

Commitment to Fair Representation and Workers' Rights

The Public Authority for Applied Education and Training (PAAET) upholds the principles of freedom of association and collective bargaining as essential foundations for decent work, social justice, and institutional transparency.

Operating within Kuwait's legal and ethical framework, PAAET ensures that all staff and faculty, national and international, are treated with fairness, dignity, and equality in accordance with SDG 8 (Decent Work and Economic Growth) and SDG 5 (Gender Equality).

This approach reflects PAAET's belief that dialogue and representation are key to sustaining a motivated, secure, and collaborative workforce.

Legal Framework for Labor Rights

PAAET's labor practices are governed by Kuwait's comprehensive national legislation, including:

- Trade Union Law



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- Labor Law



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- Civil Service Employment Regulations
- PAAET Human Resources Policy Manual

These frameworks guarantee freedom of association, the right to collective representation, and the protection of employees' welfare within Kuwait's public sector institutions.

Full and Equal Rights for Kuwaiti Employees

Kuwaiti nationals at PAAET enjoy full union and representation rights under national law, including:

- The freedom to form, join, and participate in trade unions without discrimination.
- Official representation through the *Kuwaiti General Syndicate of Workers in Government Ministries and Public Bodies*, the legally recognized public-sector labor union.
- Equal participation and leadership opportunities for Kuwaiti women, who are entitled to vote, run for office, and take part in all union activities.

This legal recognition ensures equitable access to collective bargaining and sets a strong precedent for fairness in the national labor environment.

Progressive Inclusion for International Staff

Kuwait's new Trade Union Law No. 28/2023 represents a historic milestone by allowing non-Kuwaiti employees to join

trade unions for the first time.

PAAET welcomes this development and is actively aligning its policies to support inclusive implementation across all campuses and employment categories.

To facilitate this transition, PAAET is taking proactive measures to:

- Inform international staff of their newly granted rights.
- Provide guidance and assistance through the HR Department on available representation channels.
- Encourage consultation between Kuwaiti and international faculty to promote shared dialogue and inclusion.

These actions mark PAAET's evolution toward a more inclusive and participatory labor culture.

Ensuring Compliance and Social Dialogue

While union recognition follows Kuwait's national laws, PAAET promotes internal consultation and collaboration through:

- Joint Committees for open dialogue on workplace policies and staff welfare.
- Formal grievance and appeals systems, ensuring transparency and fairness in conflict resolution.
- Regular awareness workshops on rights, responsibilities, and ethical conduct in employment.

This balanced approach ensures legal compliance while fostering trust, transparency, and teamwork within the institutional community.

PAAET participates in the [National Committee](#) for the Implementation of the Convention on the Rights of Persons with Disabilities, collaborating with 12 government entities to strengthen inclusion, equality, and access to decent work opportunities for all.

The PAAET Strategic Plan 2025–2030 builds upon Kuwait’s national labor framework by promoting participatory management and structured consultation with faculty and staff representatives. It outlines policies for inclusive governance and alignment with the Civil Service Commission to guarantee fairness, equity, and transparency in employment. These strategic directions reflect PAAET’s proactive role in upholding labor rights and promoting social dialogue in accordance with SDG 8 and Kuwait Vision 2035.



PAAET Strategy – قِيَمَاتُ السَّيَّاسَةِ.pdf

A Forward-Looking Commitment

As Kuwait’s labor legislation continues to evolve, PAAET is committed to advancing beyond compliance toward leadership in equitable labor governance.

Plans include:

- Institutional alignment with the Ministry of Social Affairs and Labor to strengthen labor-rights education.
- Policy revisions to formally include international staff in consultative processes.
- Expanding research and dialogue on sustainable labor relations in higher education.

Through these steps, PAAET reinforces its position as a regional model for ethical employment and participatory governance.

Conclusion

The Public Authority for Applied Education and Training guarantees full recognition of labor rights for Kuwaiti staff and is actively implementing measures to extend inclusivity to its international workforce.

Through compliance, consultation, and collaboration, PAAET promotes equality, gender balance, and social justice in alignment with Kuwait Vision 2035 and the UN Sustainable Development Goals.

By fostering open dialogue and inclusive representation, PAAET continues to build a fair, transparent, and empowered workplace, where every employee's voice is valued and protected.