

American International University-Bangladesh

Sustainable Development Goals Report



SDG 8: DECENT WORK AND ECONOMIC GROWTH



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Labor Rights and Outsourcing Policy at AIUB

Policy on Equivalent Rights for Outsourced Workers

American International University–Bangladesh (AIUB) maintains formal policies that guarantee equal rights and conditions for outsourced workers as for directly employed staff. In its Non-Discriminatory Employment Policy, AIUB explicitly states that “*all forms of outsourcing, including faculty and staff, are acceptable at AIUB*” and affirms that “*equal rights for all employees are guaranteed*” aiub.edu. This means that individuals working through third-party contractors are to enjoy the same rights and workplace conditions as those employed directly by the university. AIUB emphasizes that “*any individual has the opportunity to work at AIUB*” regardless of religion, race, caste, sex, or place of birth, extending opportunities to both Bangladeshi and foreign personnel under the spirit of the UN Charter and Bangladesh’s Constitution aiub.edu. In practice, this commitment to equivalent rights suggests that outsourced workers (e.g. contract-based faculty or support staff hired via agencies) are covered under the university’s fair labor practices and policies to the same extent as regular employees.

AIUB Non-Discriminatory Employment Policy

AIUB employs qualified and selected employees of any age, gender, sexual orientation, race, disability, color, religion, and national or ethnic origin to all the rights, underrepresented groups, privileges, programs, and activities generally accorded or made available to employees.

AIUB does not discriminate on the basis of :

- Age
- Gender or gender identity
- Sexual orientation
- Race
- Disability
- Color
- Religion
- National or ethnic origin
- Underrepresented groups
- Under privileged groups

in administration of its employment and other relevant policies.

For all of its faculties and staff, the American International University–Bangladesh (AIUB) has a dedicated and uniform pay scale structure in accordance with the Government of Bangladesh (GOB) wage policy. In addition, the structured pay scale of the AIUB guarantees greater benefits than the mandated wages set by the GOB specified for various sectors through gazette notifications. The commitment of AIUB to its core values

of respect for human dignity, equality of opportunity, and academic freedom is protected through its internal and external policies including wages. As a result, there is no pay inequalities based on gender orientation at AIUB.

By no means, AIUB allows forced labour, modern slavery, human trafficking and child labour defined by the national and international framework. All the faculties and staff who works at AIUB, whether on a permanent, contract or temporary capacity, have attained 18 years of age. AIUB facilitate national and international correspondence based on compassion, empathy and sincerity. AIUB's commitment to human values and dignity is praiseworthy. AIUB strongly condemn any forms of forced labour, modern slavery, human trafficking and child labour nationally and globally.

All forms of outsourcing, including faculty and staff, are acceptable at AIUB as well as equal rights for all employees are guaranteed. Any individual has the opportunity to work at AIUB, regardless of his religion, race, caste, sex, or place of birth. AIUB offers opportunities for both citizens and foreigners while emphasizing the spirit of the UN Charter and the Constitution of Bangladesh. In addition, AIUB harmonizes the essence of human rights within the framework of the organizational policies and norms.

Recognition of Labor Rights for All Employees

AIUB demonstrates recognition of fundamental labor rights for all its employees – including women, minority groups, and international staff. The university's non-discrimination policies cover **gender** and **national origin**, among other categories, ensuring that female employees and foreign nationals receive equal treatment and opportunities aiub.edu. Moreover, AIUB supports core labor rights such as freedom of association and collective bargaining. According to AIUB's Sustainable Development Goal 8 (Decent Work) initiative, the university *"recognizes and supports the rights of all staff, including women and international employees, to freely associate and engage in collective bargaining."* aiub.edu. This is evidenced by institutional platforms like the **AIUB Women Forum (AWF)**, which empowers women on campus, and by inclusive policies that encourage employee representation. Such statements illustrate AIUB's commitment to upholding labor rights and fair workplace practices for **all** employees, regardless of gender or origin, in line with international labor standards.

Staff Awareness of Outsourced Worker Rights and Laws

AIUB takes steps to inform and educate its faculty and staff about the rights, rules, and labor laws governing all workers, including those who are outsourced. The university integrates labor standards into its culture and events – for example, partnering with the International Labour Organization (ILO) to enhance understanding of labor rights in academia aiub.edu aiub.edu. On its SDG 8 initiative page, AIUB highlights that it organizes events underscoring **employee**

welfare, non-discrimination, and “secure contracts” for staff and students aiub.edu. These events and seminars (often shared via official news and workshops) reflect AIUB’s commitment to **raising awareness** about fair labor practices. In fact, the university showcases policies on fair employment and the right to freedom of association in these forums, noting that such initiatives “reflect AIUB’s commitment to creating an inclusive and supportive environment” aiub.edu. While explicit documentation of a training program on outsourced worker laws for staff was not found, the presence of HR policies, grievance procedures, and regular communications on labor standards imply that AIUB keeps its employees informed of the rules and rights pertaining to all categories of workers. The Office of Human Resources provides accessible policy documents and accepts queries or complaints on any violations of employee rights, indicating that staff and faculty are made aware of these governance frameworks aiub.edu aiub.edu.

AIUB Signs MoU with ILO to Promote Labour Standards in Legal Education



The American International University-Bangladesh (AIUB) proudly participated in a landmark Memorandum of Understanding (MoU) signing ceremony with the International Labour Organization (ILO) and 12 other leading universities in Bangladesh on 8 May 2025. The collaboration aims to integrate International Labour Standards (ILS) into the teaching of labour law across university curricula.

Representing AIUB at the event were Professor Dr. Taslima Monsoor, Adviser of the Department of Law, and Ms. Tasnuva Anika, Lecturer and the university’s designated focal point for the ILO partnership as well as Lecturer Mr. Fahim Faysal as participant. Professor Monsoor shared her insightful views on the academic and societal value of embedding labour standards in legal education. Ms. Anika emphasized AIUB’s commitment to promoting human rights and social justice through innovative and globally relevant legal instruction.

The MoU marks a significant milestone in enhancing the capacity of legal educators and fostering a new generation of law graduates equipped with a deeper understanding of international labour rights. Following the signing, an interactive session was conducted to introduce faculty members to the foundational principles of ILS and the upcoming roadmap for curriculum integration.

AIUB’s involvement in this initiative demonstrates its dedication to aligning with global academic standards and advancing inclusive, rights-based legal education in

Bangladesh. Through continued collaboration with the ILO and other academic institutions, AIUB remains at the forefront of preparing students for the complex demands of national and international labour frameworks.

The following AIUB events demonstrate the university's commitment to SDG 8 by highlighting its comprehensive policies on employee welfare, gender equity, non-discrimination, and accessible appeal processes for both staff and students.

July 2025
Monday

Freshman Student Orientation for Summer 2024-2025 Held at AIUB

Events Date:

July

12

Year:

2025

Organized By:

Office of Student Affairs (OSA)

Venue:

AIUB Auditorium, Multipurpose Hall (Building D), Multipurpose Hall (Annex 7) and Media Studio (Annex 2)



Mrs. Nadia Anwar

Executive Member & Chair, Board of Trustees, AIUB

Orientation

Summer 2024-2025

The freshman student orientation for the Summer 2024-2025 semester at American International University-Bangladesh (AIUB) was successfully held on Saturday, 12 July 2025, at the AIUB campus. The orientation aimed to welcome and guide new students, who attended sessions in various venues across the campus – AIUB Auditorium, Multipurpose Hall (Building D), Multipurpose Hall (Annex 7) and Media Studio (Annex 2).

Representing the Office of Student Affairs (OSA), several key faculty members delivered presentations on university policies, academic regulations, and student resources. The speakers included Prof. Dr. Manzur H Khan (Proctor and Professor, Faculty of Science and Technology), Dr. Ziafat H Khan (Deputy Director, Student Affairs and Associate Professor, Faculty of Business Administration), Dr. Chowdhury Akram Hossain (Head, Dept. of Computer Engineering and Associate Professor, Faculty of Engineering), Mr. Hamidul Huque (Head, Dept. of English and Sr. Assistant Professor, Faculty of Arts and Social Sciences), Dr. Faria Sultana (Head, Dept. of Economics and Associate Professor, Faculty of Arts and Social Science), and Prof. Dr. Muhammad Faridul Alam (Director, MBA Program and Professor, Faculty of Business Administration).

Published Date:

21

March 2024
Thursday

The Second Virtual International Conference on Women's Rights in Emerging Societies



Symbiosis Law School Nagpur,

American International University- Bangladesh

Institute of Legal Studies, SRMU

&

Jus Corpus

are organizing.

SECOND VIRTUAL

INTERNATIONAL CONFERENCE ON

WOMEN'S RIGHTS IN

EMERGING SOCIETIES

17 February 2024

Scan for more details

+91-7376647244

Online on Zoom

juscorpusconference@gmail.com

Last Date for Abstract Submission: January 25, 2024

The Second Virtual International Conference on Women's Rights in Emerging Societies, organized by Jus Corpus Law Journal and Symbiosis Law School, Nagpur in collaboration with American International University-Bangladesh (AIUB) and SHRI RAMSWAROOP MEMORIAL UNIVERSITY, Lucknow, convened on Saturday, February 17, 2024, showcasing a robust exchange of ideas and perspectives on the advancement of women's rights globally. Dr. Syeda Afroza Zerin and Mrs. Tasnuva Anika from the AIUB organizing team have worked to make this collaboration

A seminar on 'Recent Legal Reforms on Maternity Benefit and the prevention of Gender based Violence' organized by the Department of Law



The recent amendments to the Bangladesh Labour Rule 2015, implemented by the Law Ministry, have raised concerns regarding the reduced benefits for women workers in the country. In response to this critical issue, the Department of Law at the American International University-Bangladesh (AIUB) organized a seminar aimed at addressing this challenge. The seminar took place on October 25, 2023 at the Multipurpose hall, Building D, AIUB, and it featured a lecture by Barrister Quazi Maruful Alam, the speaker, on "Empowering Women Workers in Bangladesh: A Deep Dive into Recent Legal Reforms on Maternity Benefit and the Prevention of Gender-Based Violence." Mr. Md. Khalid Rahman, Assistant Professor and Ms. Tasnuva Anika, Lecturer, Department of Law, AIUB, were given the organizational responsibility by the department to make this event successful.

The seminar was organized by the Department of Law at AIUB, with active participation from the law students and Business Administration (BBA) students majoring in Human Resource Management (HRM). The event was attended by students and the faculty members, making it a comprehensive platform for discussing the pressing issues faced by women workers in Bangladesh.

Professor Dr. Taslima Monsoor, a respected figure in the legal field and the respected Advisor of the Department of Law, AIUB, graced the event as a special guest. Her presence was a source of inspiration and motivation for the participants. In her welcome speech, Professor Monsoor shared her wisdom and insights, encouraging attendees to take an active role in advocating for the rights of women workers in Bangladesh.

The following AIUB events highlight the university's dedication to SDG 8, showcasing its policies on employee welfare, gender equity, non-discrimination, and the right to freedom of association and collective bargaining for both staff and students.

April 2024
Wednesday

Seminar on Strategies for Career Advancement in the Era of Business Automation



The department of Management Information System (MIS), AIUB successfully organized a seminar titled "Strategies for Career Advancement in the Era of Business Automation" on Monday, April 1st, 2024. The primary goal of the seminar was to provide participants with the important knowledge and capabilities required to thrive in the rapidly progressing domain of data administration, specifically as it is linked to business automation.

Mr. Mehtabul Hoque Nahid, Head of the Department of Management Information Systems at AIUB, and Mohammad Bajed, Lecturer in the Department of Management Information Systems at AIUB, cordially inaugurated the occasion. The seminar featured a distinguished speaker, Monasib Ahmed Romel, PhD Candidate in industrial engineering department from the University of Regina in Canada and he is working in a project engineer specializing in oil and gas for Kvale Informatics Consulting Ltd, a contractor for Chevron in the United States. His presentation commenced with a brief analysis of the Piper Alpha Disaster. He described how the implementation of PI Systems prompted the subsequent developments in Safety Management Systems, Emergency Response, and Communication. The speaker explained how OSIsoft's PI System functions as a repository for real-time operational data, enabling all personnel supporting an organization's operations to access it globally. This enables them to make more informed and timely business decisions. He also demonstrated how this organization's critical information is collected and stored in a proprietary time-series database by the PI System for the duration of the asset's existence. Subsequently, he provided a concise overview of the operational aspects of real-time monitoring and industrial data management systems, including but not limited to FactoryTalk, AVEVA System Platform, Experion, EcoStruxure, LabVIEW, and DELMIA. Furthermore, he provided concise explanations of the PI System Architecture and PI Visualization Architecture. In the concluding remarks of the session, Mr. Mehtabul Hoque Nahid elaborated on the achievements and contributions of the resource speaker in response to the questions and concerns that had been addressed.

September 2024
Thursday

Seminar on Female Students Career-Building Opportunities in Power Sector



On September 23, 2024, the *American International University-Bangladesh (AIUB)* successfully organized an inspiring seminar entitled "*Female Students Career-Building Opportunities in Power Sector*" in collaboration with WePOWER Bangladesh National Chapter.

The seminar aimed to encourage final-year female students from the Electrical and Electronic Engineering (EEE), Computer Science and Engineering (CSE), and Industrial and Production Engineering (IPE) departments to pursue careers in the power sector by sharing valuable insights into industry experiences and accomplishments. The event was attended by approximately 40 students and 9 faculty members from various engineering disciplines.

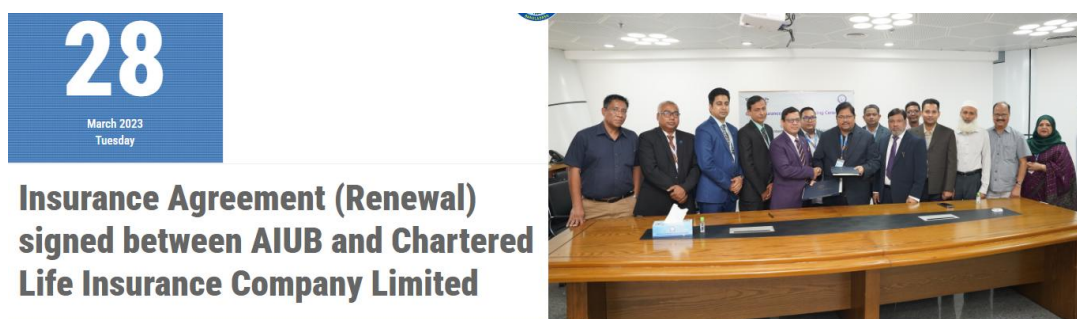
At the beginning, Mr. Faizul Karim (WePOWER Bangladesh National Chapter, Senior Officer, The World Bank) introduced WePOWER Bangladesh National Chapter briefly and mentioned that WePOWER is a vibrant voluntary women's professional network in Energy and Power Sector in South Asia that supports women's participation in energy projects and institutions and promotes normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education.

Prof. Dr. Md. Abdur Rahman (Pro Vice Chancellor, AIUB) highlighted the significant contributions of active working women in power generation organizations and power distribution industries during his welcome address. He emphasized their roles and responsibilities, underlining their leadership, technical expertise, and the importance of gender diversity in these critical sectors.



AIUB has become the first educational institution to join "South Asia Women in Power Sector Professional Network (WePOWER)" as an institutional member.

WePOWER is a vibrant voluntary women's professional network in Energy and Power Sector in South Asia that supports women's participation in energy projects and institutions and promotes normative change regarding women in Science, Technology, Engineering, and Mathematics (STEM) education. WePOWER is a dynamic and voluntary regional network comprising 50 public and private utilities in the energy and power sector across eight South Asian countries. WePOWER was established in 2019 by The World Bank's South Asia Gender and Energy Facility (SAGE) based on a limited baseline study in 2018-19 in collaboration with Asian Development Bank (ADB), utilities, institutions, and companies from the South Asia region.



An insurance agreement renewal has been signed between American International University-Bangladesh (AIUB) and Chartered Life Insurance Company Limited. Professor Dr. Nisar Ahmed, Treasurer of AIUB, and Mr. SM Ziaul Haque, Chief Executive Officer of Chartered Life Insurance Company Limited, signed the agreement on behalf of their respective organizations. Mr. Pius Costa, Registrar of AIUB, Mr. Md. Khandker Sabbir Mohd. Kabir, Director of Accounts and Finance of AIUB, Mr. Rajan Chandra Saha, Head of Corporate Business of Chartered Life Insurance Company Limited, and other senior officials of both institutions were present. Under the agreement, Chartered Life Insurance Company Limited will provide group insurance benefits to all management, teachers, officials, and staff of AIUB.

Employment Contracts and Non-Discrimination Clauses

AIUB appears to require formal employment agreements for all individuals working at the university – with an emphasis on **full compliance** with labor laws and non-discrimination clauses. All AIUB personnel, whether “*permanent, contract or temporary,*” are recognized under the university’s HR framework (with the stipulation that they must be adults over 18) aiub.edu. This implies that even outsourced workers operate under a contract (through their agency or directly) that defines their terms of employment. Importantly, AIUB’s policies ensure that **any** employment contract or relationship is governed by the university’s strong stance on equal opportunity and fair conditions. The Non-Discriminatory Employment Policy extends to “*administration of its employment and other relevant policies,*” prohibiting discrimination based on age, gender, race, religion, disability, or other status aiub.edu. In practice, any contract with AIUB – either directly or via a contractor – would need to honor these non-discrimination and labor standards. AIUB also stresses the importance of “secure contracts” and fair treatment in its SDG reports, aligning with the principle that all workers should have written contracts outlining their rights and benefits aiub.edu. This focus on secure employment conditions, combined with compliance to national labor law, suggests that AIUB strives to provide **full**

employment conditions (e.g. proper wages, leave, and protections) for everyone working on campus, including those hired through third parties. For instance, AIUB explicitly abides by Government wage policies and even exceeds mandated benefit levels for its staff aiub.edu, indicating that contracts reflect these enhanced conditions. All told, while an actual contract document was not publicly provided, the **policy framework** makes clear that AIUB requires fair, lawful contracts with nondiscrimination clauses for all workers under its purview.

AIUB Non-Discriminatory Employment Policy

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All forms of outsourcing, including faculty and staff, are acceptable at AIUB as well as equal rights for all employees are guaranteed. Any individual has the opportunity to work at AIUB, regardless of his religion, race, caste, sex, or place of birth. AIUB offers opportunities for both citizens and foreigners while emphasizing the spirit of the UN Charter and the Constitution of Bangladesh. In addition, AIUB harmonizes the essence of human rights within the framework of the organizational policies and norms.

Employee Benefits, Facilities, and Working Conditions

AIUB offers a range of benefits and ensures acceptable working conditions for its employees – and its equal-rights stance implies that outsourced workers are not excluded from basic entitlements. Notably, **medical insurance** is provided to “*all the employees including women and employees from underrepresented groups,*” under a group health insurance scheme aiub.edu. Every AIUB employee is also covered by life insurance regardless of religion, gender, or other characteristics aiub.edu. These insurance benefits are funded by the university as part of its commitment to employee welfare. In addition, AIUB provides access to certain facilities and programs to support staff well-being. For example, the campus hosts an on-site **daycare facility** for the children of its community, which is available to both students and employees as a support for working parents aiub.edu. This indicates that female staff in particular benefit from accommodations like childcare, aligning with the university’s family-friendly policies (e.g. **maternity and paternity leave** provisions for permanent employees aiub.edu aiub.edu).

Employee Benefits & Policies

Employee Health Insurance Scheme

AIUB provides health insurance scheme to all the employees including women and employees from underrepresented groups. Through this scheme employees can avail the best health facilities. All the employees of AIUB are also covered for life insurance regardless of religion, race, color, nationality, marital status, sexual orientation including gender identity.

Maternity Leave policy

AIUB values its gender-diverse workforce, working towards empowering, promoting, and retaining its talented and dedicated female employees. Understanding the obligations and responsibilities of motherhood, AIUB provides consistent support to all its female academic and administrative employees through its maternity leave. The university aims to ensure the health and well-being of both mother and child, during and after pregnancy, enabling them to continue their careers even after childbirth.

AIUB ensures fair and consistent treatment of all pregnant fulltime female employees and support them to return to work after the birth of a child in order to continue in their chosen career and allow the University to retain trained and competent staff. The maternity benefits are offered to permanent female employees of AIUB in the form of paid leave.

Paternity Leave policy

Parenting is not limited to motherhood, and AIUB recognizes the importance of the involvement and care of a father that is essential for the proper upbringing of a child. All male academic and administrative employees are provided the support of paternity leave so that they can give the time and attention to their child(ren) as well as the new mother during and after pregnancy. The provision fosters an inclusive and accommodating workplace that welcomes fathers into parenthood.

AIUB ensures that male employees can provide direct care to their spouse/ newborn babies. The paternity benefits are offered to permanent male employees of AIUB in the form of paid leave.

AIUB Day Care Facilities

As a part of its commitment to the university community, the American International University–Bangladesh (AIUB) always strives to create an environment that enables its students and employees to pursue their educational and professional goals at the university. Childcare is an integral part of parenthood but is also a challenge to manage when it comes to full-time students or working parents. Hence, the AIUB Daycare Facility is an initiative geared towards providing a form of support to the students and employees, who have children and face the difficulties of having to care for them during their study/work hours, enabling them to be able to balance both their children's responsibilities and study/work obligations. The Daycare facility is a safe and secured place for the children to learn, play and grow, giving the parents a peace of mind to pursue their education or careers, knowing that their children are also a part of the AIUB family and are being well taken care of.

Link: <https://www.aiub.edu/oncampus/aiub-daycare-facilities>

AIUB is also committed to maintaining **acceptable working conditions** in line with international standards. The university enforces a living wage for all employees and has **zero tolerance** for exploitative labor practices. According to AIUB's employment practices overview, all faculty and staff are paid "*at or above the local living wage,*" and the institution "*stands firmly against modern slavery, child labor, forced labor, and human trafficking, promoting a safe and ethical work environment for all employees.*" Crucially, "*this commitment extends to third-party workers too.*" [aiub.edu](https://www.aiub.edu). In other words, outsourced workers on AIUB premises are to be treated ethically and paid fairly by the contractors, under the university's oversight. AIUB's policies also mandate non-discrimination in daily workplace conditions (respectful treatment regardless of gender, religion, etc.) and provide grievance mechanisms if any employee's rights or safety are compromised [aiub.edu](https://www.aiub.edu) [aiub.edu](https://www.aiub.edu).

Employment Policies and Practices

American International University-Bangladesh (AIUB) demonstrates a strong commitment to fair and ethical employment practices, guided by policies that ensure equity, inclusivity, and human dignity. AIUB ensures all employees, including faculty and staff, are compensated at or above the local living wage. The university enforces strict policies to end workplace discrimination, protecting employees from biases based on religion, gender, age, sexuality, disability, and other factors, in alignment with its Non-Discrimination Policy. AIUB stands firmly against modern slavery, child labor, forced labor, and human trafficking, promoting a safe and ethical work environment for all employees, this commitment extends to third-party workers too. AIUB also actively pursues pay scale equity, continuously measuring and addressing gender pay gaps to ensure fair compensation. Tracking pay scales for gender equity is a regular practice, supporting the university's objective of fostering a balanced and respectful workplace conditions across its operations.

Employment Practice Appeal Process

The American International University–Bangladesh (AIUB) has a well-defined appeal process for employees to address concerns related to employee rights, pay, and workplace conduct, ensuring fair treatment. AIUB's policies strictly prohibit discrimination or harassment, including on grounds such as religion, race, gender, disability, sexual orientation and other issues. These policies ensure a fair, confidential approach to handling complaints and suggestions. Employees/students can submit complaints or suggestions regarding grievances, workplace harassment, or other issues directly to the Human Resources Office or Office of Student Affairs. Some specific policies and procedures are outlined below, and additional details are available through the Office of Human Resources for employees and the Office of Student Affairs for students.

Policy regarding Discrimination Complaints for Employees

The American International University–Bangladesh (AIUB) will not engage in or endorse discrimination or harassment against any employee because of religion, race, color, age, disability, nationality, marital status, sexual orientation including gender identity.

AIUB does not tolerate any form of discriminating misconduct. The complaint and grievance procedures of AIUB provide employees with the methods for the resolution of complaints that allege a violation of this kind.

All such inquiries or complaints must be submitted to the Office of the Human Resources (HR) for employees.

Any employee can submit their complaint in the designated form or by directly sending email to the Office of Human Resources (HR) for employees. The complaint form is available to [download here](#). Accomplished complaint form may be sent through email (hr@aiub.edu) or dropped at the complaint box available in Annex 1.

Any employee can submit their suggestion in the designated form or by directly sending email to the Office of Human Resources (HR) for employees. The suggestion form is available to [download here](#). Accomplished suggestion form may be sent through email (hr@aiub.edu) or dropped at the suggestion box available in different buildings.

AIUB will protect the confidentiality of the complainant and the information provided during launching of the complaint.

Link: <https://www.aiub.edu/offices/hrd/policy-regarding-discrimination-complaints-for-employees>

In summary, **AIUB's official policies and statements strongly affirm** that outsourced workers should enjoy the same labor rights and conditions as regular staff. This includes non-discriminatory treatment, recognition of their rights (to fair pay, association, and safe conditions), inclusion in broad employee benefits like health insurance, and the expectation of formal employment contracts with full protections. The university's HR guidelines and sustainability initiatives (SDG 5 on Gender Equality and SDG 8 on Decent Work) back up these commitments with concrete measures and public accountability aiub.edu aiub.edu. While some operational details (like transport services) are not explicitly described in public documents, the evidence from AIUB's official sources shows a clear policy framework aimed at **equalizing labor standards for all who work at AIUB**, whether directly hired or outsourced through third parties.