

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

8.2.9 Does your university as a body recognise labour rights (freedom of association & collective bargaining) for all, including women & international staff?

Employment Practice Union

<i>Policies and procedures Manual</i>			
<i>Subject</i>	Faculty and Professional Staff	<i>Related Policy Effective Date</i>	
<i>Title of the policy</i>	Employment Practice Union	<i>Latest Revision</i>	01-01-2023
<i>Approval Authority</i>		<i>Due Date for Next Review</i>	01-01-2025
<i>Implementation Authority</i>	AAU	<i>Pages of this policy</i>	1



Purpose	The objective of the policy is to provide basic information about practice unions.
Scope	The policy scope covers all the employees of AAU.
Definition	
Policy Statement	As per the UAE Labor Law, Unions are not recognized. However; MOHRE (Ministry of Human Resourced and Emiratization) is government authority that acts as an external authority and mediate all the employment related issues/disputes for the employees as per the set standards stipulated in the labor. Any of the staff members can refer to the MOHRE authority if matter not solved internally and same is communicated to the whole staff members.
Responsibilities	- Human Resource Unit
References	-
History	-



Collective Bargaining Rights of Employees in the UAE

<https://www.globalworkplaceinsider.com/2014/04/collective-bargaining-rights-of-employees-in-the-uae/>

The hosting of the 2022 football World Cup in Qatar has led to considerable media and political attention on the rights of employees in that country and the surrounding region [[Qatar's World Cup 'slaves'](#)]. Here we focus on the position in one neighbouring country, the UAE, and in particular on employees' rights to take collective action.

UAE Federal Law No. 8 of 1980, as amended, (the Labour Law) is the principal piece of legislation governing the relationship between employers and employees [[U.A.E. Labour Law, Federal Law No. \(8\) of 1980 – Labour Law and its amendments](#)]. Its provisions apply to both UAE nationals and migrant employees. The Labour Law clearly outlines employee rights and covers all aspects one would expect in such a law, including hours of work, annual leave, termination rights, sanctions and the handling of disputes.

Specifically highlighted in the Labour Law (under Article 112) is the criminal nature of strikes. In the past, workers have been temporarily suspended from work without pay, as permitted by the Labour Law, or even deported for taking strike action. In 2011, 71 Bangladeshi construction workers were arrested by police and deported for instigating a week-long strike of around 5000 workers at the Arabtec construction company [[UAE deports 71 Bangladeshi workers](#)]

Further, the Labour Law does not recognise the right of workers to organise and form trade unions. However, whilst such unions are not permitted, disputes between employer and employee can be referred to the Ministry of Labour and Social Affairs which endeavours to resolve matters by taking on the role of adjudicator. Our experience has been that the Ministry does protect workers' right which are enshrined in the Labour Law.

UAE ministers have always denied any accusations of poor treatment of (mainly foreign) labourers [[UAE plans to form labour unions, legalise collective bargaining](#)] and in 2006, the UAE labour minister Ali al-Kaabi announced that a new law was being drafted to allow labourers to form unions [[UAE to allow construction unions](#)]. However, the formation of labour unions still remains illegal. According to news agency Al Jazeera, supporters of Dubai's economic model believe that a lack of collective bargaining rights is good for workers, as it leads to more growth and job creation. Supporters say that "part of the reason why countries such as France are in the economic doldrums...is because the labour market is overly regulated and employees spend more time protesting than actually working" [[Striking Dubai workers face mass deportation](#)].

Last year, a two-day strike by thousands of construction workers over pay concluded with most of those involved returning to work and, as no damage to property was caused during the strike, no salary deductions were made made[1]. The Ministry of Labour sent a team to discuss the dispute with both the

workers and representatives of the employer; there was some police involvement too. This seems to indicate a change in the way matters are being handled since the aforementioned 2011 strike where a somewhat harder line was taken.

The Dubai International Financial Centre (DIFC) is a freezone in Dubai. It is unique amongst UAE freezones in that it has its own legal system and laws, including labour laws [[Employment Law, DIFC Law No. 4 of 2005](#)]. There is no equivalent ban on striking under the DIFC's laws. Arguably though, such a ban might be considered unnecessary since employees of companies operating within the DIFC tend to be well remunerated and in receipt of favourable employment packages.

The UAE and other Gulf countries continue to be the subject of criticism from human rights groups in respect of their labour laws which they argue fail to adequately protect employees [[Human Rights Watch, World Report 2013, United Arab Emirates](#)]. Any development of employee rights in these areas is likely to continue to be of interest to those doing business in the UAE.

UAE Protecting Labour Rights

<https://www.mofaic.gov.ae/en/The-Ministry/The-Foreign-Policy/Labor-and-work-rights>

The advancement and protection of the rights of workers is a national priority. The UAE is considered a major recipient of foreign labour due to the country's open policies and tolerant and cosmopolitan community. According to the World Bank, foreign workers in the UAE sent back home more than USD 29 billion in 2014 – almost all of which went to developing countries – making the UAE the third-largest source of remittances in the world. This income then benefits workers' families and home country economies.

In furtherance of its commitment to upholding labour rights, the UAE has ratified nine major International Labour Organization conventions related to the rights of workers and has adopted numerous laws to protect workers' rights, including in the areas of recruitment, pay, housing, and health. The UAE has also signed numerous Memoranda of Understanding with workers' home countries, designed to promote cooperation in protecting the rights of workers in the UAE.

Domestically, the UAE is continuously working to strengthen worker protections. In 2017, the UAE implemented broad measures in support of overseas domestic workers (Federal Law No. 10 of 2017), guaranteeing individuals the right to retain personal documents and passports, change employers with greater ease, and receive mandated paid leave, insurance, and accommodation. The reforms focus on improving the transparency of job terms and employment contracts and spell out how contracts can be terminated.

Under these policies, prospective workers are asked to sign a standard employment offer in their home country that will in turn be filed with the Ministry of Labour before a work permit is issued. That agreement is then registered as a legal contract once the worker arrives in the country, and no changes will be allowed unless they extend additional benefits to which the worker agrees. Either side can terminate the contract, after which the worker will be free to change employers.

Furthermore, charging recruitment fees to prospective employees is illegal in the UAE, and steps have been taken to protect workers from unscrupulous recruiters. The confiscation of workers' passports is

prohibited, and workers do not need their employer's permission to leave the country. All workers must be provided with comprehensive health insurance at the cost of the employer, and strict rules govern the provision of proper accommodation. More than 3.2 million workers are paid through the Wage Protection System, an electronic transfer system that guarantees the timely and full payment of agreed-upon wages.

Should any worker have a conflict with their employer, the law also provides free-of-charge, formal adjudication by the Ministry of Human Resources and Emiratization. A 24-hour toll-free hotline allows workers to file complaints. The UAE has established offices in courts to provide legal support to workers in labour disputes, and labour care units have been established across the UAE to provide protection for workers and raise awareness of their rights.

Enforcement of protections for workers has intensified, and substantial penalties have been imposed for violations relating to working conditions and workers' rights.

Safeguarding domestic workers

In service of domestic workers, Federal Law No. 10 of 2017 also ensures that workers are aware of the contract terms prior to departure from their home country and includes key entitlements and provisions, such as weekly rest and 30 days of paid annual leave. In addition, the law strictly regulates the work of recruitment agencies in order to avoid any form of abuse such as payment of commission in exchange for employment. Moreover, the law sets out essential prohibitions, such as the ban of employment of minors, and includes anti-discrimination clauses.

The Ministry of Human Resources and Emiratisation has also licensed 37 centers under the name "Tawjeeh." The centers inform workers of their rights and responsibilities and provide education on the UAE's culture and customs.

The Ministry of Human Resources and Emiratisation has also established 39 service centers across the country. These centers, called "Tadbeer," offer trainings designed to raise domestic workers' awareness of their rights and responsibilities and provide them with copies of their employment contracts [3].

Section 2(d) – Freedom of association

Provision

Everyone has the following fundamental freedoms:

- freedom of association.
- Similar provisions.

Similar provisions may be found in the following Canadian laws and international instruments binding on Canada: section 1(e) of the Canadian Bill of Rights; article 22 of the International Covenant on Civil and Political Rights; Article 8 of the International Covenant on Economic Social and Cultural Rights; articles 1-11 of the International Labour Organization Convention No. 87 – Freedom of Association and Protection of the Right to Organize; article 22 of the American Declaration of the Rights and Duties of Man; and Article 45(c) of the Charter of the Organization of American States.

See also the following international, regional and comparative law instruments that are not legally binding on Canada but include similar provisions: article 11 of the European Convention for the Protection of Human Rights and Fundamental Freedoms; and article 16 of the American Convention on Human Rights. While freedom of association is not explicitly set out in the Constitution of the United States of America,

it has long been held to be implicit in the First Amendment's protection of freedom of speech, assembly and petition. With respect to collective bargaining, see International Labour Organization Convention No. 98 concerning the application of the principles of the right to organise and to bargain collectively.

Purpose

Freedom of association is intended to recognize the profoundly social nature of human endeavours and to protect the individual from state-enforced isolation in the pursuit of their ends (*Mounted Police Association of Ontario v. Canada*, 2015 SCC 1 (“MPAO”) at paragraph 54). It protects the collective action of individuals in pursuit of their common goals (*Lavigne v. Ontario Public Service Employees Union*, [1991] 2 S.C.R. 211 at 253). It functions to protect individuals against more powerful entities, thus empowering vulnerable groups and helping them work to right imbalances in society (MPAO, *supra*, at paragraph 58). It allows the achievement of individual potential through interpersonal relationships and collective action (*Dunmore v. Ontario (Attorney General)*, [2001] 3 S.C.R. 1016 at paragraph 17).

Analysis

Scope of freedom of association

General

The Supreme Court of Canada's approach to freedom of association has undergone significant revision, starting with *Dunmore v. Ontario*, [2001] 3 S.C.R. 1016 and *Health Services and Support-Facilities Subsector Bargaining Assn. v. British Columbia*, [2007] 2 S.C.R. 391 (“Health Services”). Caution should therefore be exercised in relying on case law which predates this jurisprudence. This applies particularly to pre-2001 decisions in the labour relations context on the “freedom to associate” (as opposed to the freedom from compelled association) – most of which have been overturned (e.g., the so-called “Labour Trilogy” (*Reference Re Public Service Employee Relations Act (Alta.)*, [1987] 1 S.C.R. 313; *P.S.A.C. v. Canada*, [1987] 1 S.C.R. 424; *R.W.D.S.U. v. Saskatchewan*, [1987] 1 S.C.R. 460) as well as *Professional Institute of the Public Service of Canada v. Northwest Territories*, [1990] 2 S.C.R. 367 and *Delisle v. Canada*, [1999] 2 S.C.R. 989). However, it also applies to decisions outside the labour relations context, such as *Canadian Egg Marketing Agency v. Richardson*, [1998] 3 S.C.R. 157 (“C.E.M.A.”), at paragraphs 105, 111, where the Court had held that only the “associational aspect” of an activity and not the activity itself are protected under section 2(d). In MPAO, *supra*, at paragraph 41, the Court described C.E.M.A. as applying a “narrow” view of freedom of association.

Freedom of association protects three classes of activities: (1) the “constitutive” right to join with others and form associations; (2) the “derivative” right to join with others in the pursuit of other constitutional rights; and (3) the “purposive” right to join with others to meet on more equal terms the power and strength of other groups or entities. Under the constitutive right, the state is prohibited from interfering with individuals meeting or forming associations, but is permitted to interfere with the activities pursued by an association. The derivative right protects associations' activities that specifically relate to other constitutional freedoms, but does not protect other activities of the association. The purposive right protects associations' activities, including collective bargaining and striking, that enable individuals who

are vulnerable and ineffective to meet on more equal terms the power and strength of those with whom their interests interact or conflict (MPAO, *supra*, paragraphs 52-54, 66).

Freedom of association is not merely a bundle of individual rights but collective rights which inhere in associations (MPAO, paragraph 62). Section 2(d) does not just protect activities which are capable of performance by individuals, as there are certain collective activities (e.g., singing in harmony) which are inconceivable at the individual level (Dunmore, *supra* at paragraphs 16-17; Health Services, *supra* at paragraphs 27-28).

Section 2(d) does not protect an association's activities that are aimed at enhancing social imbalances. Associational activity that constitutes violence is also not protected by section 2(d) (MPAO, *supra*, at paragraph 59).

Freedom from compelled association

Section 2(d) encompasses what has been called a "negative aspect", a "freedom not to associate" or a "freedom from compelled (or 'forced') association". However, section 2(d) is not a constitutional right to isolation. It does not protect against all forms of involuntary association, and was not intended to protect against association with others that is a necessary and inevitable part of membership in a modern democratic community (Bernard v. Canada, [2014] 1 S.C.R. 227 at paragraph 38). Some forms of association are an unavoidable aspect of life (e.g., family, work, association with the government and its programs and policies). Compelled association in the form of legal obligations arising from these unavoidable types of associations does not in and of itself offend section 2(d) (Lavigne, *supra* at 320-21; R. v. Advance Cutting & Coring Ltd., [2001] 3 S.C.R. 209 ("Advance Cutting"), at paragraphs 19, 194, 223, 232) [3].

The Court has thus determined that there is a threshold issue in determining whether there is an infringement of the freedom from compelled association. Courts must consider whether it is appropriate for the legislature to require persons with similar interests in a particular area to become part of a single group to foster those interests (for example, to require employees in a particular workplace to pay dues to a union). In other words, one must first be satisfied that the compelled combining of efforts towards a common end is required to further the collective social welfare. Where such a combining of efforts is required, and where the government is acting with respect to individuals whose association is already "compelled by the facts of life", the individual's freedom of association will not be limited unless there is a danger to a specific liberty interest (described below). This approach only applies, however, so long as the association is acting in furtherance of the cause which justified its creation (Lavigne, *supra* at 328-29; Advance Cutting, *supra* at paragraphs 196, 285) [3].

Forced association threatens an identified liberty interest when there is: imposition of a form of ideological conformity on the claimant; (Advance Cutting, *supra* at paragraphs 19, 195, 196, 220; Lavigne, *supra* at pages 328-29); government establishment of, or support for, particular political causes; impairment of individual freedom to join or associate with causes of his or her choosing; and personal identification of an individual with causes which he or she does not support (Lavigne, *supra* at pages 328-29).

Under inclusive government action / positive government obligation

As the Charter applies only to governmental actors and actions (section 32), legislatures are normally not required to legislate in respect of private interference with freedom of association. However, in exceptional circumstances, legislation designed to foster freedom of association may exclude categories of individuals — for example, as in *Dunmore*, the exclusion of agricultural workers from a labour relations statute. Such “under inclusive” legislation may thus affirmatively permit private actors (e.g., agricultural employers) to interfere with associational activity and thereby substantially orchestrate, encourage or sustain this private violation of freedom of association. In considering whether under inclusion limits freedom of association, the Court in *Dunmore* set out three considerations: (1) the claim of under inclusion should be grounded in fundamental Charter freedoms rather than in access to a particular statutory regime; (2) claimants must establish, based on a proper evidentiary foundation, that exclusion from a statutory regime permits a substantial interference with the exercise of protected associational activity (the claimant must be seeking more than a particular channel for exercising his or her fundamental freedoms); and (3) there must be a minimum degree of state action (in other words, it must be shown that the state can truly be held accountable for any inability to exercise a fundamental freedom) (*Dunmore*, supra at paragraphs 22-26). This does not mean that there is a constitutional right to protective legislation per se. On their own, the above principles do not oblige the state to act where it has not already legislated in respect of a certain area. (*Dunmore*, supra at paragraphs 22-26, 29; *Health Services*, supra at paragraph 34) [3].

It is unclear whether the three-part *Dunmore* test remains good law. It has not been applied by the Court since *Baier v. Alberta*, [2007] 2 S.C.R. 673 (a freedom of expression case). The Court explicitly declined to apply it in *Ontario v. Criminal Lawyers' Association*, [2010] 1 SCR 815 at paragraph 31, another freedom of expression case. Despite the apparently exceptional nature of section 2(d) being used to impose positive obligations on government, the Supreme Court in *Ontario v. Fraser*, [2011] 2 SCR 3, found that workers who are “incapable of exercising their right to collective bargaining” have a “right against the state” when it fails “to impose statutory obligations on employers” (paragraph 73). The Court does not even mention the *Dunmore* test.



Al Ain University participates in the National Council Symposium on human Rights

<https://aau.ac.ae/uploads/news/news2015al-ain-university-participates-in-the-national-council-symposiumen.pdf>



Al Ain University participated in the seminar on Human Rights in the state of UAE by recommending a number of its representatives of staff members and students from the College of Law. It was organized by the Federal National Council at the Intercontinental Hotel – Dubai Festival City, under the patronage of His Excellency Mohammed Ahmed Al-Murr, Chairman of the Federal National Council.

The opening of the symposium highlighted on the role and efforts of the state in consolidating human rights through the constitution, laws, development projects, and the role of the FNC in the promotion and protection of human rights in all areas.

Human resource Unit

<https://aau.ac.ae/en/units/hru/vision-and-mission>

Vision

To serve AAU by providing, retaining and developing qualified, diverse & highly motivated staff.

Mission

The mission of the Human Resources Unit is to develop, practice and facilitate the processes which create an environment where the entire staff can make a vital contribution to achieve the AAU's mission.

Goals and Objectives

In Alignment with AAU Goals, following are HR Unit's Goals and Objectives.

- To make AAU an "Employer of Choice" through continuous image improvement by providing best HR services.
- To cultivate the culture of trust and welfare; where employees are fully engaged as efficient individuals to AAU and social community.
- To motivate existing staff by inspiring long-term commitment, career development in order to achieve and sustain higher retention rate.
- To ensure the compliance of HR policies with (MOHRE) employment laws in order to make AAU a workplace that has all the necessary support for productive relationships.

Duties and Responsibilities

The Human Resources Unit at AAU renders a wide range of services. The key services are mentioned below:

- Job identification, advertisement, screening selection and recruitment.
- Job evaluation and grading.
- Issuance of employment visas, contracts, and associated paper work.
- Employee Relations Management.
- Provision of advisory service on employment legislation/terms and condition of service.
- Management of pre and post-arrival arrangements for new staff orientation and onboarding etc.
- Designing Training and development programs according to the requirements of the organization and Units.
- Management of compensation and benefits.
- Overseeing Time and Leave management.
- Performance management and Career Development.
- Development and review of HR policies and procedures.
- Budgeting and Periodic Reporting.
- Provision of support on conflict management i.e. disciplinary and grievance advice.
- Employees Separation management

AAU Employment Policy Regarding Vacations and Leaves

https://aau.ac.ae/publications/handbooks/al_ain_university_staff_handbook_2021_2022_20210919092718_en.pdf

2.4 Leaves:

1- Annual Leave

- Employees are not allowed to be absent from work without getting prior written approval.
- The employee will be granted an annual leave of 30 days for each year.

2- Unpaid Leave

- Any leave during the probation period is considered an unpaid leave.
- An employee will be granted an unpaid leave only after using all annual leave days, and it will only be during the summer.
- The maximum duration of an unpaid leave is 30 days and is only granted during the summer.

3- Sick Leave

- An employee is granted a sick leave of no more than 90 days, consecutive or intermittent, for each year of service. The employee needs to present a medical report issued by official hospitals; the sick leave will be divided as follows:
 - ✓ 15 days – paid
 - ✓ 30 days – half-paid
 - ✓ The rest – unpaid
- The sick leave is granted after the completion of the probation period.
- The sick leave is to be reported on the same day of absence.

4- Hajj Leave

- An employee is granted a paid leave of one week for Hajj.

5- Maternity Leave

- The maternity leave is granted for 45 days starting from the date of delivery after the completion of one year with AAU.

6- Paternity Leave

- The paternity leave is granted to staff members for five working days, effective from the baby's date of birth until 6 months.

7- Emergency Leave

- The emergency leave is granted due to extenuating circumstances such as the death of a first degree relative.

Professional development To All Employees

https://aau.ac.ae/publications/handbooks/al_ain_university_staff_handbook_2021_2022_20210919092718_en.pdf

At AAU, opportunities for career development and training are open to all employees.

All employees will be provided with every opportunity to acquire the range of training, Skills and experience necessary for their job and career development. Opportunities for training will be based on the requirements of the job, and career development will be based on people's abilities and merit. AAU is committed to a relevant training and career development policy for all staff irrespective of background. Announcements of training programs are mailed to staff members or invitations are extended through department heads. Employees who wish to enroll in training courses must have prior approval from their managers.

Further, the University encourages the participation of employees in programs offered or sponsored by the Human Resources Unit. Supervisors may allow paid release time to attend such programs provided that the seminar, workshop, or course is reasonably related to an employee's existing job or a future position to which the employee may reasonably aspire. Promotions and interdepartmental transfers are also encouraged for staff members' professional development.

UAE plans to form labour unions, legalise collective bargaining

<https://www.khaleejtimes.com/nation/general/uae-plans-to-form-labour-unions-legalise-collective-bargaining>

"Labourers will be allowed to form unions. We're going to have one union, with separate representatives for the construction, fishing, agriculture and other industries," Labour Minister Ali Al Kaabi told The Associated Press.

Under current UAE laws, labour unions are illegal and workers have no rights of collective bargaining.

Kaabi said the UAE was in negotiations with the International Labour Organisation over changes to the current labour laws. He said he expected the proposed labour law to be in place by the end of the year.

The law will control how strikes will be conducted. It will outline rights, the do's and don'ts. There will be a labour representative who will be our point of contact. It will make contact with the labourers much easier."

UAE to allow construction unions

<http://news.bbc.co.uk/2/hi/business/4861540.stm>

The United Arab Emirates (UAE) is drafting a law that will allow labourers to form trade unions and pursue collective bargaining.

At present both are illegal for construction workers in the UAE, which is seeing massive construction booms in main cities Dubai and Abu Dhabi.

The new law is expected to be in place by the end of the year.

The UAE has come in for criticism over poor treatment of the mainly foreign labourers, an accusation it denies.

Controlling strikes

"Labourers will be allowed to form unions," said UAE labour minister Ali al-Kaabi.

"We're going to have one union, with separate representatives for the construction, fishing, agriculture and other industries.

"The law will control how strikes will be conducted. It will outline rights, the do's and don'ts.

"There will be a labour representative who will be our point of contact. It will make contact with the labourers much easier."

'Less than human'

Mr al-Kaabi's comments follow after a highly critical report by the US-based Human Rights Watch watchdog.

It accused the UAE of abusing the rights of hundreds of thousands of underpaid mainly foreign labourers.

Human Rights Watch said the men - who generally came from India, Pakistan and China - were treated as "less than human".

It blamed increasing worker protests as the result of wage shortages, dangerous working conditions and squalid living quarters.

"The government is turning a blind eye to a huge problem," said the group's regional director Sarah Whitson.

An official for the UAE told the AP news agency said the watchdog's accusations were misguided.

The UAE is made up of seven emirates - Abu Dhabi, Ajman, Dubai, Fujairah, Ras al-Khaimah, Sharjah, and Umm al-Qaiwain.

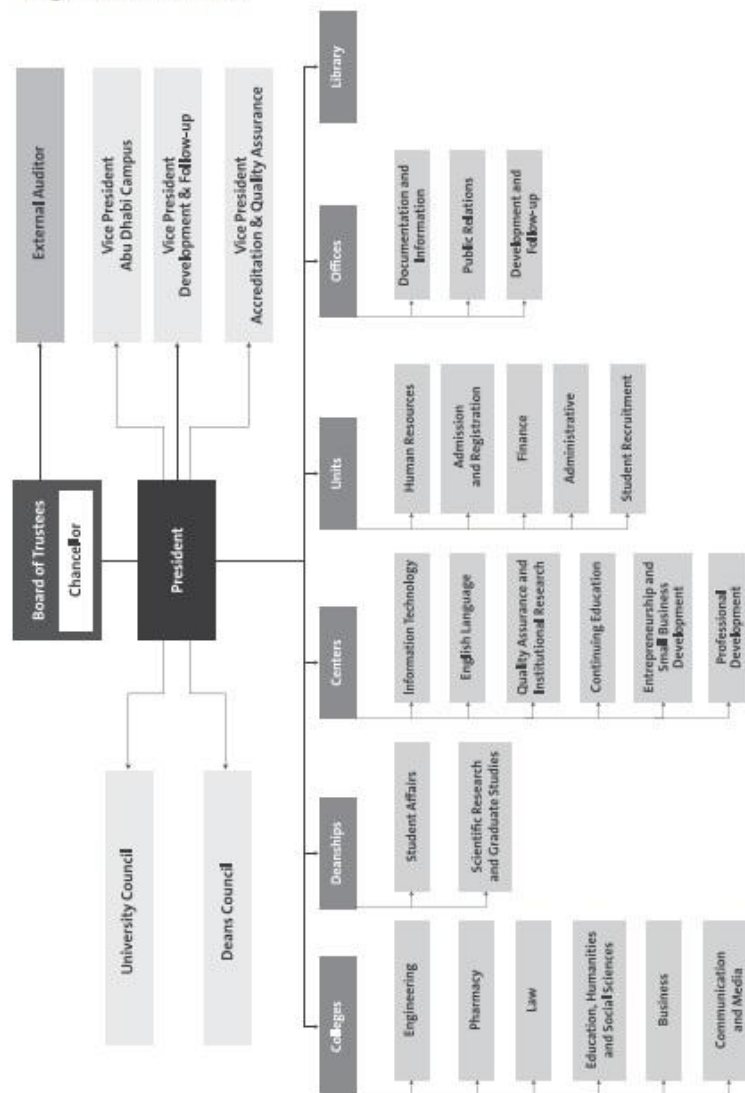
AAU Organizational Chart

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook_2021_2022_20211103_161251_en.pdf

The university has a representative from the academic members of staff and the administrative members of staff and a student to attend in the various committees across the university and attend the university council meetings, all the representing members mentioned are elected through an election campaign to and they participate in the decision-making process.

Al Ain University

Organizational Chart



Organizational Structure

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook_2021_2022_20211103161251_en.pdf

Al Ain University believes faculty members to be the cornerstone of the academic departments due to their direct relationship with the students who, in turn, are the cornerstone of the academic institution. Accordingly, AAU clearly defines the organization of sub-systems within each college. The transparency, clarity, and applicability of AAU's organizational system ensure a smooth and continuous flow of information through all relevant channels. In addition, with administrative decisions affecting faculty members' academic tasks, it is vital for faculty members to provide AAU's administration with feedback. This will ensure making better, sound administrative decisions.

Coordination between Campuses

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook_2021_2022_20211103161251_en.pdf

With campuses in Al Ain as well as Abu Dhabi, AAU faces another administrative challenge that affects faculty members: coordination between campuses. AAU's organizational chart which includes a clear applicable structure that defines the link between campuses ensures bridging the gap that may come up between the two campuses making faculty members' communication and coordination processes easier and more feasible.

Interaction with the Local, Regional, and International Community

https://aau.ac.ae/publications/handbooks/al_ain_university_faculty_handbook_2021_2022_20211103161251_en.pdf

Al Ain University recognizes collaborating with academic and professional organizations and institutions at local, regional and international levels will positively impact the performance of the faculty in terms of augmenting their practice and supplementing the data available for their research activities.

AAU Organizes an Iftar Banquet for Faculty and Staff

<https://aau.ac.ae/en/news/2016/aau-organizes-an-iftar-banquet-for-faculty-and-staff>



Within Ramadan's atmosphere which has been burnished by feelings of intimacy and affection, Al Ain University organized a collective Iftar Banquet on the occasion of the holy month of Ramadan in Abu Dhabi and Al Ain campuses, both were held in the presence of Dr. Noor El-Deen Atatreh –AAU Chancellor, Professor Ghaleb El-Refae –AAU President, Professor Adulhafeez Belarabi –AAU Vice President, in addition to the Deans, heads of departments and a number of academic and administrative members.

This Iftar, which is held annually, comes in order to support the communication, bonds of love and brotherhood between the employees and to give a sense of the spiritual atmosphere of the holy month in addition to promoting the spirit of oneness.

After having the Iftar and to break the routine of the work and its pressures, the event was overwhelmed with atmosphere of fun and entertainment by offering a range of cultural and entertaining competitions which the employees participated in the spirit of vitality and enthusiasm, where the university is continuously seeking to hold such events to promote cooperation and the one-team spirit through its traditions and customs.

For his part, Dr. Noor Eldeen Atatreh, AAU Chancellor, welcomed the attendances and congratulated them on the occasion of the holy month of Ramadan. He expressed that this 'Iftar' comes to support the spirit of fraternity and collaboration characterizing the holy month of Ramadan and it also reinforces the bondage and communication among the faculty and staff members.

At the end of the gathering, the faculty and staff expressed their appreciation to AAU administration and wishing everyone a blessed Ramadan.