

# 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





## 8.2.7. Tracking Pay Scale for Gender Equity

The University implements a **gender pay equity policy** that ensures fairness and prohibits discrimination based on gender. Financial and non-financial compensation is provided in accordance with experience, academic qualifications and professional competence to ensure tasks are performed to the highest standard.

### Statement of University Staff Numbers

Teaching Assistants		Faculty Members (FT)		Faculty Members (PT)		Administrative Staff	
Male	Female	Male	Female	Male	Female	Male	Female
64	106	102	250	64	135	410	425

The **Personnel Affairs Administration** has implemented the gender pay equity policy through the following procedures:

1. A fixed annual salary increase was granted to all employees in accordance with the rules of the Egyptian Labor Law (Law 12/2003).
2. Variable annual increases were granted based on employee performance evaluations conducted annually by the Human Resources Department.
3. Bonuses were awarded to employees who provide outstanding services, work, research, or suggestions that contribute to improving work methods, enhancing performance efficiency, or reducing expenses, as follows:



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#### Faculty Members and Teaching Assistants

- 1 Financial rewards were granted for promotions and obtaining academic degrees.
- 2 The University covered publication fees for distinguished research in local, regional, and international scientific journals.
- 3 The University covered conference registration fees and participation in scientific events.
- 4 Compensation was paid for teaching hours exceeding the official teaching load.
- 5 Compensation was paid for attendance during official holidays and for working hours beyond legal limits.
- 6 Compensation was provided for leadership positions, committee memberships, and administrative duties in addition to teaching responsibilities.



## 8.2.7. Tracking Pay Scale for Gender Equity

### Administrative Staff

- 1** Compensation was provided for participation in committees responsible for theoretical, practical, and oral examinations.
- 2** Compensation was provided to workers assisting examination committees during theoretical, practical, and oral exams.
- 3** Compensation was paid for tasks performed beyond the employees' original job responsibilities within their departments.
- 4** Compensation was provided for attendance during official holidays and for working hours exceeding the legally permitted limits.



## 8.2.7. Tracking Pay Scale for Gender Equity

### In addition:

- 1** — The University provides free transportation for all employees, regardless of gender and a significant number of staff members benefit from the University buses.
- 2** — Paid sick leave was granted to pregnant employees, with exemption from attendance starting from the ninth month of pregnancy. The total number of pregnant employees during the academic year was **38**.
- 3** — A total of **8** pregnant employees were exempted from attendance in accordance with the approved medical guidelines.
- 4** — A total of **7** employees with chronic illnesses were permitted flexible attendance or paid leave.