

Misr International University Report Times Higher Education Impact Ranking

SDG 8:

Decent Work and Economic Growth

This report outlines Misr International University's (MIU) strategic alignment and contributions to the United Nations Sustainable Development Goal 8 (SDG 8): "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all."

MIU is deeply committed to translating global goals into local impact through its employment policies, academic programs, and community engagement initiatives, ensuring fair practices and fostering economic prosperity in Egypt.

8 DECENT WORK AND
ECONOMIC GROWTH





8.2.2. Employment Practice Unions

University Procedures for Recognizing Labor Unions and Workers' Rights 2023/2024

The University consistently recognizes labor unions, workers' rights, freedom of association and collective bargaining, including for women and international staff members, through the following procedures:

1

Human Resources and Personnel Affairs Departments

The University has dedicated Human Resources and Personnel Affairs departments responsible for issuing employee entitlements, ensuring equality and fairness among staff across all categories and receiving, reviewing and resolving complaints related to salaries, bonuses and allowances.

2

Dedicated Employee Complaints Office

An office has been established to receive and follow up on all staff complaints, ensuring that appropriate actions are taken to provide guidance and to implement policies and programs related to their rights. [**Read more.**](#)



8.2.2. Employment Practice Unions

Employee Complaints Office Responsibilities



Receive Complaints

Accept reports from all university employees



Gather Information

Collect facts and relevant details



Provide Guidance

Advise on academic and non-academic issues



Refer for Investigation

Send matters to appropriate investigators



Ensure Responses

Track cases for timely follow-up



Implement Policies

Apply faculty and staff rules consistently



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University Procedures for Recognizing Labor Unions and Workers' Rights 2023/2024

The University consistently recognizes labor unions, workers' rights, freedom of association and collective bargaining, including for women and international staff members, through the following procedures:

A **Personnel Affairs Committee** has been formed, consisting of selected members from all University faculties, to review requests submitted by faculty members, teaching assistants, and administrative staff related to the daily attendance and leave system.

Committee Responsibilities

- Reviewing exceptional requests related to attendance regulations (late arrival, early departure, or additional leave).
- Extending early-departure allowances for childcare purposes.
- Extending maternity leave.
- Reviewing exceptional medical leave requests submitted by the medical sector.
- Reviewing applications for semester-long or full academic-year leaves.
- Reviewing grievances related to salary deductions.



8.2.2. Employment Practice Unions

Personnel Affairs Committee

Below is a table showing the number of exceptions to employee attendance regulations that were approved by the committee.

Total number of exceptions	Reason	Action taken
53 faculty members, teaching assistants and administrative staff.	<ol style="list-style-type: none"> Chronic medical conditions. Pregnant employees. 	<ol style="list-style-type: none"> Irregular attendance. No attendance. One day or two days off per week. Leaving early at 3PM or attendance at 10AM. Pregnant employees were granted exceptional leave or exempted from attendance.