight and guidance for the University. AAU is licensed by the Ministry of Education and subject to oversight by the Abu Dhabi Department of Education and Knowledge (ADEK). AAU is also subject to significant external scrutiny through international accreditation. Subject areas already accredited include: Engineering by the Accreditation Board for Engineering and Technology; Pharmacy by the Accreditation Council for Pharmacy Education; Law by the French High Council for the Evaluation of Research and Higher Education; Education by the Council for the Accreditation of Educator Preparation; Business by the Association to Advance Collegiate Schools of Business; and Communication by the Agency for Quality Assurance through Accreditation of Study Programs.

1.2 There is an explicit institutional framework for quality assurance. The Quality Assurance and Institutional Research Centre (QAIRC) is the administrative focus for quality assurance and management information. QAIRC reports through the Vice-President for Accreditation and Quality Assurance to the President. There is a structure of university, college and programme quality assurance committees, including AAU Quality Assurance (QA) Administrative Affairs and QA Academic Affairs Committees, with the University Council having oversight under the Board of Trustees.

1.3 The Quality Assurance Manual is a central reference point for quality assurance procedures and the operation of the internal quality assurance system, accompanied by a quality assurance calendar. There is a set of policies and procedures aligned to CAA requirements. They include the Quality Assurance/Institutional Effectiveness Policy and the Benchmarking Policy. The Quality Manual and the main policies are publicly and readily available. AAU uses a digital system to support the management of the policies, with a requirement for annual review.

1.10 Student representatives are included as members of the University Council and college committees. The review team heard from students and faculty of multiple examples of action taken in response to student feedback although it appeared that students had become aware that action had been taken rather than being systematically informed by the University and there tended to be reliance on student representatives to keep other students informed. For example, students requested more courses on emerging Artificial Intelligence to which AAU has responded positively; the development of an Academic Advising Manual in response to student feedback; and the installation of cameras in the car park because of student concerns about safety.

1.11 The review team saw indications of significant institutional reflection on standards, quality and enhancement, as indicated in the previous paragraphs in this section. Such reflection was not, however, always readily apparent in the minutes of committees, which tended to refer briefly to conclusions rather than capturing more fully a summary of the substance of deliberations and the reasons for the decisions and conclusions of committees. For example, the review team saw evidence that the Pharmacy programme effectiveness report had been presented both to the Programme and the College Councils, but there was a truncated record of discussion in those committees. There is similar brevity to the minutes of the University Council. The review team read the sample minutes of the Disciplinary Committee, finding them brief and lacking in a record of the reasons why particular disciplinary outcomes had been decided rather than others; specifically, there was no explanation whether any alleviating circumstances had been considered nor whether any alternative penalties had been considered in the interests of proportionality of outcome. The retention of a more substantive record of the main points of deliberation and the reasons for conclusions and decisions would provide an audit trail of the thinking process across AAU and a means of demonstrating the University's systematic approach to the management of standards and quality enhancement. That would also add to the value of the evidence base.

Non-Discrimination

1.i. Non-Discrimination

Subject	Governance and Management	Effective From	Sep - 2011
Policy #	1.i.	Latest Revision	Feb - 2025
Title of The Policy	Non-Discrimination	Next Review	Dec - 2025
Responsible Entity	HR, Grievance Committees	Policy Pages	1
Definitions	Discrimination and harassment as a form of discrimination is a negative attitude/action that is directed towards someone based on a protected element during work/education life: The following are the elements of discrimination: • Gender • Marital Status • Ethnicity/nationality • Age • Religion • Disability/Special Needs		
Purpose	The purpose of the policy is to promote fair and equal treatment during the day to day operations of university and protect our employees and stakeholders from any harmful offence arising from discrimination, This policy supports our commitment to a positive and safe workplace for all.		
Scope	The policy scope covers all the employees of AAU as well as the students.		
Statement	Al Ain University in line with UAE core values, upholds the principle that all the individual has the right to be treated with respect and equality. Any discrimination, or prejudicial treatment towards students, faculty members, admin staff, and or other stakeholders while conducting business functions (e.g. admissions, recruitment, compensation, promotion, contract renewal, access to virtual and on campus services/facilities); undermines the AAU's essential ethics which shall not be tolerated.		
Procedures	All the AAU community (Faculty, Staff and Students) is encouraged to report the cases witnessed or experienced. The incident can be reported through the set standards of grievance procedures. (for grievance procedures see policy 5.m.1 ,5.m.2, 6.Y)		
Recent Changes			

INSTITUTIONAL FRAMEWORK

2. A multi-layer system protects employee voice and representation

AAU implements its commitment through complementary institutional and statutory layers. Employees can participate in committees and councils, raise individual or shared workplace matters through the relevant issues structures, use formal grievance and appeal procedures, and access external labour-dispute processes administered under UAE law. These routes preserve the distinction between institutional committees and trade unions while giving staff documented channels to articulate concerns and seek resolution.

Layer	AAU provision	Right protected
Public commitment	Dedicated SDG 8.2.2 page and downloadable evidence	Institution-level recognition and accountability
Staff participation	Standing committees with academic and administrative participation from both campuses	Association, consultation and institutional voice
Workplace issues	Separate Faculty Members' and Administrative Members' Issues Committees	Structured consideration of staff concerns
Independent review	Separate grievance and appeal committees and published procedures	Procedural fairness, written decisions and escalation
Equal access	Non-Discrimination Policy covering all employees	Participation without gender or nationality discrimination
External protection	MOHRE complaints, worker representation and Collective Labor Disputes Committee	Collective representation and statutory settlement

Public evidence: [E02](#) | [E03](#) | [E07](#) | [E08](#) | [E09](#) | [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E14](#) | [E29](#) | [E31](#) | [E32](#)

Standing Committees

Standing Committees

[Terms of Reference](#)

- [Appointment and Promotion Committee](#)
- [Risk Management Committee](#)
- [University Publications Committee](#)
- [Quality Assurance for Academic Affairs Committee](#)
- [Quality Assurance for Administrative Affairs Committee](#)
- [Ethical Considerations in Research Committee](#)
- [eLearning Committee](#)
- [Library Committee](#)
- [Community Engagement Committee](#)
- [Scholarships and Humanitarian Aid Committee](#)
- [Student Disciplinary Committee](#)
- [Student Grievances Committee](#)
- [Student Appeals Committee](#)
- [Faculty Members' Issues Committee](#)
- [Faculty Members' Grievances Committee](#)
- [Faculty Members' Appeals Committee](#)
- [Administrative Members Issues Committee](#)
- [Administrative Members Grievances Committee](#)
- [Administrative Members Appeals Committee](#)
- [Students of Determination Affairs Committee](#)

Staff Grievances

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Federal Decree by Law Concerning Regulating Labour Relations



Federal Decree by Law No. (33) of 2021 Concerning Regulating Labour Relations

We Khalifah Bin Zayed Al Nahyan,

UAE President,

- Upon reviewing the Constitution;
- Federal Law No. (1) of 1972 Concerning the Jurisdictions of Ministries and the Powers of Ministers, and any amendments thereto;
- Federal Law No. (6) of 1973 Concerning the Entry and Residence of Foreigners, and any amendments thereto;
- Federal Law No. (8) of 1980 Regulating the Labour Relations, and any amendments thereto;
- Federal Law No. (3) of 1987 Promulgating the Penal Code, and any amendments thereto;
- Federal Law No. (10) of 1992 Promulgating the Law of Evidence of Civil Transactions Law, and any amendments thereto;
- Federal Law No. (11) of 1992 Promulgating the Civil Procedures Code, and any amendments thereto;
- Federal Law No. (35) of 1992 Promulgating the Criminal Procedures Law, and any amendments thereto;
- Federal Law No. (7) of 1999 Promulgating Pensions and Social Security Law, and any amendments thereto;
- Federal Law No. (29) of 2006 Concerning the Rights of Disabled Persons, and any amendments thereto;
- Federal Decree by Law No. (2) of 2015 Concerning Combating Hatred and Discrimination, and any amendments thereto;
- Federal Law No. (13) of 2016 Concerning Judicial Fees Before Federal Courts;
- Federal Law No. (14) of 2016 Concerning Administrative Violations and Sanctions in the Federal Government;
- Federal Law No. (13) of 2020 Concerning Public Health;
- And upon the proposal of the Minister of Human Resources and Emiratisation and the approval of the Cabinet;

Have promulgated the following Decree by law:

Article (1) Definitions

In application of the provisions of this Decree by law, the following words and phrases shall have the meanings assigned to each of them, unless the context otherwise requires:

State: United Arab Emirates.

Ministry: Ministry of Human Resources & Emiratisation.

Minister: Minister of Human Resources & Emiratisation.

Private Sector: Companies, institutions, establishments, or any other entities wholly owned by individuals or jointly with the federal or local government, and companies and establishments wholly owned by the federal or local government unless their Articles of Associations stipulate that they are subject to the provisions of another law.

Establishment: Every economic, technical, industrial or commercial unit, or any other unit approved in the State, in which Workers are employed and whose objective is to produce or market commodities or to provide services, and which is licensed by the Competent Authorities.

Employer: Every natural or legal person employing one or more Workers in return for a Wage.

Worker: Every natural person authorised by the Ministry to work for one of the licensed Establishments in the State, under the supervision and direction of the Employer.

Juvenile: Every person who is between fifteen and eighteen years of age.

Work: Every human effort, whether intellectual, technical or physical, performed according to different types of work.

Work Permit: A document issued by the Ministry, according to which a natural person is allowed to work for a licensed Establishment.

Employment Contract: Every agreement concluded between the Employer and the Worker, in which the latter commits to work for the Employer and under his supervision and direction, in return for a wage that the employer is obligated to pay, according to the contract forms specified by the Executive Regulations of this Decree by law.

Probation Period: The period that may be required by the Employer, which enables the Employer to evaluate the Worker's performance, and enables the Worker to become familiar with his job duties and familiarise himself with the work environment, and according to which he shall determine whether the employment contract shall be continued or terminated in accordance with the provisions of this Decree by law.

Warning Period: The notice period specified in the employment contract, which both parties to the contract shall abide by in the event that either of them wishes to terminate the employment contract.

Basic Wage: The wage specified in the employment contract, which is paid to the Worker in return for his work under the employment contract, on a monthly, weekly, daily, hourly or piece-meal basis, and does not include any other allowances or benefits in kind.

Wage: The basic wage, plus the cash allowances and benefits in kind that are decided for the Worker under the employment contract or this Decree by law, and it may include: The benefits in kind that the Employer is obligated to provide to the Worker or their cash equivalent, if they are determined as part of the wage in the employment contract or the Articles of Association of the Establishment, or the allowances to which

Article (2) Objectives

This Decree by law aims to achieve the following:

1. Ensuring the efficiency of the labour market in the State, which contributes to attracting and maintaining the best competencies and future skills from the workforce, and providing an attractive business environment for Employers, which helps both parties to participate in achieving the State's national development goals.
2. Regulating labour relations and determining the rights and obligations of the parties in this legal relation in a balanced manner.
3. Enhancing the flexibility and sustainability of the labour market in the State by ensuring the protection of the parties to the labour relation, its developments, and the exceptional circumstances that they may face which may affect that relation.
4. Supporting and rehabilitating the capabilities and skills of Workers in the Private Sector, in a manner that enhances the efficiency and productivity of the workforce in the labour market in the State.
5. Providing protection to both parties to the labour relation and enabling them to obtain their rights within the framework of this Decree by law.

The Settlement of Labor Disputes and Complaints Procedures

Ministerial Resolution No. (47) of 2022

Regarding

The Settlement of Labor Disputes and Complaints Procedures

His Excellency the Minister of Human Resources and Emiratization:

- Having reviewed the Federal Law No. (1) of 1972 regarding the duties of the Ministers and powers of the Ministers, and its amendments; and
- Federal Decree-Law No. (33) of 2021 regulating labor relations; and
- Cabinet Resolution No. (21) of 2020 regarding fees for services provided by the Ministry of Human Resources and Emiratization; and
- Cabinet Resolution No. (1) of 2022 regarding the executive regulations of Federal Decree-Law No. 33 of 2021 regarding the regulation of labor relations

Has resolved:

Article (1)

Individual Labor Complaints

Subject to the provisions of Article No. (54) Of the aforementioned Decree-Law No. (33) of 2021, the employer and the worker have the right to file a labor complaint within thirty (30) days should either of them fail to fulfil his obligations stated in the employment contract or breach the provisions of the Decree-Law concerning the Regulation of Labor Relations and its executive regulations and decisions issued in implementation thereof.

Article (2)

Settlement of Disputes

The Ministry shall take all necessary action to settle individual labor complaints within a period not exceeding fourteen (14) days from the date of the submission of the complaint. If an amicable settlement is not reached, the dispute will be referred to the concerned Labour court.

Article (3)

Obligations of the worker whose complaint is referred to court

1. Pursuant to the text of Article No. (31) Of the Executive Regulations of Federal Decree-Law No. (33) of 2021 concerning the Regulation of Labor Relations, every worker whose labor complaint has been referred to the Labour Court must abide by the following:
 - a) Register the labor complaint with the competent court within a maximum period of fourteen (14) days from the date of approving the referral to the judiciary;

Cabinet Resolution Regarding the Establishment of the Collective Labor Disputes Committee



Cabinet Resolution No. (46) of 2022 Regarding the Establishment of the Collective Labor Disputes Committee

The Cabinet:

- Having reviewed the Constitution;
- Federal Law No. (1) of 1972 Regarding the Competencies of Ministries and the Powers of Ministers, as amended;
- Federal Decree by Law No. (33) of 2021 Regulating Labor Relations;
- Cabinet Resolution No. (11) of 1982 Regarding the Regulation of Litigation Procedures and Other Rules Necessary for the Proper Functioning of the Conciliation Committees and the Supreme Arbitration Committee for the Settlement of Collective Labor Disputes;
- Cabinet Resolution No. (1) of 2022 Regarding the Executive Regulations of Federal Decree by Law No. (33) of 2021 Regarding the Regulation of Labor Relations; and
- Upon the proposal of the Minister of Human Resources and Emiratization and the approval of the Cabinet;

Hereby resolves as follows:

Article (1) Definitions

For the purposes of implementing the provisions of this Resolution, the following terms and expressions shall have the meanings assigned to each of them, unless the context requires otherwise:

Ministry: Ministry of Human Resources and Emiratization.

Minister: Minister of Human Resources and Emiratization.

Committee: The Collective Labor Disputes Committee established pursuant to this Resolution.

Article (2) Committee Establishment

1. A committee called the "Collective Labor Disputes Committee" shall be established, affiliated with the Ministry, and shall be formed as follows:

- The Under-secretary of the Ministry of Human Resources and Emiratization for Human Resources Affairs - Chairman.
- A judge with the rank of President of the Court of Appeal, nominated by the Minister of Justice - Member.
- A representative of the Chamber of Commerce in any of the Emirates of the State within the territorial jurisdiction of the dispute, nominated by the President of the Federation of UAE Chambers of Commerce and Industry - Member.
- A representative of the local labor committee/ Labor Crisis Management Team in the Emirate within the territorial jurisdiction of the dispute - Member.
- A representative of the Labor Relations Department at the Ministry of Human Resources and Emiratization - Member and Secretary.

2. The Minister shall issue a decision naming the Committee members stipulated in this Article.

Article (3) Committee Duties

The Committee stipulated in Article (2) of this Resolution shall be competent to consider collective labor disputes related to workers' entitlements, referred by the Ministry, where the number of workers involved exceeds (50) fifty, where an amicable settlement between the two parties to the labor relationship could not be reached.

Article (4) Local Committees at the Level of the Emirates

A special committee may be established to consider collective labor disputes in any Emirate of the State based on a request submitted to the Ministry by the Concerned Authority in that Emirate. A resolution shall be issued by the Minister to nominate its members, provided that a judge shall be included in its membership, who shall be nominated in coordination with the Minister of Justice and a representative from the Ministry, and provided that the committee shall adhere to the same procedures set forth in this Resolution.

Article (5) Committee Convening

1. The Committee shall convene at the Ministry's headquarters, at any other location it deems appropriate, or through digital channels. The Committee's Convening shall not be valid unless attended by the majority of its members, including the Chairman, the judge, and a representative of the Ministry.
2. The Committee shall, within two working days as of the date of receiving the collective dispute, schedule a hearing to consider the dispute, provided that the Committee's Secretary shall notify the Committee members and the parties to the dispute of the date and place of the hearing in any appropriate manner the Committee shall deem appropriate. The parties to the dispute may submit a written memorandum of defense supported by relevant documents at least three (3) days prior to the scheduled hearing.
3. The Workers shall be represented by a number of representatives selected thereby from among them, provided that their number shall not be less than (3) three and not more than (5) five. The Employer may, if they are unable to attend, appoint a legal representative.
4. The Committee may hear witnesses and summon whomever it deems appropriate to adjudicate the dispute or engage specialized experts. The Committee may also examine all documents and papers related to the dispute and take measures to adjudicate thereof.
5. The Committee may impose legally prescribed penalties in the event that one of the litigants fails to appear before the Committee, or one of the witnesses fails without an acceptable excuse or refuses to answer.

Article (6) The Committee's Decisions

1. The Committee shall issue its decision within a maximum period of (30) thirty days from the date of the first session, whether the parties to the dispute are present or not, according to the evidence and proofs available to support its decision. The Committee shall issue its decision by a majority vote, and the decision shall be reasoned. In the event of a tie, the Chairman shall have the casting vote.
2. The Committee's decision shall be referred to the competent enforcement department within whose jurisdiction the dispute falls, to append with the writ of execution, provided that the parties to the dispute shall be notified of the Committee's decision within two days as of the date of its issuance, as it is final and binding on the parties to the dispute.

Article (7) Liquidation of Bank Guarantees and Insurance

In all cases, in order to protect the rights of workers and to address the consequences of the collective labor dispute, the Committee may request the Ministry to liquidate the bank guarantees and disburse the value of the insurance coverage based on its decision appended with the writ of execution.

UAE LABOUR FRAMEWORK

3. UAE law provides formal collective representation and dispute settlement

AAU's recognition operates within Federal Decree-Law No. 33 of 2021 and its executive and ministerial instruments. The applicable framework regulates employment relationships, complaints and collective labour disputes. Ministerial Resolution No. 47 of 2022 provides a collective route for a group of at least 100 workers who share a dispute: the workers select three to five representatives, the Ministry of Human Resources and Emiratisation seeks an amicable settlement, and any settlement minutes are signed by the employer and the workers' representatives.

If settlement is not achieved through conciliation, the matter proceeds to the Collective Labor Disputes Committee established by Cabinet Resolution. MOHRE also publishes a dedicated service for registering collective labour complaints. These statutory channels give AAU employees a formal route for representative collective action and settlement outside the University's internal processes.

Statutory stage	Collective-right mechanism	Application to AAU employees
Collective complaint	A shared labour dispute may be registered with MOHRE	Employees may invoke the national process
Worker representation	The workers select three to five representatives	Representation is chosen by the participating workers
Conciliation	MOHRE attempts an amicable settlement	Employer and worker representatives participate
Recorded settlement	Agreed minutes are signed by both sides	Collective outcome is formally documented
Committee referral	Unresolved disputes proceed to the Collective Labor Disputes Committee	Independent statutory escalation remains available

Public evidence: [E29](#) | [E30](#) | [E31](#) | [E32](#) | [E33](#) | [E34](#) | [E35](#)

Federal Decree by Law Concerning Regulating Labour Relations



Federal Decree by Law No. (33) of 2021 Concerning Regulating Labour Relations

We Khalifah Bin Zayed Al Nahyan,

UAE President,

- Upon reviewing the Constitution;
- Federal Law No. (1) of 1972 Concerning the Jurisdictions of Ministries and the Powers of Ministers, and any amendments thereto;
- Federal Law No. (6) of 1973 Concerning the Entry and Residence of Foreigners, and any amendments thereto;
- Federal Law No. (8) of 1980 Regulating the Labour Relations, and any amendments thereto;
- Federal Law No. (3) of 1987 Promulgating the Penal Code, and any amendments thereto;
- Federal Law No. (10) of 1992 Promulgating the Law of Evidence of Civil Transactions Law, and any amendments thereto;
- Federal Law No. (11) of 1992 Promulgating the Civil Procedures Code, and any amendments thereto;
- Federal Law No. (35) of 1992 Promulgating the Criminal Procedures Law, and any amendments thereto;
- Federal Law No. (7) of 1999 Promulgating Pensions and Social Security Law, and any amendments thereto;
- Federal Law No. (29) of 2006 Concerning the Rights of Disabled Persons, and any amendments thereto;
- Federal Decree by Law No. (2) of 2015 Concerning Combating Hatred and Discrimination, and any amendments thereto;
- Federal Law No. (13) of 2016 Concerning Judicial Fees Before Federal Courts;
- Federal Law No. (14) of 2016 Concerning Administrative Violations and Sanctions in the Federal Government;
- Federal Law No. (13) of 2020 Concerning Public Health;
- And upon the proposal of the Minister of Human Resources and Emiratisation and the approval of the Cabinet;

Have promulgated the following Decree by law:

Cabinet Resolution Concerning the Executive Regulation of Federal Decree-Law Regulating Labour Relations



Cabinet Resolution No. (1) of 2022 Concerning the Executive Regulation of Federal Decree-Law No. (33) of 2021 Regulating Labour Relations

The Cabinet,

- Having reviewed the Constitution; and
- Federal Law No. (1) of 1972, Concerning the Competences of Ministries and Capacities of Ministers, and its amendments thereof; and
- Federal Decree-Law No. (33) of 2021, Regulating Labour Relations; and
- Federal Decree-Law No. (47) of 2021, Concerning the Unified General Rules of Employment in the United Arab Emirates; and
- Based upon the proposal by the Minister of Human Resources and Emiratization, and the Cabinet's approval,

Resolved:

Article (1) Definitions

The definitions stipulated in the Federal Decree-Law shall be applicable to this Resolution with the exception of the following terms whose meanings assigned to each of them, unless the context otherwise requires:

Decree-Law: Federal Decree-Law No. (33) of 2021, Regulating Labour Relations

Legislation: Collection of Resolutions, Guides and Circulars in relation to employment at the Ministry of Human Resources and Emiratization

Article (2) Classification of Establishments

Subject to the provisions of clause (1) of Article (70) of the Decree-Law:

1. Establishments shall be classified in accordance with criteria that include economic activity, volume of manpower, manpower's cultural and demographic diversity and compliance with legal regulations and support in implementing government directives with respect to Emiratization, training, and development of skills.
2. The Cabinet shall issue, upon the Minister's proposal, the resolutions necessary for the classification of establishments and the privileges



Cabinet Resolution No. (46) of 2022 Regarding the Establishment of the Collective Labor Disputes Committee

The Cabinet:

- Having reviewed the Constitution;
- Federal Law No. (1) of 1972 Regarding the Competencies of Ministries and the Powers of Ministers, as amended;
- Federal Decree by Law No. (33) of 2021 Regulating Labor Relations;
- Cabinet Resolution No. (11) of 1982 Regarding the Regulation of Litigation Procedures and Other Rules Necessary for the Proper Functioning of the Conciliation Committees and the Supreme Arbitration Committee for the Settlement of Collective Labor Disputes;
- Cabinet Resolution No. (1) of 2022 Regarding the Executive Regulations of Federal Decree by Law No. (33) of 2021 Regarding the Regulation of Labor Relations; and
- Upon the proposal of the Minister of Human Resources and Emiratization and the approval of the Cabinet;

Hereby resolves as follows:

Article (1) Definitions

For the purposes of implementing the provisions of this Resolution, the following terms and expressions shall have the meanings assigned to each of them, unless the context requires otherwise:

Ministry: Ministry of Human Resources and Emiratization.

Minister: Minister of Human Resources and Emiratization.

Committee: The Collective Labor Disputes Committee established pursuant to this Resolution.

LEGAL AND INSTITUTIONAL ROUTES WORK TOGETHER

AAU's internal representation and redress arrangements do not replace statutory rights. Employees retain access to the collective labour-dispute process provided by UAE law.

STAFF REPRESENTATION

4. Dedicated structures represent faculty and administrative staff

AAU maintains parallel structures for its two principal employee groups. Faculty members and administrative staff each have an Issues Committee, a Grievances Committee and an Appeals Committee. The Issues Committees provide a standing route for workplace concerns and proposals; the Grievances Committees review formal complaints; and the Appeals Committees provide a further level of review.

Employee group	Issues and voice	Grievance review	Appeal review
Faculty members	Faculty Members' Issues Committee	Faculty Members' Grievances Committee	Faculty Members' Appeals Committee
Administrative staff	Administrative Members Issues Committee	Administrative Members Grievances Committee	Administrative Members Appeals Committee

4.1 Institution-wide participation

The Terms of Reference describes standing committees as significant to AAU governance and provides for institutional participation by academic and administrative staff from the University's colleges, units and campuses. The Deans Council appoints chairs and members for each academic year, and committees submit recommendations through the University's governance system. This establishes continuing, documented participation rather than a one-off consultation exercise.

Public evidence: [E07](#) | [E08](#) | [E09](#) | [E15](#) | [E16](#) | [E17](#) | [E18](#) | [E25](#) | [E26](#) | [E27](#)

Terms of Reference of Standing Committees

1.c. Terms of Reference of Standing Committees

<i>Subject</i>	Governance and Management	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	1.c.	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Terms of Reference of Standing Committees	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	University Management	<i>Policy Pages</i>	6
Definitions	AAU: Al Ain University AA: Al AIN AD: Abu Dhabi ToR: Terms of Reference		
Purpose	"Standing Committees" play a significant role in the governance of AAU. To ensure the overall institutional participation in the University standing committees, committee members are appointed from the academic and administrative staff from both campuses.		
Scope	The "Standing Committees" policies and procedures are kept in line with the Ministry of Education standards.		
Statement	"Standing Committees" serve vital role toward achieving AAU mission and vision.		
Procedures	The Deans' Council appoints chairs and members of each of the "Standing Committees", at the beginning of the academic year. The Committee Chair manages the committee operations and the development of recommendations, which will be proposed to the Deans' Council.		
Recent Changes			

Committee		Terms of References (ToR)			
#	Name	Membership	Reporting To	Meeting Frequency	Objectives
1	Appointment and Promotion Committee	AAU President, Chair •Vice President (Abu Dhabi) •Vice President-Development and Follow-up •Dean- College of Law •Dean- College of Business •Dean- Scientific Research and Graduate Studies	Deans Council	whenever needed	•The committee is the decision-making authority for appointing new faculty members and granting promotions for the eligible academic staff upon recommendations from the related college council. •For an academic promotion- the committee members shall have a rank equal to- or higher than- the faculty member applicant. •The committee members review the application- according to the "Faculty Promotion" policy.
2	Risk Management Committee	Vice President (Abu Dhabi Campus), Chair •Dean- College of Engineering •Dean- College of Pharmacy •Dean- Student Affairs •Deputy Dean- College of Engineering •Deputy Dean- College of Pharmacy •Manager- Information Technology Center •Manager-Human Resources •Manager- Financial Affairs •General Registrar •Senior Admin Supervisor – (Al Ain Campus) •Senior Admin Supervisor- (Abu Dhabi)	University Council	once per semester	•Facilitating the communication and the coordination of risk management plans across all colleges, units, and centers within the university. The primary objective is to construct and maintain the overarching university-level risk management plan as well as risk management report. Additionally, the committee is tasked with the ongoing responsibility of preparing a risk management manual and revising the forms utilized in the preparation of the risk management plan, ensuring their alignment with the standards set by the Commission for Academic Accreditation (CAA).
3	University Publications Committee	Vice President (Development & Follow-up), Chair •Dean- College of Engineering •Dean- College of Pharmacy •Dean- College of Law •Dean- College of Education, Humanities and Social Sciences •Dean- College of Business •Dean- College of Communication and Media •Dean- Graduate Studies and Scientific Research •Manager- Information Technology Center •Manager- Human Resource Unit •Public Relation Executive	University Council	whenever needed	•Revising all institutional publications and AAU website to ensure that they are current, consistent, and aligned.
4	Quality Assurance Committee for	Vice President (QA & Accreditation), Chair	Deans Council	once per semester	•The committee facilitates and monitors the activities related to

	Academic Affairs	•Representative- College of Engineering •Representative- College of Pharmacy •Representative- College of Law •Representative- College of Education- Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media.			planning and effectiveness of AAU academic programs. •The committee ensures that the academic programs- delivery system and program assessment model satisfy the institutional goals and objectives.
5	Quality Assurance Committee for Administrative Affairs	Vice President (QA & Accreditation), Chair •Manager- Information Technology Center •Manager- Human Resource Unit •Deputy Manager- Human Resource Unit •Manager - Financial Affairs •General Registrar •Senior Admin Supervisor (Al Ain) •Senior Admin Supervisor (Abu Dhabi) •Director- Library •Deputy Director- Library	University Council	Once per semester	•The committee coordinates- synchronizes and monitors the planning and effectiveness activities of AAU administrative affairs. •The committee develops the recommendations on matters related to the quality of the administrative service.
6	Ethical Considerations in Research Committee	Program Director (B.Sc. in Nutrition & Dietetics), Chair •Representative- College of Engineering •Representative- College of Law •Representative- College of Education, Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media	Deans Council	once per semester	•The committee promotes awareness and understanding of the ethical issues in scientific research. •The committee reviews the submitted scientific research projects- in terms of ethical matters and standards of the UAE, as well as provides recommendations. •The committee facilitates research conducted by the faculty members of the AAU in terms of processing the ethical applications
7	elearning Committee	Deputy Dean (College of Engineering), Chair •Representative- College of Engineering •Representative- College of Pharmacy •Representative- College of Law •Representative- College of Education, Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media •Manager- Information Technology Center	Deans Council	once per semester	•Develop and recommend new university-wide e-learning policies addressing the integration and ethical use of emerging technologies in online education platforms. •Increase faculty participation in e-learning technology training programs to ensure effective implementation of the established policies and enhance overall digital pedagogy.
8	library Committee	Library Director, Chair •Representative- College of Engineering	Deans Council	Once per semester	•The committee makes recommendations to the Dean

		•Representative- College of Pharmacy •Representative- College of Law •Representative- College of Education- Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media •Library Supervisor (Abu Dhabi)				Council with due regard to library responsibilities at the university. •The committee advises the University Librarian on his/her responsibility for the administration of the library. •The committee serves as a point of contact or forum for consultation between the Library, the Faculties, and the students on library services, resources, policies, and regulations.
9	Community Engagement Committee	Al Ain Campus Dean- Student Affairs, Chair •Representative- College of Engineering •Representative- College of Pharmacy •Representative- College of Law •Representative- College of Education- Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media	Abu Dhabi Campus Deputy Dean- Student Affairs, Chair •Representative- College of Engineering •Representative- College of Pharmacy •Representative- College of Law •Representative- College of Education- Humanities and Social Sciences •Representative- College of Business •Representative- College of Communication and Media	Deans Council	At least one time per semester	•Enrich the overall university experience for students by providing opportunities for personal and social growth outside the classroom. •Encourage AAU community to be active members through organizing activities and events which create good relationships within and outside AAU community.
10	Scholarships and Humanitarian Aid Committee	Dean- Student Affairs, Chair •Deputy Dean- Student Affairs •General Registrar •Deputy General Registrar •Manager - Financial Affairs •Deputy Manager - Financial Affairs		University Council	At least one time per semester	•Reviewing and discussing the student applications related to scholarships and grants, then submitting the recommendations for each application. •Creating or developing any strategies related to scholarships and grants.
11	Student Disciplinary Committee	Al Ain Campus Dean- Student Affairs, Chair •Representative- College of Engineering •Representative- College of Law	Abu Dhabi Campus Deputy Dean- Student Affairs, Chair •Representative- College of Pharmacy •Representative- College of Law	AAU President	when needed	•Investigating any violations or misconduct done by AAU students. •Applying the regulations for student discipline related to the definitions of fraud and the penalties.

		•Representative- College of Business •General Registrar	•Representative- College of Business •Deputy General Registrar			
12	Student Grievances Committee	Al Ain Campus Dean- Student Affairs, Chair •Representative- College of Law •General Registrar	Abu Dhabi Campus Deputy Dean- Student Affairs, Chair •Representative- College of Law •Deputy General Registrar	AAU President	when needed	•Investigating any complaints or grievances (non-academic) submitted by the students regarding issues not listed within the university's instructions, such as a complaint from a student against another or from the student against the university. •Ensure addressing grievances in a fair, transparent, and timely manner with fair resolution of grievances. •The committee deliberates and decides on the grievances referred to all relevant documents- then finally adopts the recommendations by a majority vote.
13	Student Appeals Committee	Dean- College of Law, Chair •Representative- College of Engineering •Representative- College of Communication and Media		Deans' Council	when needed	•The Student Appeals Committee is responsible for examining student grievances against the decisions of the Student Disciplinary and Student Grievances Committees. •The committee reviews the appeals according to the "Students Appeals" policy. •The committee deliberates and decides on the appeal referred to all relevant documents- then finally adopts the recommendations by voting.
14	Faculty Members' Disciplinary Committee	Dean- College of Law, Chair •Dean- Scientific Research and Graduate Studies •Dean- Student Affairs		AAU President	when needed	•The committee is responsible for examining all faculty member cases referred to it by the university's senior administration regarding complaints and violations - as per the "Faculty Discipline" policy.
15	Faculty Members' Appeals Committee	Department Head (Private Law), Chair •Director- College of Business •Representative- College of Pharmacy		Deans' Council	when needed	•The committee reviews and resolves the appeals- submitted by the faculty members- as per the "Faculty Appeals" policy. •Supporting the university's rights to implement its policy regarding appealing the decisions of investigation committees in a transparent manner. •Upholding the appellant's rights
16	Faculty Members' Grievances Committee	Deputy Dean (College of Law), Chair •Director - Cybersecurity Program •Dean- concerned college		AAU President	when needed	•The committee reviews and resolves the grievances- submitted by the faculty members- as per the "Faculty Grievances" policy.

University Council

Name	Position	Membership
Prof. Amer Mohammad Jaser Qasem	President	Chairman
Prof. Nazih Abdelrahman "Khaddaj Mallat"	Vice president, Accreditation affairs and quality assurance	Member
Dr. Qutaibah Althebyan	Dean, College of Engineering	Member
Prof. Mohammad Ahmad Ghattas	Dean of the College of Pharmacy	Member
Prof. Moustafa Al Metwali Kandeel	Dean of the College of Law	Member
Prof. Emad Mohammad AlGhazo	Dean of the College of Education and Humanities, and Social Sciences	Member
Prof. Zafar Husain	Dean of the College of Business	Member
Dr. Rahima Aissani	Dean of Communication and Media	Member
Prof. Firas Abedal-Rahman Alquran	Dean - College of Dentistry	Member
Prof Lo'ai AbuSharour	Dean - College of Nursing	Member
Prof. Haythem Bany Salameh	Dean of Scientific Research and Graduate Studies	Member
Dr. Abdel Ghani Amar Remache	ELC Director	Member
Dr. Abdoulaye Kaba	Library Director	Member
Mrs. Sidra Shahin	HR Manager	Member
Mr. Mohammad Khaled Sadiki	Financial Affairs Manager	Member
Mr. Muath Hamzeh Abu AlRub	General Registrar	Member
Mr. Mohammad Nihad Hasan	Administrative Manager	Member
Student Faisal Khalfan Alyaqoubi	College of Engineering / Abu Dhabi Campus	Member
Student Awad Abdulla Alkaabi	College of Law / Al Ain Campus	Member
Student Maha Abdulla Al Jaber	College of Communication and Media	Member

Dean Council

Name	Position	Membership
Prof. Amer Mohammad Jaser Qasem	President	Member
Prof. Nazih Abdelrahman Khaddaj Mallat	Vice president - Accreditation affairs and quality assurance	Member
Dr. Qutaibah Anwar Al Thebyan	Dean - College of Engineering	Member
Prof. Mohammad Ahmad Ghattas	Dean - College of Pharmacy	Member
Prof. Mustafa Al Metwali Kandeel	Dean - College of Law	Member
Prof. Emad Mohammad AlGhazo	Dean - College of Education, Humanities, and Social Sciences	Member
Prof. Zafar Husain	Dean - College of Business	Member
Dr. Rahima Al Tayeb Aissani	Dean - College of Communication and Media	Member
Prof. Firas Abedal-Rahman Alquran	Dean - College of Dentistry	Member
Prof Lo'ai AbuSharour	Dean - College of Nursing	Member
Prof. Haythem Bany Salameh	Dean – Deanship of Research and Graduate Studies	Member

PRIMARY INSTITUTIONAL EVIDENCE

5. Public evidence of staff issues, grievance and appeal committees

AAU's public committee register identifies the parallel faculty and administrative structures, while the Terms of Reference records the governance role and institution-wide participation expected of standing committees.

- Appointment and Promotion Committee
- Risk Management Committee
- University Publications Committee
- Quality Assurance for Academic Affairs Committee
- Quality Assurance for Administrative Affairs Committee
- Ethical Considerations in Research Committee
- eLearning Committee
- Library Committee
- Community Engagement Committee
- Scholarships and Humanitarian Aid Committee
- Student Disciplinary Committee
- Student Grievances Committee
- Student Appeals Committee
- Faculty Members' Issues Committee
- Faculty Members' Grievances Committee
- Faculty Members' Appeals Committee
- Administrative Members Issues Committee
- Administrative Members Grievances Committee
- Administrative Members Appeals Committee
- Students of Determination Affairs Committee

Subject	Governance and Management	Effective From	Sep - 2011
Policy #	1.c.	Latest Revision	Feb - 2025
Title of The Policy	Terms of Reference of Standing Committees	Next Review	Dec - 2025
Responsible Entity	University Management	Policy Pages	6
Definitions	AAU: Al Ain University AA: Al AIN AD: Abu Dhabi ToR: Terms of Reference		
Purpose	"Standing Committees" play a significant role in the governance of AAU. To ensure the overall institutional participation in the University standing committees, committee members are appointed from the academic and administrative staff from both campuses.		
Scope	The "Standing Committees" policies and procedures are kept in line with the Ministry of Education standards.		
Statement	"Standing Committees" serve vital role toward achieving AAU mission and vision.		
Procedures	The Deans' Council appoints chairs and members of each of the "Standing Committees", at the beginning of the academic year. The Committee Chair manages the committee operations and the development of recommendations, which will be proposed to the Deans' Council.		
Recent Changes			

Exhibit 1. AAU's public Standing Committees register (left) and Terms of Reference (right). The sources document faculty and administrative issues, grievance and appeal structures and the institutional role of standing committees. [E07-E09]

Public evidence: [E07](#) | [E08](#) | [E09](#)

GRIEVANCE AND APPEAL RIGHTS

6. Published procedures protect the right to raise employment concerns

AAU publishes separate grievance and appeal policies for administrative staff and faculty members. The Staff Grievances Policy establishes the right of administrative staff to submit a grievance concerning the University or another employee and expressly covers matters arising from the individual work relationship, working conditions and employment terms. The responsible standing committee is constituted annually within the University's governance framework.

Procedural protection	Published AAU provision	Employee-right outcome
Accessible first step	Informal resolution may be sought before a formal grievance	Early voice and problem solving
Formal written grievance	The employee may submit a documented complaint	A reviewable institutional record is created
Investigation and resolution	The responsible committee considers the matter	Concerns receive structured examination
Written outcome	A written decision is issued within the published timeframe	Transparency and accountability
Appeal	The employee may appeal within the published period	A second level of institutional review
External route	UAE labour complaint and collective-dispute procedures remain available	Internal procedures do not remove statutory rights

Public evidence: [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E15](#) | [E16](#) | [E17](#) | [E18](#) | [E31](#) | [E34](#)

PRIMARY POLICY EVIDENCE

7. Staff Grievances Policy

The public policy identifies its purpose, scope, responsible committee and grievance process. It covers administrative staff and employment-related concerns, including working conditions and employment terms.

5.m.2 Staff Grievances

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.m.2	Latest Revision	Feb - 2025
Title of The Policy	Staff Grievances	Next Review	Dec - 2025
Responsible Entity	Staff Grievances Standing Committee	Policy Pages	1
Definitions	Informal Reporting: Verbal discussion between two parties. Formal Reporting: Reporting in writing is considered as formal reporting.		
Purpose	The purpose of this policy is to establish the right of staff members to submit grievance against the University or its employees according to proceedings set forth by the University.		
Scope	This Policy shall be applied to all administrative staff.		
Statement	Grievance refers to any concerns raised by an admin member, against AAU or its employees. At the beginning of the Academic Year, the Deans Council forms a Grievance Committee whose mission is to consider grievances by an admin member against the University or its employees.		
Procedures	This section outlines the procedures by which the staff may raise any concerns related to the work. These concerns can be any of the following in nature: - Concerns related to individual work relationship in the university. - Concerns related to working conditions/situations. - Concerns related to employment terms and conditions. Grievance by an admin member against the University or its employees is governed by the following procedures: - An admin member should first work informally with his immediate supervisor to resolve the matter. If the informal procedure does not resolve the grievance, the admin member may initiate the formal grievance procedure. - The admin member must submit a written grievance statement to the immediate supervisor of the person whose action is the basis for the grievance. - Upon receiving the grievance statement, the "Staff grievance" committee will investigate and resolve the grievance. The admin member will receive, a written decision, within ten days. - In case the employee is not happy with the decision, further appeal can be made within two week.		

Exhibit 2. AAU Staff Grievances Policy: purpose, scope, responsible standing committee and formal process. Source: AAU public policy [E10].

Public evidence: [E10](#) | [E12](#)

WOMEN AND INTERNATIONAL STAFF

8. Representation and labour-rights channels are open to all employees

AAU's Non-Discrimination Policy covers all employees and protects equality across gender, marital status, ethnicity or nationality, age, religion, disability and special needs. It applies to employment matters including recruitment, compensation, promotion, contract renewal and access to institutional opportunities. Employees are encouraged to report discrimination through the relevant grievance procedures.

Accordingly, women and international staff have equal access to the University's issues committees, grievance and appeal routes, participatory governance and external labour mechanisms. Eligibility is based on employment category and the subject of the matter, not gender or nationality.

Population	AAU protection	Equal-access application
Women employees	Gender is a protected characteristic	Equal access to representation, grievance and appeal channels
International staff	Ethnicity and nationality are protected characteristics	Equal access regardless of country of origin
Faculty members	Faculty grievance, appeal and issues structures	Academic employees have dedicated routes
Administrative staff	Staff grievance, appeal and issues structures	Professional and administrative employees have parallel routes
Employees with disabilities	Disability and special needs are protected	Participation and redress are governed by equal-treatment principles

Public evidence: [E09](#) | [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E14](#) | [E20](#)

NO EXCLUSION BY GENDER OR NATIONALITY

AAU's protected-characteristic framework makes the University's staff-voice and redress systems available to women and international employees on the same basis as all other staff.

EQUAL-TREATMENT EVIDENCE

9. Public policy prohibits employment discrimination

The Non-Discrimination Policy gives AAU's universal labour-rights commitment an explicit equal-treatment basis. Its protected characteristics include gender and ethnicity or nationality, and its scope includes all AAU employees.

Definitions	Discrimination and harassment as a form of discrimination is a negative attitude/action that is directed towards someone based on a protected element during work/education life: The following are the elements of discrimination: • Gender • Marital Status • Ethnicity/nationality • Age • Religion • Disability/Special Needs
Purpose	The purpose of the policy is to promote fair and equal treatment during the day to day operations of university and protect our employees and stakeholders from any harmful offence arising from discrimination, This policy supports our commitment to a positive and safe workplace for all.
Scope	The policy scope covers all the employees of AAU as well as the students.
Statement	Al Ain University in line with UAE core values, upholds the principle that all the individual has the right to be treated with respect and equality. Any discrimination, or prejudicial treatment towards students, faculty members, admin staff, and or other stakeholders while conducting business functions (e.g. admissions, recruitment, compensation, promotion, contract renewal, access to virtual and on campus services/facilities); undermines the AAU's essential ethics which shall not be tolerated.
Procedures	All the AAU community (Faculty, Staff and Students) is encouraged to report the cases witnessed or experienced. The incident can be reported through the set standards of grievance procedures. (for grievance procedures see policy 5.m.1 ,5.m.2, 6.Y)

Exhibit 3. AAU Non-Discrimination Policy: institution-wide scope, protected characteristics and application to employment. Source: AAU public policy [E14].

Public evidence: [E14](#)

10. QAA independently confirms an inclusive, international workforce

The Quality Assurance Agency's February 2024 International Quality Review provides independent evidence that AAU's employment system operates across a diverse workforce. QAA recorded an equal-opportunity, non-discriminatory recruitment approach regardless of gender, race, religion or physical disability. It also reported that more than three quarters of full-time faculty came from Jordan, Egypt, Canada and Pakistan and that women represented 35 per cent of full-time faculty.

This evidence is directly relevant to universal coverage. AAU's policies are not framed for a homogeneous workforce; they apply within a demonstrably multinational institution that includes substantial participation by women.

5.3 AAU has adopted an equal opportunity and non-discriminatory recruitment policy, which aims to select qualified candidates regardless of the applicant's gender, race, religion or physical disability. As of 2023, AAU had 209 full-time faculty members across two campuses and distributed among its six colleges. A significant proportion of faculty (more than 75%) were from, Jordan, Egypt, Canada and Pakistan. Male colleagues constituted 65% of teaching staff and the remaining 35% were women. The distribution of faculty rank was as follows: Professor (19%), Associate Professor (34%), Assistant Professor (39%) and Instructor (8%).

Exhibit 4. Independent QAA review evidence on AAU's equal-opportunity recruitment, international faculty composition and gender distribution in 2023. Source: QAA International Quality Review, February 2024 [E20].

Public evidence: [E19](#) | [E20](#) | [E21](#) | [E22](#)

PARTICIPATORY GOVERNANCE

11. Staff participation is embedded in University governance

AAU's standing-committee system connects employee participation to formal governance. Academic and administrative staff serve on committees across both campuses, while committee recommendations move through the Deans Council and other responsible authorities. College and university councils provide additional forums through which staff contribute to institutional and academic decisions.

The University's Academic Freedom Policy supports the open exercise of academic responsibilities, while the Quality Assurance Manual embeds stakeholder participation and documented review. Together with the issues, grievance and appeal bodies, these arrangements support a workplace in which staff can communicate, associate around institutional responsibilities and seek collective or individual consideration of employment concerns.

Governance channel	Participation function	Labour-rights contribution
Standing committees	Academic and administrative participation across units and campuses	Regular staff voice and institutional consultation
Issues committees	Consider faculty and administrative workplace matters	Dedicated route for employee concerns
College councils	Faculty participation in academic governance	Professional voice in academic decisions
Deans Council	Receives recommendations and appoints annual committees	Connects staff mechanisms to formal authority
Quality assurance	Stakeholder participation, review and documented improvement	Systematic rather than ad hoc engagement
Academic freedom	Protects responsible teaching, research and publication	Supports an open professional environment

Public evidence: [E07](#) | [E08](#) | [E09](#) | [E19](#) | [E20](#) | [E25](#) | [E26](#) | [E27](#) | [E28](#)

ROLE CLARITY

AAU's participatory bodies provide institutional voice, consultation and redress. The University does not mischaracterise these governance bodies as trade unions.

EVIDENCE YEAR AND CONTINUITY

12. The framework was in place by 2024 and remains publicly current

AAU's system is established and continuing. The standing-committee and grievance frameworks have been effective since September 2011. Staff and faculty handbooks for 2023-2024 and 2024-2025 locate the employment and governance arrangements within the required evidence cycle. The July 2024 Quality Assurance Manual and February 2024 QAA review provide institutional and independent evidence from the reporting year.

Period	Public evidence	Continuity established
2011 onward	Standing-committee and grievance frameworks effective from September 2011	Established institutional system
2023-2024	Staff and Faculty Handbooks; Annual Report	Employment and governance framework in the evidence year
February 2024	QAA International Quality Review	Independent evidence of equal opportunity and workforce diversity
July 2024	AAU Quality Assurance Manual	Stakeholder participation and documented institutional governance
2024-2025	Staff and Faculty Handbooks	Immediate continuation of employee rights and procedures
February 2025	Revised committee and grievance policies	Current responsible bodies and procedures reaffirmed
2025-2026	Current Staff and Faculty Handbooks; public SDG 8 evidence	Framework remains active and publicly accessible

Public evidence: [E02](#) | [E03](#) | [E09](#) | [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E15](#) | [E16](#) | [E17](#) | [E18](#) | [E19](#) | [E20](#) | [E22](#) | [E23](#) | [E24](#)

IN PLACE BY 2024

The 2023-2024 handbooks, 2024 institutional manual, 2024 annual reporting and independent QAA review establish the framework in the required evidence cycle; current policies and handbooks demonstrate continuity.

INSTITUTIONAL CONCLUSION

13. AAU recognises staff association, representation and labour rights for all

Al Ain University answers Yes to THE Indicators 8.2.2 and 8.2.9 within the applicable UAE legal framework. AAU recognises lawful staff association and representation through public policies, permanent participatory governance, dedicated faculty and administrative issues committees, grievance and appeal processes, and access to the statutory collective labour-dispute system.

Under the national route, workers sharing a dispute may choose representatives, participate with the employer in MOHRE conciliation, record a collective settlement and refer an unresolved matter to the Collective Labor Disputes Committee. AAU's internal staff-participation and redress bodies complement this legal route. Its Non-Discrimination Policy extends the same protections to all employees, including women and international staff; the 2024 QAA review independently confirms a diverse, international workforce with substantial female representation.

FINAL RESPONSE: YES

AAU recognises lawful union and representative participation and labour rights, including freedom of association and collective representation, for all staff within the UAE framework, with equal access for women and international employees.

13.1 Submission evidence summary

Submission claim	Primary AAU evidence	Supporting legal or independent evidence
Institution-level recognition	AAU 8.2.2 public page and evidence document	THE 2026 indicator framework
Representative staff voice	Faculty and administrative Issues Committees	Terms of Reference and governance councils
Individual and collective redress	Published grievance and appeal policies	MOHRE complaint and collective-dispute processes
Freedom of association in practice	Committee participation and staff issue channels	Worker-selected representation under Resolution 47
Collective settlement	AAU internal resolution plus external statutory access	MOHRE conciliation and Collective Labor Disputes Committee
Women and international staff	Non-Discrimination Policy covering all employees	QAA 2024 equal-opportunity and diversity evidence
In place by 2024	2023-24/2024-25 handbooks, QA Manual and Annual Report	QAA review dated February 2024
Public and current	Public policies, handbooks, SDG page and committee register	2025-2026 continuity evidence

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E07](#) | [E09](#) | [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E14](#) | [E20](#) | [E29](#) | [E31](#) | [E32](#) | [E34](#)

PUBLIC EVIDENCE

14. Evidence register

The following public sources support AAU's institutional recognition, staff-representation structures, grievance and appeal rights, equal access, evidence-year timing, national collective-dispute pathway and current continuity.

ID	Year/type	Public source	Evidence supported
E01	THE 2026	THE Sustainability Impact Ratings Methodology 2026	Current indicator wording, evidence year and split between 8.2.2 and 8.2.9
E02	AAU SDG	AAU public SDG 8.2.2 evidence page	Public institutional response on union recognition and labour rights
E03	AAU SDG	AAU SDG 8.2.2 public evidence document	Downloadable public evidence for the institutional response
E04	AAU SDG	AAU SDG 8: Decent Work and Economic Growth	Institutional SDG 8 framework
E05	AAU current	AAU Staff (Administrative and Academic) Policies portal	Public portal for administrative and academic staff policies
E06	AAU current	AAU downloadable Staff (Administrative and Academic) Policies register	Downloadable register of staff and faculty policies
E07	AAU governance	AAU Standing Committees	Public register of standing committees
E08	AAU governance	AAU Standing Committees public evidence document	Downloadable standing-committee evidence
E09	AAU policy	AAU Terms of Reference of Standing Committees	Committee governance, membership and institutional participation
E10	AAU policy	AAU Staff Grievances Policy	Administrative staff grievance rights and procedure
E11	AAU policy	AAU Faculty Grievances Policy	Faculty grievance rights and procedure
E12	AAU policy	AAU Staff Appeals Policy	Administrative staff appeal rights
E13	AAU policy	AAU Faculty Appeals Policy	Faculty appeal rights

PUBLIC EVIDENCE CONTINUED

14.1 Equality, governance and evidence-year sources

ID	Year/type	Public source	Evidence supported
E14	AAU policy	AAU Non-Discrimination Policy	Non-discrimination across gender and ethnicity or nationality; all-employee scope
E15	AAU 2023-24	AAU Staff Handbook 2023-2024	Evidence-year administrative and professional employment framework
E16	AAU 2023-24	AAU Faculty Member Handbook 2023-2024	Evidence-year faculty employment framework
E17	AAU 2024-25	AAU Staff Handbook 2024-2025	Immediate staff-policy continuity
E18	AAU 2024-25	AAU Faculty Member Handbook 2024-2025	Immediate faculty-policy continuity
E19	AAU 2024	AAU Quality Assurance Manual, July 2024	Quality-assurance governance and stakeholder participation
E20	QAA 2024	QAA International Quality Review of Al Ain University, February 2024	Independent equal-opportunity and workforce-diversity evidence
E21	AAU 2024	AAU achieves international institutional accreditation by QAA, 2024	AAU record of the independent QAA institutional review
E22	AAU 2023-24	AAU Annual Report 2023-2024	Institutional reporting in the evidence cycle
E23	AAU 2025-26	AAU Staff Handbook 2025-2026	Current administrative and professional framework
E24	AAU 2025-26	AAU Faculty Member Handbook 2025-2026	Current faculty framework
E25	AAU governance	AAU University Council	University Council structure
E26	AAU governance	AAU Councils overview	Public overview of University councils
E27	AAU governance	AAU Deans Council	Deans Council and formal decision route
E28	AAU policy	AAU Academic Freedom Policy	Academic freedom and open professional responsibilities

PUBLIC EVIDENCE CONTINUED

14.2 UAE labour-rights and collective-dispute sources

ID	Year/type	Public source	Evidence supported
E29	UAE law	UAE Federal Decree-Law No. 33 of 2021 regulating labour relations	Federal legal framework governing labour relations
E30	UAE law	UAE Cabinet Resolution No. 1 of 2022: Executive Regulations of the Labour Law	Executive regulation of the federal labour framework
E31	MOHRE	MOHRE Ministerial Resolution No. 47 of 2022 on labour disputes and complaints	Complaint procedure, worker-selected representation and collective settlement
E32	UAE law	UAE Cabinet Resolution establishing the Collective Labor Disputes Committee	Establishment of the Collective Labor Disputes Committee
E33	MOHRE	MOHRE: Committee established to examine collective labour disputes	Official confirmation of the collective-dispute committee
E34	MOHRE current	MOHRE service: Register collective labour complaints	Public service for registering collective labour complaints
E35	MOHRE	MOHRE: Procedures for labour disputes and complaints	Official regulation of labour-dispute and complaint procedures
E36	UAE official	UAE Government: Human rights guaranteed by the Constitution	Constitutional human-rights context
E37	United Nations	United Nations Sustainable Development Goal 8	SDG 8 decent-work framework