



**Title:** Employment Practice Unions Policy

**Code:** GU-PL60EPU

**Version:** 1.1

**Date of Issue:** 2024

**Effective Date:** July 2024

**Approval Authority:** Board of Trustees

**Document Owner:** Chief Operation Officer (COO)

**Next Review Date:** June 2028

**Review:** The policy is subject to a periodic review every 4 years no later than June 2028 or in a shorter cycle as per amendments to University Policies

## 1. Purpose

Gulf University in Bahrain is committed to recognizing and respecting the fundamental rights of its employees to join unions, engage in collective bargaining, and exercise their freedom of association without discrimination. This policy formalizes the university's dedication to upholding labor rights for all members of the workforce.

## 2. Scope

The document applies to all Gulf University Staff both academic and administrative.

## 3. Acronyms

<b>BQA</b>	Education and Training Quality Authority
<b>COO</b>	Chief Operating Officer
<b>HEC</b>	Higher Education Council

## 4. Definitions

- **Unions:** Organizations formed by employees to represent their collective interests, negotiate with employers on labor issues, and protect the rights of workers through collective action.
- **Freedom of Association:** The right of workers to join or form trade unions and engage in activities aimed at advancing their workplace interests without interference or retribution.
- **Collective Bargaining:** The process by which workers, typically through their union representatives, negotiate with employers to reach agreements on wages, working conditions, and other employment-related matters.
- **Labor Rights:** Fundamental rights and protections granted to workers, including the right to fair wages, safe working conditions, nondiscrimination, and the freedom to organize and bargain collectively.

## 5. Policy Details:

- 5.1. Recognition of Unions and Labor Rights: Gulf University shall recognize the rights of all employees, regardless of gender or nationality, to join unions, participate in union activities, and engage in collective bargaining to protect their interests and advance their rights in the workplace.
- 5.2. Non-Discrimination: The university prohibits discrimination against employees based on their union membership, participation in labor activities, gender, or nationality. All employees have equal rights to unionize and engage in collective bargaining.
- 5.3. Promotion of Gender Equality: Gulf University is committed to promoting gender equality within unions, ensuring that women have equal opportunities to join and actively participate in labor organizations and collective bargaining processes.
- 5.4. Respect for International Staff: The university recognizes the unique needs and perspectives of international staff members, ensuring that they are afforded the same rights and protections as local employees in terms of union membership and collective bargaining.
- 5.5. Dialogue and Cooperation: The university encourages open communication and constructive dialogue between the university administration, unions, and employees to address labor-related issues, negotiate fair terms and conditions of employment, and foster a harmonious work environment.

## 6. Procedures

- 6.1. Union Recognition: Establish and implement clear processes for the recognition of unions within the university and ensure that union representatives have the necessary access and resources to fulfill their roles effectively.
- 6.2. Collective Bargaining Framework: Develop a framework for collective bargaining that outlines the process, scope of negotiations, and mechanisms for resolving disputes between the university administration and union representatives.
- 6.3. Training and Awareness: Provide training and awareness programs for employees on their rights to unionize, engage in collective bargaining, and the benefits of active participation in labor organizations.

## 7. Responsibilities

### **Board of Trustees is responsible for:**

- Ensuring appropriate implementation of this policy.

### **President is responsible for:**

- Ensuring appropriate implementation of this policy.

### **Vice President for Academic Affairs is responsible for:**

- Appropriate implementation of this policy.

### **Chief Operating Officer is responsible for:**

- Appropriate implementation of this policy.

### **Human Resources Manager**

- Following this policy appropriately.

## 8. Related Policies

- All University Policies

## 9. Related Procedures

- All University Procedures

## 10. Related References and Standards

BQA	Institutional Review Handbook
BQA	National Qualifications Framework Handbook
BQA	Programs-within-College Reviews Handbook
HEC	Regulations and Resolutions

**President Signature:**

