

## **Employment Practices at the AASTMT**

The Arab Academy for Science, Technology and Maritime Transport ensures that all its employees are exposed to a decent workplace. For instance, the AASTMT developed policies against discrimination, harassment, unequal payment. Also, the AASTMT makes sure that the outsourced employees are paid fairly by the subcontractors.

The AASTMT has developed the following policies to ensure a decent workplace for Faculty and staff members:

- Pay scale equity Employment policy  
[https://www.aast.edu/en/sdg/goals.php?menutab=23&unit\\_item=1208&page\\_id=12080002](https://www.aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=12080002)
- Non-discrimination/Anti-Harassment and Complaint Procedures  
[https://www.aast.edu/en/sdg/goals.php?menutab=23&unit\\_item=1208&page\\_id=120800005](https://www.aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=120800005)
- Policy against Forced labor, modern slavery, human trafficking and child labor  
[https://www.aast.edu/en/sdg/goals.php?menutab=23&unit\\_item=1208&page\\_id=12080006](https://www.aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=12080006)
- Employment Practice Equivalent Rights Outsourcing  
[https://www.aast.edu/en/sdg/goals.php?menutab=23&unit\\_item=1208&page\\_id=12080003](https://www.aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=12080003)

Also, the AASTMT has developed a policy for employees to complaint on payment or any other employment practices, please refer to:

- Grievance and Appeals Policy and Procedures  
[https://www.aast.edu/en/sdg/goals.php?menutab=23&unit\\_item=1208&page\\_id=12080004](https://www.aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=12080004)

Additionally, the AASTMT president, deans and head of departments hold regular meetings with faculty, employees and workers to discuss any employment problems and get feedback from them about how to improve the workplace.

### **Practical Training, Internships at the AASTMT:**

In line with the AASTMT strategic objectives which focuses on preparing a graduate who is capable to compete at the national and international level, the AASTMT ensured that the students have practical training and internships in the best companies both locally and internationally. As a requirement for graduation, all students must have an internship in their field of specialization during the summer vacation. For that target the AASTMT provides a numerous number of internships for its students and graduates in collaboration with the best companies both nationally and internationally.

For more information: Please visit our Practical training and Internships website:

<https://www.aast.edu/en/colleges/practical-training/>

### **CAREER DEVELOPMENT CENTRE AT THE AASTMT:**

The AASTMT has recently established the career development center whose mission focuses on providing career support for students and alumni at AASTMT.

For more information, please visit the career development center website:

<http://cdc.aast.edu/>