SUSTAINABLE DEVELOPMENT GOALS

SDG 8: DECENT WORK AND ECONOMIC GROUTH

Al Ain University



جامعة العين
AL AIN UNIVERSITY

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SUSTAINABLE DEVELOPMENT GOAL 8

Equivalent Rights for Outsourced Workers

DIRECT RESPONSE: YES

Al Ain University has a formal, publicly accessible policy guaranteeing equivalent rights for workers engaged when University activities are outsourced to third parties. The policy covers all outsourced AAU staff, requires the same standards as those applied to AAU staff for working conditions, timely payments, vacations and health coverage, and assigns institutional responsibility to the Human Resources Unit.

INSTITUTIONAL RESPONSE

1. AAU guarantees equivalent rights when activities are outsourced

Al Ain University's Employment Policy Equivalent Rights-Outsourced Staff is the governing institutional commitment for workers supplied by third-party service providers. The policy is expressly conditional on outsourcing: its scope covers all outsourced staff of AAU, if any, so the protection applies whenever the University uses a third party to perform an activity or service.

The policy establishes equivalence rather than a lower contractor standard. Under the Ministry of Human Resources and Emiratisation framework and UAE labour law, AAU requires outsourced personnel to receive the same rights as AAU staff in the policy's named areas: working conditions, timely payment, vacation and health coverage. Human Resources is identified as the responsible unit, connecting the commitment to AAU's established employment-governance system.

THE requirement	AAU institutional evidence	Response
Policy on outsourced-worker rights	Employment Policy Equivalent Rights-Outsourced Staff	**Yes**
Applies when outsourcing	Scope covers all outsourced staff of AAU, if any	**Explicit**
Equivalent rights	Same standards as AAU staff in the named employment-rights areas	**Guaranteed**
Institutional responsibility	Human Resources Unit	**Assigned**
In place by 2024	Latest policy revision dated 1 January 2023	**Evidenced**
Public evidence	Dedicated AAU 8.2.5 page and downloadable evidence document	**Public**

Public evidence: E01 | E02 | E03 | E04 | E05

Al Ain University (AAU) in the UAE has established policies to ensure that any outsourced workers (employees of third-party service contractors) enjoy the **same rights and protections** as the university's own staff. According to AAU's documentation, the policy *"covers all the outsourced staff of AAU"* and stipulates that under the guidance of the Ministry of Human Resources and Emiratisation (MOHRE) and UAE labor law, outsourced personnel are granted the **same standards and entitlements as AAU employees**aau.ac.ae. In practice, this means that contract workers at AAU must receive equivalent treatment in terms of their working conditions, wages and payment schedule, leave/vacation time, and health insurance coverageaau.ac.ae. AAU explicitly aligns its outsourcing practices with national labor regulations to guarantee these basic rights for all workers, including expatriate (immigrant) staffaau.ac.ae. In other words, the university's hiring and procurement process requires that third-party service providers uphold all the labor rights that AAU would provide to its direct employees.

Employment Policy Equivalent Rights-Outsourced Staff

	Policies and procedures Manual				
	Subject	**Faculty and Professional Staff**	***Related Policy***		
			Effective Date		
	Title of the policy	***Employment Policy Equivalent Rights-Outsourced Staff***	***Latest Revision***	01-01-2023	
	Approval Authority		***Due Date for Next Review***	01-01-2025	
	Implementation Authority	AAU	***Pages of this policy***	1	

Purpose	The objective of the policy is to outline the Equivalent Rights statement and its implementation.
Scope	The policy scope covers all the outsourced staff of AAU(if any).
Definition	
Policy Statement	Under The MOHRE umbrella and MOL Law, AAU outline same rights for the outsourced staff as of AAU staff in terms of working conditions, timely payments, vacations, health coverage policy etc.
Responsibilities	- **Human Resource Unit**
References	-
History	-

Human Resource Unit

https://aau.ac.ae/en/units/hru/unit-staff

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

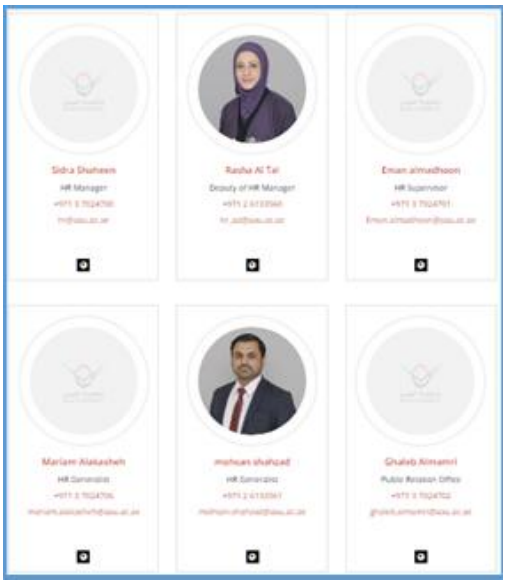
In Alignment with AAU Goals, following are HR Unit's Goals and Objectives.

- 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.

Staff

Al Ain University has a staff in the human resources unit that allows guaranteeing all employees, allowing them to guarantee their labour rights within the university, the professional staff of the unit is shown below:



Al Ain University, aligned with the government policies of the Ministry of Human Resources and Emiratisation, submits all outsourced staff hiring, to the same standards to which the employees of the plant within the university are subjected, respecting labour rights and fair payment. to each of the companies in order to reduce the salary and economic gap between people. the following can be seen the policy implemented within Al Ain University.

Table 1. Employment Policy Equivalent Rights-Outsourced Staff Al Ain University.

Subject	**Faculty and Professional Staff**	***Policy number***	**5.s**
		Effective Date	Sep. 2018
Title of the policy	*Employment Policy Equivalent Rights-Outsourced Staff*	***Latest Revision***	Sep. 2019
Approval Authority	Board of Trustees	***Due Date for Next Review***	Sep. 2023
Implementation Authority	HR, Deans Council	***Pages of this policy***	1

Definitions	The objective of the policy is to outline the Equivalent Rights statement and its implementation.
Purpose	The policy scope covers all the outsourced staff of AAU(if any).
Statement	Under The MOHRE umbrella and MOL Law, AAU outline same rights for the outsourced staff as of AAU staff in terms of working conditions, timely payments, vacations, health coverage policy etc.

POLICY IDENTITY, SCOPE AND AUTHORITY

2. The policy is specific, institution-wide and dated within the accepted period

AAU's policy is a specific employment instrument, not a general statement of support for decent work. It identifies its objective, the workers covered, the equivalence standard, institutional responsibility and review metadata. The policy's latest revision date of 1 January 2023 falls within THE's accepted 2020-2024 policy-creation or review period.

Policy element	Published AAU provision	Institutional effect
Policy title	Employment Policy Equivalent Rights-Outsourced Staff	Directly addresses Indicator 8.2.5
Purpose	Outlines the equivalent-rights statement and its implementation	Links commitment to implementation
Scope	All outsourced staff of AAU, if any	Covers the full outsourced workforce
Rights standard	Same rights as AAU staff in named employment areas	Prevents a two-tier rights standard
Responsible unit	Human Resources Unit	Creates institutional ownership
Implementation authority	Al Ain University	Places responsibility at University level
Latest revision	1 January 2023	Meets the 2020-2024 recency criterion
Next review date	1 January 2025	Places the policy within a review cycle

Public evidence: E01 | E02 | E03 | E04 | E05 | E22

A SPECIFIC POLICY, NOT A GENERAL COMMITMENT

The published instrument names outsourced staff as its protected population and names the rights that must remain equivalent when a third party supplies the work.

PRIMARY INSTITUTIONAL EVIDENCE

3. Published AAU outsourced-worker policy

The following AAU policy exhibit records the 2023 revision, the scope covering outsourced workers, the equivalent-rights statement and Human Resources responsibility. It is the primary institutional evidence for Indicator 8.2.5.

	Policies and procedures Manual			
	Subject	**Faculty and Professional Staff**	***Related Policy***	
			Effective Date	
	Title of the policy	***Employment Policy Equivalent Rights-Outsourced Staff***	***Latest Revision***	01-01-2023
	Approval Authority		***Due Date for Next Review***	01-01-2025
	Implementation Authority	AAU	***Pages of this policy***	1

Purpose	The objective of the policy is to outline the Equivalent Rights statement and its implementation.
Scope	The policy scope covers all the outsourced staff of AAU(if any).
Definition	
Policy Statement	Under The MOHRE umbrella and MOL Law, AAU outline same rights for the outsourced staff as of AAU staff in terms of working conditions, timely payments, vacations, health coverage policy etc.
Responsibilities	- **Human Resource Unit**
References	-
History	-

Exhibit 1. AAU Employment Policy Equivalent Rights-Outsourced Staff: revision date, scope, policy statement and responsibility. Source: AAU public SDG 8.2.5 evidence [E03].

Public evidence: E02 | E03 | E04 | E05

EQUIVALENT-RIGHTS FRAMEWORK

4. The equivalence commitment covers the employment relationship as a whole

The policy identifies four core rights areas directly and places them under the MOHRE and UAE labour-law framework. Read together, these provisions preserve the essential employment protections of people performing work for AAU through a contractor. Outsourcing therefore changes the contractual employer, but it does not lower the University's required standard for the treatment of workers delivering the outsourced service.

Rights area	AAU equivalence commitment	Supporting control
Working conditions	Same standard as AAU staff	UAE working-time, rest, safety and dignity requirements
Timely payment	Payment must be made on time	Contractual wage obligation and Wages Protection System
Vacation and leave	Equivalent vacation protection	Statutory annual leave, public holiday and other leave rights
Health coverage	Equivalent health-coverage protection	Compulsory employer-provided insurance in Abu Dhabi
Non-discrimination	Equivalent respect and treatment	AAU non-discrimination framework and federal law
Freedom from exploitation	Worker rights remain protected through outsourcing	AAU modern-slavery commitment and federal prohibitions
Remedy	Rights are capable of enforcement	Human Resources oversight and MOHRE complaints/dispute routes

Public evidence: E02 | E03 | E09 | E14 | E16 | E17 | E23 | E24 | E25 | E26 | E27 | E30 | E31

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

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	

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

Protection of workers' rights

The UAE implements several employment-related laws and has ratified international conventions to ensure safety and protection of labour. Find digital services to make labour-related complaints.

The UAE issued a guide titled 'Know Your Rights' to educate the labourers about their rights and obligations. The guide communicates seven key messages to workers from foreign countries. The messages are:

1.You are expected to sign your employment contract after arriving in the UAE.

2.The costs of the recruitment and travel, as well as the expenses for obtaining your residency permit in the UAE shall be borne by the employer with whom you have agreed to conclude a contract.

3. The terms and provisions of your employment contract must be consistent with the job offer you have signed in your country.

You are expected to:

4. maintain a copy of the job offer you have signed

5. contact Ministry of Human Resources and Emiratisation (MoHRE) promptly, if the employer did not provide you with the agreed-upon job opportunity, or in case you did not receive your salary in full and on time

6. maintain your identification documents in a secure place.

7. You are entitled to leave your job at any time. However, you shall be fully aware of your legal obligations.

Cabinet Resolution Concerning Work Injuries and Occupational Diseases

Cabinet Resolution No. (33) of 2022 Concerning Work Injuries and Occupational Diseases

The Cabinet,

- Upon reviewing the Constitution; and
- Federal Law No. (1) of 1972 Concerning the Competences of Ministries and the Powers of Ministers, and any amendments thereto; and
- Federal Law No. (13) of 2020 Concerning Public Health; and
- Federal Decree-Law No. (33) of 2021 Regulating Labour Relations; and
- Cabinet Resolution No. (1) of 2022 Concerning the Executive Regulations of Federal Decree Law No. (33) of 2021 Regulating Labour Relations; and
- Upon the proposal of the Minister of Human Resources and Emiratisation and the Cabinet approval,

It is hereby resolved:

Article (1) Definitions

The definitions stated in the aforementioned Federal Law No (33) of 2021 shall apply to this Resolution; otherwise, the following words and phrases shall have the meanings assigned to each of them, unless the context required otherwise:

Medical Authority: Any federal or local governmental health facility that provide health affairs in the State or any private health facility licensed to provide health services in the State/

Health Authority: Any federal or local governmental authority concerned with regulating health affairs, each within the limits of its competence.

Article (2) Identification of Work Injuries & Occupational Diseases

1. Occupational diseases shall be determined according to Table No. (1) attached hereto.
2. Work injuries that result in permanent total disability shall be determined in accordance with Table (2) attached hereto.
3. Work injuries that result in permanent partial disability shall be determined in accordance with Table (3) attached hereto.

FAIR AND TIMELY REMUNERATION

5. Outsourced workers retain wage and payment protections

Timely payment is an express element of AAU's equivalent-rights policy. The University's direct-staff comparator framework documents monthly contractual salary, bank transfer and registration within the MOHRE Wages Protection System. For an outsourced worker, the third-party employer remains responsible for the worker's contract and payroll, while AAU's policy requires the resulting payment standard to be equivalent and compliant with the same national framework.

The Wages Protection System provides an objective payment trail through approved financial channels. It supports confirmation that the wage agreed in the employment contract is transferred in full and on schedule. The federal labour framework also protects wage entitlement, restricts unlawful deductions and provides remedies where contractual payment obligations are not met.

Payment protection	Application to outsourced work	Evidence of control
Contractual wage	Third-party employer must pay the wage stated in the worker's contract	Federal labour law and executive regulations
Timeliness	AAU policy expressly requires timely payments	Equivalent-rights policy
Traceable transfer	Eligible wages pass through approved payment channels	MOHRE Wages Protection System
No outsourcing discount	Outsourcing cannot justify a lower rights standard	Same-rights policy standard
Remedy for non-payment	Worker may register a labour complaint	MOHRE complaint and dispute-resolution services

Public evidence: E02 | E03 | E09 | E23 | E24 | E25 | E26 | E27 | E28 | E29

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

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

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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

Protection of workers' rights

The UAE issued a guide titled 'Know Your Rights' to educate the labourers about their rights and obligations. The guide communicates seven key messages to workers from foreign countries. The messages are:

1.You are expected to sign your employment contract after arriving in the UAE.

2.The costs of the recruitment and travel, as well as the expenses for obtaining your residency permit in the UAE shall be borne by the employer with whom you have agreed to conclude a contract.

3. The terms and provisions of your employment contract must be consistent with the job offer you have signed in your country.

You are expected to:

4. maintain a copy of the job offer you have signed

5. contact Ministry of Human Resources and Emiratisation (MoHRE) promptly, if the employer did not provide you with the agreed-upon job opportunity, or in case you did not receive your salary in full and on time

6. maintain your identification documents in a secure place.

7. You are entitled to leave your job at any time. However, you shall be fully aware of your legal obligations.

WORKING CONDITIONS, TIME AND LEAVE

6. Equivalent rights include lawful working conditions and vacation

AAU's policy expressly protects working conditions and vacation. These terms are applied within the UAE framework that regulates normal working hours, overtime, rest breaks, weekly rest, public holidays, annual leave and other statutory leave. A third-party service arrangement cannot displace the legal obligations of the worker's employer or the University's institutional requirement for equivalence.

The policy's working-conditions language also protects daily treatment at the workplace. Outsourced personnel performing services on AAU premises are to work under conditions consistent with lawful employment, respect, safety and the operational standards applicable to the activity. The same-rights commitment extends across nationalities and applies to women and men because it covers all outsourced AAU staff.

Condition	Equivalent-rights outcome	Governing basis
Working hours	Lawful schedules and maximum-hour controls	UAE Labour Law and Executive Regulations
Rest	Daily breaks and weekly rest are preserved	National employment framework
Overtime	Additional work is governed and compensated under law	National employment framework
Annual vacation	Vacation entitlement is expressly protected by AAU policy	AAU policy and statutory leave
Public holidays and leave	Applicable statutory entitlements remain available	UAE Labour Law
Respectful treatment	Contractor status does not reduce workplace dignity	AAU equivalence and non-discrimination policies

Public evidence: E02 | E03 | E14 | E15 | E23 | E24 | E26

HEALTH PROTECTION AND SAFE WORK

7. Health coverage and workplace protection remain guaranteed

Health coverage is an express part of AAU's outsourced-worker policy. In the Emirate of Abu Dhabi, compulsory health-insurance requirements place coverage obligations on the employer for employees and workers. The third-party employer is therefore responsible for maintaining legally compliant coverage, while AAU's policy establishes the institutional expectation that outsourced workers receive the same rights standard as AAU staff.

Safe working conditions form part of the policy's working-conditions commitment. UAE labour legislation and the national work-injury framework require employers to manage occupational risks, provide required protections, respond to workplace injuries and preserve workers' entitlements. These requirements apply to the third-party employer and support AAU's equivalent-rights standard for work performed through outsourcing.

Protection	Responsible party	Equivalent-rights result
Health insurance	Third-party employer under Abu Dhabi requirements	Outsourced personnel retain health-coverage protection
Safe workplace	Contractor and workplace management	Work must be organised with required health and safety safeguards
Risk prevention	Employer supervising the activity	Hazards are assessed and controlled
Work injury	Employer and competent authorities	Reporting, treatment and statutory compensation protections remain
Health-related remedy	Contractor, HR oversight and authorities	Coverage or safety concerns can be escalated

Public evidence: E02 | E03 | E09 | E23 | E24 | E26 | E30 | E31

EQUALITY, DIGNITY AND FREEDOM FROM EXPLOITATION

8. Equivalent rights apply without discrimination

The outsourced-worker policy covers all outsourced staff and does not create exclusions based on sex, nationality, race, religion, disability or another personal characteristic. AAU's institution-wide Non-Discrimination Policy and its SDG 8.2.3 employment evidence reinforce equal treatment, while federal labour legislation prohibits discrimination and protects equality in the employment relationship.

AAU's separate SDG 8.2.4 policy commitment against forced labour, modern slavery, human trafficking and child labour strengthens the outsourced-worker framework. Third-party contracting may not be used to avoid these protections. Recruitment, employment and service delivery must remain voluntary, lawful and consistent with the worker's contract and statutory rights.

Safeguard	Institutional commitment	Application to outsourced personnel
Universal scope	All outsourced AAU staff are covered	No worker group is excluded from the policy
Non-discrimination	AAU rejects prejudicial treatment	Contractor status and protected characteristics cannot justify disadvantage
Women and men	The same standard applies across gender	Equivalent rights are not gender-limited
International workers	UAE employment protections apply to the expatriate workforce	Nationality does not remove labour rights
No forced labour or trafficking	AAU maintains an explicit prohibition	Outsourcing cannot be a channel for coercive work
No child labour	AAU and federal law prohibit unlawful child labour	Contractors must use a lawful workforce

Public evidence: E02 | E03 | E14 | E15 | E16 | E17 | E23 | E24 | E26

Fair Wages and Safe Working Conditions

AAU's outsourcing policy mandates fair compensation and safe, healthy working conditions for third-party workers. The university requires that outsourced staff be paid on time (and at fair rates) just as directly hired employees areaau.ac.ae. Working hours and rest periods for contracted workers must also adhere to UAE labor laws, ensuring they are not overworked beyond legal limits. Additionally, outsourced employees are entitled to the same annual vacations and days off as comparable AAU staff, preventing any disparities in rest and leave benefitsaau.ac.ae. By holding service providers to these standards, AAU upholds **decent work** principles and prevents exploitation such as excessive hours or sub-minimum wages. This focus on equal working conditions extends to workplace safety and health; contractors are expected to provide a safe and healthy work environment for their employees, in line with the university's own occupational health and safety policies. Notably, the UAE has adopted numerous laws to protect workers' welfare – covering fair recruitment practices, proper payment of wages, acceptable living conditions (housing), and health requirements – and AAU's policies reflect compliance with these protectionsuae-embassy.org.

Labor Rights in the UAE

Respect for labor rights is a moral, cultural and economic imperative. As a member of the International Labor Organization (ILO), the Arab Labor Organization and other labor-focused multilateral organizations, the UAE seeks to work transparently and objectively with regard to its international labor obligations. The UAE has ratified nine major ILO 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.

More than seven million foreign workers in the UAE are employed by 260,000 organizations, representing nearly 200 countries. Over 90 percent of the private sector labor force consists of expatriate workers, creating unique challenges for the UAE. The government is constantly working to strengthen its capacity to protect the rights of different communities that contribute to the country's growth and development, while simultaneously boosting the rule of law and allowing freedoms via lawful processes and institutions.

Non-Discrimination and Legal Protections

Protection against discrimination is a key aspect of worker rights that AAU guarantees for outsourced personnel. UAE labor law **prohibits forced labour and discrimination** on the basis of gender, race, religion, national origin, or disabilityu.ae. AAU's adherence to these laws means third-party workers must be treated with the same respect and equality as any university employee. The university's policy framework (developed under MOHRE guidelines) ensures there is no tolerance for discriminatory practices by its contractors. Likewise, any form of forced or coerced labor is strictly banned under UAE lawu.ae, and AAU's contracts with service providers are expected to comply, thereby protecting outsourced staff from abuse or exploitation. Moreover, AAU explicitly acknowledges the rights of immigrant (expatriate) workers under UAE law, reinforcing that foreign contract workers are equally protected by labor regulations and the university's standardsaau.ac.ae. This encompasses respect for cultural and religious diversity and adherence to the UAE's worker welfare rules (for example, it is illegal for employers to confiscate workers' passports or to deny them any legal entitlementsuae-embassy.org). In summary, outsourced employees at AAU are shielded by the same anti-discrimination and anti-exploitation safeguards that cover the university's direct staff.

Protection of workers' rights

The UAE issued a guide titled 'Know Your Rights' to educate the labourers about their rights and obligations. The guide communicates seven key messages to workers from foreign countries. The messages are:

1.You are expected to sign your employment contract after arriving in the UAE.

2.The costs of the recruitment and travel, as well as the expenses for obtaining your residency permit in the UAE shall be borne by the employer with whom you have agreed to conclude a contract.

3. The terms and provisions of your employment contract must be consistent with the job offer you have signed in your country.

You are expected to:

4. maintain a copy of the job offer you have signed

5. contact Ministry of Human Resources and Emiratisation (MoHRE) promptly, if the employer did not provide you with the agreed-upon job opportunity, or in case you did not receive your salary in full and on time

6. maintain your identification documents in a secure place.

7. You are entitled to leave your job at any time. However, you shall be fully aware of your legal obligations.

Rights of the immigrant workers

https://u.ae/en/about-the-uae/human-rights-in-the-uae/workers-rights

The UAE has re-evaluated every aspect of working in the country from recruitment to housing, ensuring that all immigrant workers are treated respectfully and able to report instances of mistreatment easily. Charging recruitment fees to prospective employees is illegal in the UAE. The confiscation of workers' passports is prohibited, and workers do not require their employer's permission to leave the country. Other reforms for immigrant workers include:

- implementing a new standard employment contract which is mandatory to finalise the employment procedures for workers coming from outside and those residing in the UAE.
- ratifying nine conventions of International Labour Organization's related to the rights of workers
- setting out new regulations that enable workers to move freely between employers
- holding awareness campaigns to inform workers about their rights and duties
- enforcing the wages protection system to ensure employees are paid in full and on time
- introducing a new insurance system to protect the benefits and rights of the private sector employees and domestic helpers
- banning the employment of children below the age of 15
- introducing a new domestic law which establishes the principle of informed consent, ensuring that workers are aware of the terms of the contract, nature of work, the workplace, the remuneration and the period of daily and weekly rest
- holding Abu Dhabi Dialogue (ADD) and working closely with countries where the labour originate from to tackle specific challenges that face the labour migrants in the Asia-Gulf migration corridors
- proposing six specific commitments for adoption within the Global Compact for Migration. These include:
    - implementation of recruitment practices that are compliant with international standards
    - access for all migrant workers to information on their rights and obligations prior to departure and post arrival
    - ensuring safe and decent work conditions for all migrant workers, and specifically for domestic workers.

UAE efforts to enhance work conditions

The UAE made enormous efforts to enhance the work conditions for all employees and create job opportunities. Some of these efforts are:

- In 2015, the UAE government injected AED 300 billion to foster a knowledge economy, driven by innovation to prepare the UAE for a world after oil
- It developed several strategies to diversify its national income based on a sustainable economy and to increase work opportunities
- The UAE adopted Emiratisation programmes which mandate the inclusion of Emiratis in the job sector, particularly in the private sector.

UAE Protecting Labour Rights

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

To develop the CUD Policy for guaranteeing equivalent rights of employees in outsourcing activities to third parties, Human Rights Policy for Faculty and Staff and Staff Gender Equality Policy, the university relied on the labour laws of the UAE. CUD supports government laws and promotes them at the university to improve the working lives of its employees.

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.

IMPLEMENTATION AND GOVERNANCE

9. Human Resources connects policy, contracting and employment compliance

The policy assigns responsibility to the Human Resources Unit and identifies AAU as the implementation authority. Human Resources provides the institutional link between the University's equivalent-rights standard, the third-party employer and the national labour framework. AAU's published HR objectives include compliance of HR policies with MOHRE employment law and the creation of a workplace that supports productive employment relationships.

Contractual relationships and procurement controls provide the route through which AAU communicates its institutional requirements to third parties. The outsourced-worker policy defines the non-negotiable outcome: outsourced personnel must retain the same rights standard in the named areas. The contractor remains responsible for its employees, but service delivery for AAU must conform to the University's policy and to applicable UAE law.

Governance stage	AAU control	Worker-rights outcome
Policy setting	AAU publishes the equivalent-rights standard	Third-party work is governed by a University commitment
Contract formation	AAU policy supplies the rights requirement for the contractual relationship	The provider relationship is governed by the equivalence standard
Service delivery	Human Resources is the named responsible unit	The rights standard has an institutional owner
Compliance record	The third-party employer retains statutory employment and payment records	Entitlements can be evidenced through employer records
Correction	A concern can be addressed with the provider and competent authority	A breach can be remedied rather than normalised
Policy review	AAU maintains a controlled policy system	The commitment remains subject to institutional review

Public evidence: E03 | E04 | E05 | E06 | E07 | E08 | E20 | E21 | E22 | E23 | E24

ACCOUNTABILITY AND REMEDY

10. Outsourced workers retain access to enforceable labour remedies

Equivalent rights must be capable of enforcement. A worker employed by a third-party provider may raise a concern through the employer and the service-management relationship, while AAU's Human Resources responsibility provides an institutional point for matters affecting work delivered for the University. The national system supplies formal external protection independently of the provider.

MOHRE offers a dedicated labour-complaint service for private-sector employees. The federal complaint procedure allows a worker or employer to register a complaint when contractual obligations or labour-law requirements are breached, provides for attempted settlement, and permits referral to the competent labour court where settlement is not achieved. This route covers concerns such as non-payment, contractual treatment and other employment-rights violations.

Route	Function	Protection for outsourced workers
Third-party employer	Receives and resolves employment concerns	Primary contractual remedy
AAU Human Resources	Owns the University equivalent-rights policy	Institutional escalation for AAU-related service delivery
MOHRE complaint service	Registers individual labour complaints	Direct access to the competent labour authority
Amicable settlement	MOHRE seeks resolution within the statutory process	Prompt opportunity to correct the breach
Labour court	Receives unresolved disputes referred under law	Independent adjudication of employment rights
Collective complaint procedure	Addresses qualifying group disputes	Protects groups of workers where applicable

Public evidence: E03 | E06 | E07 | E18 | E19 | E23 | E24 | E27 | E28 | E29

EVIDENCE YEAR AND CURRENT CONTINUITY

11. The policy was in place by 2024 and remains publicly available

The policy's latest published revision is dated 1 January 2023, which places the formal policy inside THE's required 2020-2024 creation or review period. It therefore governed the 2023-2024 academic year and calendar year 2024. AAU's 2023-2024 staff and faculty handbooks, public policy portal and February 2024 independent QAA review provide the surrounding institutional governance context for that evidence cycle.

The QAA review reported that AAU's principal policies were publicly available, managed through a digital system and subject to an annual-review requirement. The dedicated AAU 8.2.5 webpage and downloadable evidence document remain publicly accessible, demonstrating that the outsourced-worker commitment continues to be communicated beyond the formal evidence year.

Period	Public evidence	Status demonstrated
1 January 2023	Latest revision of Equivalent Rights-Outsourced Staff Policy	Policy reviewed within THE's accepted period
2023-2024	Staff and faculty handbooks and public policy architecture	Employment-governance framework active
February 2024	Independent QAA International Quality Review	Public digital policy system and review control confirmed
2024	Required THE evidence year	The 2023 policy revision was in force
2025-2026	Current AAU policy portal, 8.2.5 page and evidence PDF	Public continuity of the commitment

Public evidence: E01 | E02 | E03 | E04 | E05 | E10 | E11 | E12 | E13 | E22

INSTITUTIONAL CONCLUSION

12. AAU maintains a complete outsourced-worker rights commitment

Al Ain University answers Yes to THE Indicator 8.2.5. The University has a formal and publicly accessible policy guaranteeing equivalent rights for all outsourced AAU staff whenever activities are assigned to third parties. The policy is specific to outsourcing, assigns responsibility to Human Resources and requires the same standards as AAU staff for working conditions, timely payments, vacation and health coverage.

The commitment is implemented within AAU's employment, contractual and policy-governance architecture and the UAE labour framework. Wage protection, lawful working time and leave, health insurance, occupational safety, non-discrimination, freedom from exploitation and access to complaints and dispute resolution reinforce the four rights areas named in the AAU policy.

The policy's latest revision date of 1 January 2023 demonstrates that it was created or reviewed within the 2020-2024 period and was in place for the required 2024 evidence year. The dedicated AAU webpage and downloadable evidence remain public, while the 2024 QAA review independently corroborates the University's controlled, publicly accessible policy system.

FINAL RESPONSE: YES

AAU guarantees equivalent rights for workers engaged through third-party outsourcing, covering all outsourced staff and expressly protecting working conditions, timely payment, vacation and health coverage under Human Resources responsibility and the UAE labour framework.

12.1 Submission evidence summary

Evidence theme	AAU evidence	Institutional result
Policy exists	Employment Policy Equivalent Rights-Outsourced Staff	**Specific and public**
Population	All outsourced AAU staff, if any	**Institution-wide coverage**
Equivalent rights	Same rights standard in four named areas	**No lower outsourcing standard**
Accountability	Human Resources Unit and AAU implementation authority	**Clear ownership**
Evidence year	Latest revision 1 January 2023	**In place by 2024**
Legal reinforcement	UAE labour, WPS, insurance, safety and remedy framework	**Rights remain enforceable**

Public evidence: E01 | E02 | E03 | E06 | E14 | E16 | E22 | E23 | E25 | E27 | E30 | E31

13. Public evidence register

The following public sources substantiate AAU's specific policy, its 2023 revision, coverage, rights standard, implementation ownership, 2024 status, current continuity and alignment with the UAE worker-protection framework.

13.1 Methodology and direct AAU policy evidence

ID	Source class	Relevance	Public source
E01	THE methodology	Indicator wording, evidence year and scoring basis	**Open public evidence**
E02	AAU SDG page	Direct public equivalent-rights outsourcing evidence	**Open public evidence**
E03	AAU evidence PDF	Policy title, scope, rights, responsibility and 2023 revision	**Open public evidence**
E04	AAU policy portal	Public staff-policy architecture	**Open public evidence**
E05	AAU policy compilation	Consolidated staff policy evidence	**Open public evidence**

13.2 Human Resources and employment framework

ID	Source class	Relevance	Public source
E06	AAU HR Unit	MOHRE compliance and productive-employment objective	**Open public evidence**
E07	AAU HR Unit	Published duties and responsibilities	**Open public evidence**
E08	AAU HR Unit	Public responsible-unit evidence	**Open public evidence**
E09	AAU policy	Direct-staff compensation and WPS comparator	**Open public evidence**
E10	AAU handbook	Administrative/professional framework in 2023-2024	**Open public evidence**
E11	AAU handbook	Faculty employment framework in 2023-2024	**Open public evidence**
E12	AAU handbook	Employment-policy continuity in 2024-2025	**Open public evidence**
E13	AAU handbook	Current employment-policy continuity in 2025-2026	**Open public evidence**

13.3 Equality, exploitation prevention and remedy

ID	Source class	Relevance	Public source
E14	AAU policy	Institution-wide non-discrimination protection	**Open public evidence**
E15	AAU SDG page	Employment non-discrimination evidence	**Open public evidence**
E16	AAU SDG page	Modern-slavery policy commitment	**Open public evidence**
E17	AAU evidence PDF	Forced labour, trafficking and child-labour safeguards	**Open public evidence**
E18	AAU SDG page	Employment-rights appeal framework	**Open public evidence**
E19	AAU policy	Staff grievance governance	**Open public evidence**
E20	AAU policy	Contractual-relationship governance	**Open public evidence**
E21	AAU framework	Public procurement and sustainability context	**Open public evidence**

13.4 Governance and independent corroboration

ID	Source class	Relevance	Public source
E22	Independent QAA review	Public policy system, digital management and annual review	**Open public evidence**

13.5 UAE worker-protection framework

ID	Source class	Relevance	Public source
E23	UAE legislation	Federal employment rights and employer obligations	**Open public evidence**
E24	UAE legislation	Executive employment regulations	**Open public evidence**
E25	MOHRE	Wages Protection System payment controls	**Open public evidence**
E26	UAE official	Worker-rights protections and national reforms	**Open public evidence**
E27	MOHRE service	Direct labour-complaint route	**Open public evidence**
E28	UAE official	Labour-dispute resolution	**Open public evidence**
E29	UAE resolution	Individual and collective complaint procedures	**Open public evidence**
E30	Abu Dhabi health law	Compulsory employer-provided health insurance	**Open public evidence**
E31	UAE legislation	Work-injury and occupational-disease protection	**Open public evidence**
E32	United Nations	SDG 8 decent-work objective	**Open public evidence**