

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

Payment of a Living Wage

DIRECT RESPONSE: YES

Al Ain University pays all staff and faculty under its employment contracts at least a living wage. The commitment is publicly stated under SDG 8.2.1 and is implemented through the University's Compensation and Benefits Policy, contractual remuneration, monthly payroll, bank transfer and the UAE Wage Protection System.

INSTITUTIONAL RESPONSE

1. AAU pays all staff and faculty at least a living wage

Al Ain University's public SDG 8.2.1 statement affirms that the University pays all staff and faculty at least a living wage. This institution-wide commitment is supported by a formal Compensation and Benefits Policy, public staff and faculty handbooks, employment contracts, monthly salary payment through regulated banking channels, and complementary benefits that strengthen the economic security of employees and their families.

Required element	AAU institutional evidence	Result
All staff and faculty	Public 8.2.1 commitment; Compensation and Benefits Policy for faculty and administrative staff; faculty employment policies	Covered
At least a living wage	AAU's public living-wage affirmation and institutional compensation framework	Confirmed
Local context	UAE labour framework, contractual wage protections and WPS; AAU institutional benchmark where no single general statutory figure applies	Applied
Expressed hourly	Annual contractual cash wage divided by annual contractual working hours; benefits remain additional	Defined
In place by 2024	2023-2024 and 2024-2025 staff/faculty handbooks and established policy effective from September 2011	Evidenced
Public evidence	Dedicated web page, downloadable evidence, public policy portal, policy document and handbooks	Public

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E04](#) | [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#)

5.c. Compensation and Benefits

<i>Subject</i>	Faculty and Professional Staff	<i>Effective From</i>	Sep - 2011
<i>Policy #</i>	5.c.	<i>Latest Revision</i>	Feb - 2025
<i>Title of The Policy</i>	Compensation and Benefits	<i>Next Review</i>	Dec - 2025
<i>Responsible Entity</i>	HR Unit, Finance Unit	<i>Policy Pages</i>	2
Definitions	MOHRE- Ministry of Human Resources and Emiratization		
Purpose	This policy aims to explain the key components of the compensation and benefits of the faculty and admin staff members, frequency, and methodology of payments.		
Scope	This Policy is applicable to all the full-time/tenured faculty and admin staff members.		
Statement	Compensation and benefits policy implementation will make sure the timely payment of the salary and other benefits stipulated in employment contracts.		
Procedures	<u>Academic Compensation & Benefits:</u> The academic compensation & benefits consists of the following: Monthly Salary: Monthly salary is paid once a month for twelve months in the year. Salary is transferred to the bank account of the faculty members before the end of every month, salary details are sent to the Wages Protection System of MOHRE where the salary of each employee is pre-registered. Housing Allowance: Housing allowance is paid to the faculty members bi-annually, half payment in first semester and the other half payment in second semester of every academic year. Furniture Allowance: One time payment right after joining for the expat faculty members who have joined AAU from outside the UAE. Education Allowance: Education Allowance is paid to the faculty members bi-annually, half payment in first semester and the other half payment in second semester of every academic year as per AAU policy. Health Insurance Coverage: Health Insurance for faculty members, spouse and three children (Residents of UAE & Less than age of 18 Years old) is provided by AAU. Air Fare: Faculty member, spouse and three children (Residents of UAE and less than age of 18 Years old) are entitled to receive a one-way ticket at the time of joining and leaving AAU. They are entitled for round trip air ticket reimbursement during the summer vacation for every completed year as stipulated in the employment contract. <u>Admin Compensation & Benefits:</u> Monthly Salary: Monthly salary is paid once a month for twelve months in the year. Salary is transferred to		

	the bank account of the admin staff members before the end of every month, salary details are sent to the Wages Protection System of MOHRE where the salary of each employee is pre-registered. Health Insurance Coverage: Health Insurance for admin staff member, spouse, and three children (Residents of UAE and less than age of 18 Years old) is provided by AAU. Air Fare: Admin staff members are entitled to receive a one-way ticket at the time of joining and leaving AAU. They are entitled to round-trip air ticket reimbursement during the annual vacation for every completed year as stipulated in the employment contract.
Recent Changes	

Employment-Faculty and Staff Contract

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.b.5	Latest Revision	Feb - 2025
Title of The Policy	Employment-Faculty and Staff Contract	Next Review	Dec - 2025
Responsible Entity	Colleges Councils, HR Unit	Policy Pages	3
Definitions	AAU: Al Ain University		
Purpose	This policy outlines a clear understanding of the contract types and renewal of contracts for staff members and transfer procedures.		
Scope	AAU faculty and professional staff members.		
Statement	Contract Types for Faculty Members: • Full-time Faculty Members: The full-time faculty ranks are: instructor, assistant professor, associate professor and professor. Appointment to any rank is made according to regulations for recruitment. The duration of the faculty contracts is two years which is renewed, as a rolling contract. (provided the contract renewal conditions are met). • Visiting Faculty Members: A visiting faculty member may be a distinguished faculty member who is on leave from another college or university, or from a comparable educational or research institution. Appointment to this rank is either on a semester-based contract or on an annual contract basis. A visiting faculty member can be a visiting professor, a visiting associate professor, or a visiting assistant professor. The same qualifications and procedures shall apply for visiting faculty members as per the initial requirements for full-time faculty ranks. Recommendations for the reappointment of a visiting faculty member shall be made by the relevant college recruitment committee to the (AAU Appointment and Promotion Committee) for final approval. A visiting faculty appointment may not be renewed for more than two consecutive years. A visiting faculty member is entitled to specific resources and access to specific facilities at the university as provided to the full-time faculty members. • Part-Time Faculty Members A part-time faculty member is one whose major employment is not with AAU and whose teaching load is 6 hours or less per semester. Part-time faculty members are entitled to the professional privileges accorded to full-time members. Part-time faculty appointments are subject to the university regulations as followed while recruiting full-time faculty members. The qualifications of a part-time faculty member are subject to the same criteria as a full-time faculty member. Recommendations for part-time faculty hiring shall be made by the relevant college recruitment committee to the (AAU Appointment and Promotion Committee) for final approval. The contract duration for this position is one semester and		

	the compensation is made on a per-course basis taking into consideration the total hours of service provided. The ratio of part-time faculty members in each academic program should not exceed 25% of the total faculty members. Contract for Professional Staff Members: The standard contract type for professional staff is full-time and the duration of the contract is two years. The duration of the contract may vary for different positions at the sole discretion of AAU.
Procedures	Contract Renewal: According to the AAU's comprehensive evaluation process, both faculty and staff go through performance reviews yearly basis, contract renewal decision is based on the results of the same. Faculty Staff: • The faculty member is evaluated by the students, Department Head, and College Dean. • While students assess the faculty member's teaching performance, evaluations written by the Department Head and the College Dean have a more comprehensive and detailed scope where they assess the faculty member's teaching, research activities, university and community service, as well as serving at committees of different levels. • Based on the overall performance evaluation for two years, AAU makes the decision whether or not to renew the staff member's contract for the next two years. Professional Staff: • The staff member is evaluated by the Department Head. • The department head reviews the results of the previous yearly evaluation and take into account the effectiveness of the staff member during the course of performing his/her duties. • Based on the overall performance evaluation, the decision whether or not to renew the staff member's contract is made. Transfers: The assignment of academic staff aligns with their initial campus of recruitment. However, their services may be subject to temporary or permanent transfers between colleges or campuses. Temporary transfers refer to assignments spanning a semester, where the faculty member may carry a partial or full workload at the transferred campus. Permanent transfers refer to a complete relocation of the faculty member's profile to the transferred campus. Transfer Procedure: The dean of the college identifies the necessity for faculty member transfers based on college requirements such as student needs and specialization requirements. The transfer request is then endorsed by the Appointment and Promotion Committee, following which the Human Resources Unit is notified to facilitate the transfer formalities. Impact of Transfers: Permanent Transfers: Housing allowances for staff members are adjusted according to the new campus. However, other aspects of remuneration remain consistent and identical across both campuses.

	Temporary Transfers: In case if temporary transfer takes place, AAU facilitates on below aspects: • Travel Expense: AAU provides transportation between campuses and compensation for travel expenses such as fuel is covered by AAU in case if transportation is not provided. • Use of Facilities: Access to office space, administrative support, and other necessary facilities at the second campus to ensure the staff member can work efficiently while away from their home campus. • Technology Support: Provision of necessary technology and support to facilitate remote work and communication between campuses. • Health and Safety Support: Assurance of health and safety measures, including emergency support and healthcare access at the second campus. • Additional Benefits: Depending on the specific arrangements, other benefits such as parking permits, library access, etc.
Recent Changes	March 2024: This policy has been revised & updated as per the CAA ERT requirements (Renewal- M.Sc. in Clinical Pharmacy). June 2024: This policy has been revised & updated as per the CAA ERT requirements (Renewal- B.Sc. in Computer Engineering and B.Sc. in Networks and Communication Engineering).

Staff compensation and benefits



STAFF HANDBOOK

9. Staff compensation and benefits

AAU adopts its own system of compensation and benefits which is mainly based on the employee's position, nature of job, and responsibilities. It also takes into consideration the qualification, experience,

and any distinguished accomplishments the staff may have achieved. The admin compensation & benefits consist of the following:

Monthly Salary:

The monthly salary is paid once a month for twelve months in the year. Salary is transferred to the bank account of the admin staff members before the end of every month, salary details are sent to the Wages Protection System of MOHRE where the salary of each employee is pre-registered.

Health Insurance Coverage:

Health Insurance for admin staff members, spouse, and three children (Residents of UAE and less than the age of 18 Years old) is provided by AAU.

Air Fare:

Admin staff members are entitled to receive a one-way ticket at the time of joining and leaving AAU. They are entitled to round-trip air ticket reimbursement during the annual vacation for every completed year as stipulated in the employment contract.

10.3 Eligibility

All AAU employees who have successfully completed three years specified by conditions of employment or contract are eligible to be considered for promotion if available. They are encouraged to review all job vacancies circulated to each department and posted on the AAU's website on a regular basis.

Supervisors should also be aware that promotable candidates need only satisfy the qualifications as specified in the job description and not the qualities, skills or knowledge of the candidate.

Faculty COMPENSATION AND BENEFITS



– FACULTY –
HANDBOOK

(11) COMPENSATION AND BENEFITS

AAU adopts its own system of compensation and benefits which is mainly based on the faculty members' academic ranks: Professor, Associate Professor, Assistant Professor, and Instructor. In addition, the University looks into the rarity of the specialization and the faculty member's experience. It also takes into consideration any distinguished accomplishments the faculty member may have achieved. In case if the faculty member is assigned an administrative position, an admin allowance is paid in addition to the salary; which is based on the period of administrative services rendered and excluded from the end of service benefit. Notwithstanding the compensation system, AAU gives special attention to incentives. Faculty members are encouraged to engage in scientific research and apply for promotion which will reflect on their financial status.

The academic compensation & benefits consist of the following:

Monthly Salary:

Monthly salary is paid once a month for twelve months in the year. Salary is transferred to the bank account of the faculty members before the end of every month, salary details are sent to the Wages Protection System of MOHRE where the salary of each employee is pre-registered.

Housing Allowance:

Housing allowance is paid to the faculty members bi-annually, half payment in the first semester and the other half payment in the second semester of every academic year.

Furniture Allowance:

One-time payment right after joining for the expat faculty members who have joined AAU from outside the UAE.

Education Allowance:

Education Allowance is paid to the faculty members bi-annually, with half payment in the first semester and the other half payment in the second semester of every academic year as per AAU policy.

Health Insurance Coverage:

Health Insurance for faculty members, spouse and three children (Residents of UAE & Less than age of 18 Years old) is provided by AAU.

Air Fare:

Faculty member, spouse and three children (Residents of UAE and less than age of 18 Years old) are entitled to receive a one-way ticket at the time of joining and leaving AAU. They are entitled for round trip air ticket reimbursement during the summer vacation for every completed year as stipulated in the employment contract.

PUBLIC INSTITUTIONAL COMMITMENT

AAU's response is an institution-level employment commitment covering staff and faculty and implemented through formal compensation, contracts and payroll controls.

LOCAL LIVING-WAGE BASIS

2. AAU applies the living-wage commitment in the UAE context

THE defines the comparator as the local living wage where government has defined one, or the local financial poverty indicator for a family of four expressed as an hourly wage. In the UAE framework applicable during the 2024 evidence year, Federal Decree-Law No. 33 of 2021 empowered the Cabinet to determine a minimum wage, while the operative public wage framework centred on the wage agreed in the employment contract, timely payment, working-hour protections and the Wage Protection System. It did not provide one universal living-wage or family-of-four poverty amount applicable to AAU's complete mixed workforce.

Accordingly, and consistently with THE's contextual guidance, AAU applies an institutional living-wage standard to all staff and faculty employment contracts. The University confirms that contractual cash pay meets or exceeds that local standard. Benefits are reported separately and do not replace the cash-wage commitment.

Local framework	Function	AAU application
Federal Decree-Law No. 33 of 2021	Governs labour relations and enables minimum-wage determination	AAU employment practice operates within the federal framework
Executive Regulations	Set operational employment and contractual controls	AAU uses formal employment and payroll procedures
Wage Protection System	Monitors transfer of the contractually agreed wage	AAU sends salary details to WPS and transfers pay through banks
Official working-hour rules	Define standard working time and overtime protections	Contractual hours provide the denominator for hourly equivalence
THE local-context definition	Permits the applicable local living-wage basis	AAU states and documents its institutional commitment

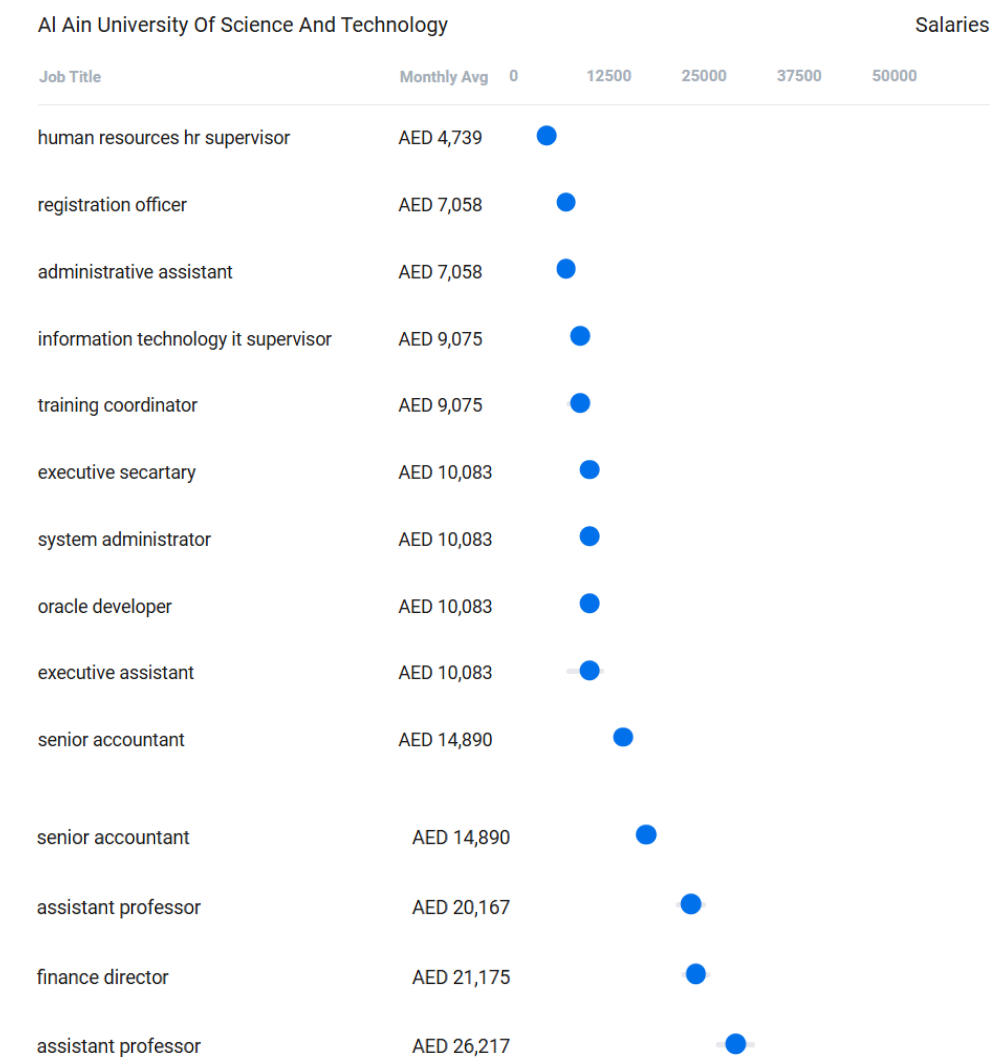
Public evidence: [E01](#) | [E19](#) | [E20](#) | [E21](#) | [E22](#) | [E23](#) | [E24](#)

Al Ain University Of Science And Technology Salary in United Arab Emirates

Average Monthly Salary matching your search criteria



13 Salary Details of Jobs with related Job Titles



For academic faculty, the salaries are substantially higher, well above any living wage threshold. An **Assistant Professor** at Al Ain University earns in the range of **AED 20,000 to AED 26,000 per month**bayt.com, depending on rank and experience. This far exceeds the MoHRE guideline of AED 12,000 for employees with a university degreebayzat.com. In fact, a single faculty salary at AAU often approaches or surpasses the **AED 25,000/month** low-income household threshold identified for Emirati familiesthenationalnews.com. Even at the lower end, a junior faculty member or professional staff member with a bachelor's degree is paid around the five-figure mark in AED per month, comfortably above what might be considered a "living wage" for one person. These figures illustrate that **AAU's lowest-paid employees earn well above extreme poverty lines** (for context, the international poverty line would equate to only a few hundred dirhams per month). Moreover, if we consider a typical family of four with two working adults at AAU, even the more modest staff salaries combined (e.g. two spouses each earning ~AED 7,000–10,000) would sum to **well above the basic cost-of-living requirements** for such a family in the UAE. This is corroborated by international estimates; one analysis of living costs

in the UAE suggests that a living wage for a typical family (two earners with children) would require each earner to make roughly AED 3,900 per month labourrightsindex.org. **All AAU employees meet or exceed that level by a considerable margin**, as even the lowest reported salary at AAU (~AED 4,700 bayt.com) is above this per-adult living wage estimate. In sum, salary benchmarks at AAU demonstrate compliance with, or superiority to, **national living wage standards** – faculty and staff alike are paid at rates ensuring a decent quality of life.

To further contextualize AAU's salaries: the UAE's wage guidelines introduced by MoHRE in 2013 were intended to ensure fair pay in the absence of a legal minimum wage bayzat.com. AAU's actual pay scales show a clear alignment with these guidelines. **No category of worker at AAU falls below the recommended wage floor**. For example, support roles like secretaries or assistants (often requiring secondary or diploma education) are paid at or above the AED 5,000–7,000 range, matching the guideline for their skill level bayzat.com. Professional staff and faculty (requiring degrees) are paid at or above the AED 12,000 guideline bayzat.com, usually significantly more. This not only satisfies the definition of a living wage but also positions AAU's compensation packages as competitive and fair by national standards. The university's ability to attract and retain qualified staff is undoubtedly aided by these fair wage practices.

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 Emiratisation, and the Cabinet's approval,

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 provided for each category of these establishments to ensure the promotion of competitiveness within the labour market.

Article (3) Classification of Workers

Subject to the provisions of clause (2) of Article (70) of the Decree-Law:

1. Workers subject to the provisions of the Decree-Law shall be classified into categories according to criteria that include levels of skills, education, productivity or profession or wages or based on categories of residency.
2. The Cabinet shall issue, upon the Minister's proposal, the resolutions necessary for the classification of the manpower's skill levels within the labour market and the privileges provided to each level to ensure the promotion of competitiveness within the labour market.

UAE clarifies key rules on working hours, wages, leave for private sector

On wages, the guide highlights the requirement for all salaries to be paid within 15 days of the due date through the Wage Protection System (WPS), designed to enhance accountability and ensure that all payments are properly documented.

AAU's internal documents underscore this commitment. For instance, the university's HR policy on "Compensation and Benefits" specifies that monthly salaries are processed through the WPS and that the pay provided is compliant with all legal requirements [khaleejtimes.com](https://www.khaleejtimes.com). Although the UAE government has not set a fixed living wage, AAU effectively uses the government's own indicators and guidelines as a baseline. Notably, the UAE Labor Law's expectation that wages cover basic needs [khaleejtimes.com](https://www.khaleejtimes.com) is treated as a minimum standard at AAU. In summary, AAU has a de facto living wage policy: through its compliance with labor laws and proactive HR policies, it ensures that all employees receive at least a wage that meets fundamental living costs in the UAE.

Wages Protection System (WPS)

The Wages Protection System (WPS) is an important step to ensure and protect the rights of workers, and to establish trust between organisations and their employees. Under this system, salaries of employees will be transferred to their accounts in banks or financial institutions, which are authorised by Central Bank of the UAE to provide the service. For any concerns or complaints regarding the salary, employees can contact the MoHRE or lodge a complaint through eNetwasal.

COMPARATOR USED

AAU applies its publicly affirmed institutional living-wage commitment as the local comparator and expresses compliance hourly from contractual cash wage and contractual working time.

POPULATION AND COVERAGE

3. The commitment covers the University's employed workforce

AAU's dedicated 8.2.1 response uses the comprehensive terms staff and faculty. The Compensation and Benefits Policy identifies faculty and professional staff as its subject and applies to full-time and tenured faculty and administrative staff. Faculty policies and handbooks govern full-time and part-time academic appointments, while staff handbooks communicate the employment framework to administrative and professional employees.

Workforce group	Coverage route	Living-wage application
Full-time faculty	Compensation and Benefits Policy; Faculty Handbook	Covered by the all-faculty commitment and contractual remuneration
Tenured faculty	Expressly included in the policy scope	Covered by the all-faculty commitment
Part-time faculty	Faculty appointment policy and employment contract	Hourly-equivalent wage is evaluated on contracted hours
Administrative and professional staff	Compensation and Benefits Policy; Staff Handbook	Covered by the all-staff commitment and WPS payroll
All AAU employment contracts	Public 8.2.1 statement and formal contract/payroll framework	The living-wage floor applies without gender or protected-status discrimination

Public evidence: [E02](#) | [E03](#) | [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#) | [E16](#) | [E17](#)

3.1 Benefits strengthen, but do not substitute for, wage compliance

AAU's living-wage statement is based on contractual cash pay. Housing, furniture, education, health insurance, airfare, leave and end-of-service entitlements add economic value and reduce essential household costs; they are presented as supplementary components of decent employment.

Public evidence: [E05](#) | [E25](#) | [E26](#)

POLICY AND GOVERNANCE

4. Compensation is governed jointly by Human Resources and Finance

AAU's Compensation and Benefits Policy has been effective since September 2011. Its latest public revision is dated February 2025, with the HR Unit and Finance Unit named as the responsible entities. The policy states that compensation is determined through an institutional system based on the employee's position, nature of work and responsibilities, together with qualifications, experience and distinguished accomplishments.

The policy's purpose is to explain the principal components, frequency and method of compensation and benefits for faculty and administrative staff. Its statement links policy implementation to the timely payment of salary and the benefits stipulated in employment contracts. This creates a direct governance chain from appointment and contract, through payroll approval, to bank transfer and WPS reporting.

Control	Responsible function	Institutional effect
Salary structure	Human Resources	Compensation reflects position, duties, responsibility, qualifications and experience
Employment contract	Human Resources and appointing authority	Salary and benefits are formally agreed and documented
Payroll processing	Finance Unit	Monthly salary is processed for twelve months of the year
Bank transfer	Finance Unit and banking channel	Salary is transferred before the end of each month
WPS reporting	HR and Finance	Each employee's pre-registered salary details are transmitted to MOHRE's system
Public accountability	University governance	Policy, handbooks and the 8.2.1 commitment are publicly available

Public evidence: [E04](#) | [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#) | [E21](#) | [E22](#)

PRIMARY POLICY EVIDENCE

5. Public Compensation and Benefits Policy

The public policy records its effective date, scope, responsible units, monthly salary frequency, bank transfer, WPS registration and principal faculty benefits in one institutional instrument.

5.c. Compensation and Benefits

Subject	Faculty and Professional Staff	Effective From	Sep - 2011
Policy #	5.c.	Latest Revision	Feb - 2025
Title of The Policy	Compensation and Benefits	Next Review	Dec - 2025
Responsible Entity	HR Unit, Finance Unit	Policy Pages	2
Definitions	MOHRE- Ministry of Human Resources and Emiratization		
Purpose	This policy aims to explain the key components of the compensation and benefits of the faculty and admin staff members, frequency, and methodology of payments.		
Scope	This Policy is applicable to all the full-time/tenured faculty and admin staff members.		
Statement	Compensation and benefits policy implementation will make sure the timely payment of the salary and other benefits stipulated in employment contracts.		
Procedures	Academic Compensation & Benefits: The academic compensation & benefits consists of the following: Monthly Salary: Monthly salary is paid once a month for twelve months in the year. Salary is transferred to the bank account of the faculty members before the end of every month, salary details are sent to the Wages Protection System of MOHRE where the salary of each employee is pre-registered. Housing Allowance: Housing allowance is paid to the faculty members bi-annually, half payment in first semester and the other half payment in second semester of every academic year. Furniture Allowance: One time payment right after joining for the expat faculty members who have joined AAU from outside the UAE. Education Allowance: Education Allowance is paid to the faculty members bi-annually, half payment in first semester and the other half payment in second semester of every academic year as per AAU policy. Health Insurance Coverage: Health Insurance for faculty members, spouse and three children (Residents of UAE & Less than age of 18 Years old) is provided by AAU. Air Fare: Faculty member, spouse and three children (Residents of UAE and less than age of 18 Years old) are entitled to receive a one-way ticket at the time of joining and leaving AAU. They are entitled for round trip air ticket reimbursement during the summer vacation for every completed year as stipulated in the employment contract. Admin Compensation & Benefits: Monthly Salary: Monthly salary is paid once a month for twelve months in the year. Salary is transferred to		

Exhibit 1. AAU Compensation and Benefits Policy: scope, governance, monthly salary, WPS and faculty benefits. Source: AAU public policy [E05].

Public evidence: [E05](#)

WAGE DELIVERY AND PROTECTION

6. Contractual wages are paid monthly through regulated channels

AAU pays monthly salary once a month for all twelve months of the year. The Compensation and Benefits Policy states that salary is transferred to the employee's bank account before the end of every month and that salary details are sent to the Wage Protection System of the Ministry of Human Resources and Emiratization, where each employee's salary is pre-registered.

The WPS is an official payment-control mechanism: it links the transfer to the wage recorded for the employee and enables government monitoring of whether contractual wages are paid. In AAU's evidence chain, WPS demonstrates the delivery and timeliness of agreed pay; the University's separate public 8.2.1 commitment establishes that the agreed wage is at least the living-wage floor.

Employment-pay stage	AAU practice	Evidence outcome
Appointment	Formal employment terms identify salary and benefits	Pay obligations are documented
Payroll	Monthly salary for twelve months	Regular and predictable income
Bank payment	Transfer before month-end	Traceable payment to the employee
WPS	Pre-registered salary details transmitted to MOHRE	Government-monitored contractual wage payment
Employment protection	Federal wage, working-hour, leave and end-of-service framework	Broader decent-work safeguards

Public evidence: [E05](#) | [E08](#) | [E09](#) | [E19](#) | [E20](#) | [E21](#) | [E22](#) | [E23](#) | [E24](#) | [E25](#) | [E26](#)

HOURLY EXPRESSION

7. AAU expresses wage compliance on a contractual hourly basis

For THE reporting, AAU expresses each employee's cash wage as an hourly equivalent using the employee's formal contract and contracted working time. This provides a consistent basis for full-time, part-time, academic and administrative appointments without publishing confidential individual salary records.

HOURLY-EQUIVALENT FORMULA

Hourly contractual cash wage = annual contractual cash salary / annual contractual working hours

Calculation element	AAU reporting treatment	Reason
Cash wage numerator	Contractual salary paid through payroll for the year	Measures the wage itself
Working-time denominator	Contractual hours under the applicable appointment and UAE working-time framework	Enables hourly comparison
Part-time appointments	Actual contractual wage and contracted hours	Preserves a like-for-like hourly test
Allowances and benefits	Reported separately from the cash wage	Benefits strengthen the package but do not replace wage compliance
Coverage test	The institutional living-wage commitment applies to every staff and faculty contract	Answers the all-employee requirement

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E05](#) | [E16](#) | [E23](#) | [E24](#)

The absence of a single universal UAE living-wage or family-of-four poverty figure for AAU's full workforce means that the comparator is AAU's publicly affirmed institutional living-wage standard, applied consistently on this hourly-equivalent basis.

Public evidence: [E01](#) | [E19](#) | [E20](#) | [E21](#)

TOTAL REMUNERATION

8. Employee benefits reinforce household economic security

AAU's contractual compensation package extends beyond cash salary. Faculty provisions include housing, furniture and education allowances, health insurance and airfare. Administrative provisions include health insurance and airfare, together with the monthly salary. Statutory leave and end-of-service protections further support employees' financial security. These components are supplementary to the University's living-wage commitment.

Component	Faculty	Administrative/professional staff	Living-wage relevance
Monthly cash salary	Paid for 12 months	Paid for 12 months	Primary wage basis
Housing allowance	Policy provision	As stipulated by contract/policy	Supports accommodation costs
Furniture allowance	Policy provision for eligible expatriate faculty	As stipulated by contract/policy	Supports establishment costs
Education allowance	Policy provision	As stipulated by contract/policy	Supports eligible education costs
Health insurance	Faculty, spouse and up to three eligible children	Staff, spouse and up to three eligible children	Reduces household medical expenditure
Airfare	Joining/leaving and annual contractual provision	Joining/leaving and annual contractual provision	Supports mobility and family connection
Leave and end-of-service	Employment and legal framework	Employment and legal framework	Strengthens income security over time

Public evidence: [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#) | [E25](#) | [E26](#)

CASH WAGE FIRST

AAU's Yes response does not depend on assigning a monetary value to benefits. The cash wage meets the institutional living-wage commitment; benefits add further protection.

EQUITY AND DECENT WORK

9. The wage commitment is applied through fair-employment principles

AAU's living-wage commitment operates within its wider employment framework of non-discrimination, transparent contractual terms and equitable remuneration. The University's Non-Discrimination Policy protects employees against differential treatment on protected grounds, while AAU's public pay-scale evidence and UAE law support equal wages for women and men performing the same work or work of equal value.

The University's approach also advances SDG 8 by combining adequate pay with regulated hours, paid leave, end-of-service protection and publicly governed employment conditions. These protections support productive employment, dignity at work and stable household income.

Principle	Institutional/legal basis	Application
Non-discrimination	AAU Non-Discrimination Policy	The living-wage commitment applies across protected characteristics
Equal pay	AAU SDG 5.6.9 and UAE wage-equality law	Equivalent work is governed by equal remuneration principles
Contract transparency	AAU policy and UAE employment-contract framework	Salary and benefits are recorded in formal terms
Reasonable working time	UAE working-hours and overtime framework	Hourly equivalence is linked to defined contractual time
Income continuity	Monthly payroll, leave and end-of-service provisions	Employees receive regular pay and longer-term protections

Public evidence: [E17](#) | [E18](#) | [E19](#) | [E23](#) | [E24](#) | [E25](#) | [E26](#) | [E27](#) | [E28](#) | [E29](#)

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			

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;

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 the Worker is entitled to in return for the effort he exerts, or the risks he is exposed to in the performance of his work, or any other reasons; or the allowances given to meet the high cost of living, or a percentage of sales, or a percentage of the profits paid in return for what the worker markets, produces, or collects.

Business Day: The official working day determined by the resolutions implementing this Decree by law.

Federal Decree by Law Concerning Equality in Wages between Men and Women



Federal Decree by Law No. (27) of 2018 Concerning Equality in Wages between Men and Women

We Khalifa bin Zayed Al Nahyan

President of the United Arab Emirates,

-After reviewing the Constitution

-Federal Law No. (1) of 1972 concerning the Competences of -Ministries and Powers of Ministers, and any amendments thereof;

-Federal Law No. (5) of 1985 Promulgating the Civil Transactions Law in UAE, as amended;

-Federal Decree-Law No. (11) of 2008 regarding the Human Resources in Federal Government, and any amendments thereof;

-Federal Decree-Law No. (2) of 2015 concerning Combating Discrimination and Hatred;

-And upon the approval of the Cabinet,

Promulgate the following Decree-Law:

Article (1) Definitions

In application of the provisions of this Decree-Law, the following words and expressions shall have the meanings ascribed thereto unless the context requires otherwise:

State:United Arab Emirates.

Governmental Bodies:Federal Governmental Ministries, Authorities, Institutions, Centres, Councils and Offices.

Salaries:Basic salaries.

Article (2)

Provisions of this Decree-Law shall apply to Federal governmental bodies.

Article (3)

The Government may not discriminate or distinguish in its applicable regulations and systems between labourers on the basis of gender concerning the value of salaries paid for any labourer at the same job grade, unless there are other reasons that require otherwise, such as academic qualification, specialization, professional skills, expertise or competences.

Article (4)

Any provision contrary to or inconsistent with the provisions of this Decree-Law shall be repealed.

Article (5)

This decree-Law shall be published in the official Gazette and shall come into force 14 from its date of publication.

EVIDENCE YEAR AND CONTINUITY

10. The framework was in place by 2024 and remains current

The living-wage and compensation framework is not a one-off statement. The Compensation and Benefits Policy records an effective date of September 2011. Staff and faculty handbooks for 2023-2024 and 2024-2025 document the employment framework within the required evidence cycle, while AAU's Annual Report 2023-2024 and Strategic and Operational Plans provide the institutional context for responsible employment and staff wellbeing.

Period	Public evidence	Continuity established
2011 onward	Compensation and Benefits Policy effective September 2011	Standing institutional compensation system
2023-2024	Staff Handbook; Faculty Handbook; Annual Report	Policy and employment practice in the formal evidence year
2024-2025	Staff and Faculty Handbooks	Immediate continuation of the framework
February 2025	Revised Compensation and Benefits Policy	Current scope, responsible units and payment method reaffirmed
2025-2026	Current Staff and Faculty Handbooks; public 8.2.1 page and evidence document	Living-wage commitment remains public and active

Public evidence: [E02](#) | [E03](#) | [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#) | [E10](#) | [E11](#) | [E12](#) | [E13](#) | [E14](#) | [E15](#)

IN PLACE BY 2024

Public handbooks and institutional reports locate AAU's compensation framework within the required evidence year; the 2025 policy revision and 2025-2026 handbooks demonstrate continuing application.

INSTITUTIONAL CONCLUSION

11. AAU confirms living-wage payment for all staff and faculty

Al Ain University answers Yes to THE Indicator 8.2.1. The University publicly commits to paying all staff and faculty at least a living wage and implements that commitment through a formal compensation system governed by Human Resources and Finance, recorded in employment contracts, paid monthly for twelve months, transferred through banking channels and reported through the UAE Wage Protection System.

For the 2024 evidence year, no single general UAE living-wage or family-of-four poverty amount applied to AAU's entire workforce. AAU therefore uses the local institutional living-wage basis permitted by THE and expresses compliance as an hourly equivalent derived from contractual cash pay and contractual working hours. The cash-wage commitment applies across the employed workforce; housing, education, health insurance, airfare, leave and end-of-service provisions are supplementary benefits that reinforce decent work and household economic security.

FINAL RESPONSE: YES

AAU pays all staff and faculty under its employment contracts at least the locally applicable institutional living wage, expressed on a contractual hourly-equivalent basis.

11.1 Submission evidence summary

Submission claim	Primary institutional evidence	Supporting control
All staff and faculty are covered	AAU 8.2.1 public page/document and Compensation Policy scope	Staff/faculty policies and handbooks
At least a living wage is paid	AAU's direct public living-wage affirmation	Contractual compensation governance
Local basis is appropriate	THE contextual definition and UAE wage framework	No substitute proxy is used
Pay is expressed hourly	Annual contractual cash salary / annual contractual hours	Full-time and part-time comparability
Wages are delivered	Monthly bank transfer and WPS registration	HR and Finance responsibility
Benefits strengthen decent work	Policy-listed allowances, insurance and airfare	Leave and end-of-service protections
Framework was in place by 2024	2023-2024 and 2024-2025 handbooks and reports	Policy effective since 2011
Evidence is public	Dedicated page, downloadable evidence, policy portal and handbooks	Current 2025-2026 continuity

Public evidence: [E01](#) | [E02](#) | [E03](#) | [E05](#) | [E06](#) | [E07](#) | [E08](#) | [E09](#) | [E19](#) | [E21](#) | [E22](#)

PUBLIC EVIDENCE

12. Evidence register

The following public sources support the institutional commitment, workforce coverage, evidence-year timing, compensation governance, payment controls, benefits, local legal context and current continuity presented in this submission.

ID	Year/type	Public source	Evidence supported
E01	THE 2026	THE Sustainability Impact Ratings Methodology 2026	Indicator wording, evidence year and local living-wage definition
E02	AAU SDG	AAU public SDG 8.2.1 evidence page	Direct public institutional living-wage commitment
E03	AAU SDG	AAU SDG 8.2.1 public evidence document	Downloadable public 8.2.1 evidence document
E04	AAU current	AAU Staff (Administrative and Academic) Policies portal	Public portal for staff and faculty employment policies
E05	AAU policy	AAU Compensation and Benefits Policy	Scope, HR/Finance responsibility, monthly pay, WPS and benefits
E06	AAU 2023-24	AAU Staff Handbook 2023-2024	Evidence-year administrative/professional employment framework
E07	AAU 2023-24	AAU Faculty Member Handbook 2023-2024	Evidence-year faculty employment framework
E08	AAU 2024-25	AAU Staff Handbook 2024-2025	Immediate evidence-year staff-policy continuity
E09	AAU 2024-25	AAU Faculty Member Handbook 2024-2025	Immediate evidence-year faculty-policy continuity
E10	AAU 2025-26	AAU Staff Handbook 2025-2026	Current administrative/professional policy continuity
E11	AAU 2025-26	AAU Faculty Member Handbook 2025-2026	Current faculty policy continuity
E12	AAU 2023-24	AAU Annual Report 2023-2024	Institutional annual reporting within the evidence cycle
E13	AAU 2024-25	AAU Annual Report 2024-2025	Current institutional annual-report continuity
E14	AAU strategy	AAU Strategic and Operational Plans 2021-2025	Staff wellbeing and responsible institutional governance context
E15	AAU SDG	AAU SDG 8: Decent Work and Economic Growth	Institutional SDG 8 framework

PUBLIC EVIDENCE CONTINUED

12.1 Employment, legal and decent-work evidence

ID	Year/type	Public source	Evidence supported
E16	AAU policy	AAU Full-time and Part-time Faculty Staff Policy page	Full-time and part-time faculty employment coverage
E17	AAU policy	AAU Non-Discrimination Policy	Employment non-discrimination framework
E18	AAU SDG	AAU SDG 5.6.9 policy against pay-scale discrimination	Policy against pay-scale discrimination
E19	UAE law	UAE Federal Decree-Law No. 33 of 2021 regulating labour relations	Federal labour relations, wages and minimum-wage authority
E20	UAE law	UAE Cabinet Resolution No. 1 of 2022: Executive Regulations of the Labour Law	Executive employment and contractual framework
E21	UAE official	UAE Government: Payment of salaries and wages	Official salary-payment and WPS guidance
E22	MOHRE	MOHRE Ministerial Resolution No. 598 of 2022 regarding the Wages Protection System	WPS rules and government wage-payment monitoring
E23	UAE official	UAE Government: Working hours and overtime	Working hours and overtime framework
E24	UAE official	UAE Government: Employment contracts, duration and models	Formal employment-contract framework
E25	UAE official	UAE Government: End-of-service benefits for private-sector workers	End-of-service income protection
E26	UAE official	UAE Government: Types of leave in the private sector	Paid-leave entitlements
E27	UAE official	UAE Government: Gender equality in the workplace	Gender equality in the workplace
E28	UAE law	UAE Federal Decree-Law on equality in wages between men and women	Equal wages between women and men
E29	United Nations	United Nations Sustainable Development Goal 8	SDG 8 decent-work framework