

# Misr International University Report

## SDG 8:

### Decent Work and Economic Growth

**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.



## 8.2.1. Employment Practice Living Wage

### Aligning MIU's Vision with Egypt's SDG 8 Ambitions

In alignment with these national reforms, Misr International University (MIU) ensures that all staff and faculty are paid at least the living wage. This commitment supports **inclusive economic growth** by promoting fair compensation practices and reducing income disparities. The living wage is defined as the local living wage (if determined by the government) or the local financial poverty indicator for a family of four, expressed as an hourly wage.



### National Minimum Wage

Egypt raised the minimum wage for the private sector to **EGP 3,500**, effective January 1, 2024.

MIU fully supports this progressive direction by maintaining **equitable wage policies** and promoting **fair and inclusive employment practices** across the institution.



## 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.](#)



## Promote Sustained, Inclusive and Sustainable Economic Growth, Full and Productive Employment and Decent Work for All

### 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



## 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:

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
<b>53</b> faculty members, teaching assistants and administrative staff.	<ol style="list-style-type: none"> <li>1. Chronic medical conditions.</li> <li>2. Pregnant employees.</li> </ol>	<ol style="list-style-type: none"> <li>1. Irregular attendance.</li> <li>2. No attendance.</li> <li>3. One day or two days off per week.</li> <li>4. Leaving early at 3PM or attendance at 10AM.</li> <li>5. Pregnant employees were granted exceptional leave or exempted from attendance.</li> </ol>



## 8.2.3. Employment Policy on Discrimination

Misr International University (MIU) upholds a strict policy against all forms of discrimination in the workplace. MIU is committed to providing an inclusive, respectful, and equitable environment for all staff and faculty members, ensuring equal opportunities and fair treatment across the university community.

For full details, please [read the University non-discrimination Policy here.](#)



### Religion

Equal treatment regardless of religious belief or affiliation.



### Gender

Zero tolerance for gender-based discrimination in hiring or promotion.



### Age

Fair consideration for all ages within the university community.



### Refugee Status

Inclusion and support for individuals of refugee or asylum seeker status.



### 8.2.3. Employment Policy on Discrimination

#### Promoting Human Rights and Youth Engagement

In alignment with the commitment to the United Nations' Sustainable Development Goals and promoting decent work, the Faculty of AI-Alsun and Mass Communication Community Service Committee organized a key seminar.

#### Seminar Focus

1

#### “Youth’s Gains in the Light of the National Strategy for Human Rights”

Held on Wednesday, November 15, 2023.

During the event, **Mr. Mohamed Mamdouh**, President of the Egyptian Youth Council and member of the National Council of Human Rights, emphasized that human rights are rooted in **equality, fairness, and freedom from fear, discrimination, and harassment**—all priorities of the Egyptian government.

He highlighted national progress in supporting youth, women, and people with disabilities, noting how economic reform programs and government–private sector partnerships promote development, job opportunities, and sustainable growth.



## 8.2.3. Employment Policy on Discrimination

The university is deeply committed to fostering an inclusive and respectful work environment where all employees are treated fairly and provided with equal opportunities. At MIU, the dedication to gender equality and merit-based advancement is evident in the balanced representation and support provided to female faculty and staff, ensuring **equal wages** and promoting **sustainable growth** across the institution.

### Equal Hiring Practices



MIU ensures that selection processes are gender-neutral, resulting in high female representation across all departments.

### Leadership & Academic Roles



Females are equally promoted and supported into senior leadership and tenure-track academic positions based purely on merit.

### Inclusive Environment



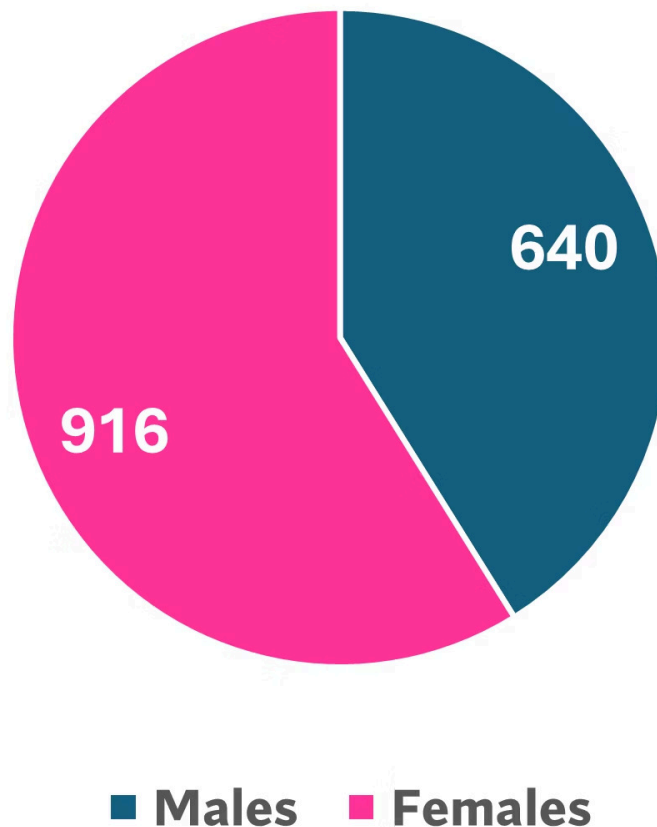
The university is committed to fostering a respectful work environment where all employees are provided with equal opportunities for growth.



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Below is a pie chart that illustrates the **number of female employees at the university**. The male-to-female ratio is approximately **1:1.43**.





# Upholding Ethical Labor Standards at Misr International University



## 8.2.4. Employment Policy Modern Slavery

Misr International University (MIU) maintains a strong policy commitment against all forms of **forced labour**, modern slavery, human trafficking, and **child labour**. MIU ensures that its operations uphold ethical standards and human rights while fostering a **safe working environment** for all.

[Read the University Policy Against Modern Slavery.](#)



# Upholding Ethical Labor Standards at Misr International University

## 8.2.4. Employment Policy Modern Slavery

The University Ethics Committee reviews and oversees ethical matters related to institutional processes and conduct, addressing claims and complaints concerning the university's code of conduct and organizational practices. It ensures that fairness, transparency, and integrity are consistently upheld across all university operations and maintains a policy commitment against forced labor, modern slavery, human trafficking, and child labor.



**[Read more on The Universal Ethics Committee](#)**

**[Read Misr International University's Core Values](#)**



# Upholding Ethical Labor Standards at Misr International University



## 8.2.5. Employment Practice Equivalent Rights

MIU requires all outsourced activities to follow the same rights, protections, and working conditions as its direct employees, ensuring fair labor practices and maintaining **decent job** standards across all operations.

**[Read the University Policy on Equivalent Rights Outsourcing](#)**



# Upholding Ethical Labor Standards at Misr International University



## 8.2.5. Employment Practice Equivalent Rights

### **Procedures for Ensuring Equal Rights for External Labor Academic Year 2023/2024**

The university relies on a significant portion of its work on labor sourced from external parties, both skilled and unskilled, who are contracted through agreements between the university and specific contractors or specialized companies. The university requires that these contractors or companies fully comply with all labor rights for the workers they supply to the university, as stipulated in the Labor Law:

<https://www.manpower.gov.eg/PDF/WorkLow/law2003.pdf>



# Upholding Ethical Labor Standards at Misr International University



## 8.2.5. Employment Practice Equivalent Rights

**The university ensures the rights of external labor through the following procedures:**

1. Non-permanent workers are compensated for their work on the same basis as permanent university staff for overtime tasks.
2. A variety of food provisions are offered to workers during their work at the university.
3. Necessary safety equipment required to carry out assigned tasks is provided (such as head and eye protection, safety belts and safety footwear).
4. The university covers all medical treatment expenses in the event of injuries.
5. If external workers need to stay late to complete assigned tasks, the university's on-campus staff housing is made available for their use.



# Upholding Ethical Labor Standards at Misr International University



## 8.2.6. Employment Policy Pay Scale Equity

MIU upholds pay scale equity, ensuring fair compensation, **equal wages**, and enhanced **economic productivity** through equitable employment practices.

[Read the University Policy on Pay Scale Equity.](#)



## 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:



### 8.2.7. Tracking Pay Scale for Gender Equity

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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:

#### 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.



## 8.2.8. Employment Practice Appeal Process

An **Employee Complaints Office** has been designated to receive and follow up on complaints from all university staff and to ensure appropriate procedures are taken to implement university internal regulations, the code of conduct, and policies related to diversity, equality, and human rights. This office also contributes to **inclusive economic growth** and **decent job** standards by promoting fair treatment, **equal wages** and **labor rights** protection across the university community—supporting a safe working environment and sustainable employment practices that align with MIU’s commitment to **sustainable growth** and **economic productivity**.

### Office Tasks



#### Complaint Reception

Receiving complaints from all university staff.



#### Information and Guidance Collection

Collecting information and providing guidance on complaints.



#### Complaint Referral and Follow-up

Referring complaints for investigation and ensuring a prompt response.



## 8.2.8. Employment Practice Appeal Process

### Employee Complaint Form



#### Employee Complaint Form

Complaint No: \_\_\_\_\_

#### 1-Your Details

Semester:

Date:

First Name

Middle Name

Last Name

Date of employment

Telephone #

Mobile #

MIU E-mail

Faculty/Administrative  
unit

Position

**Person or department concerned in the complaint**

#### 2-Your Complaint

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Have you taken up your complaint with the party(s) involved?  No  Yes

If your answer is "yes", please explain the feedback you received and with whom was the matter addressed

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#### 3-Remedy Requested

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#### Statement by Complainant

I wish this complaint to be considered. I declare that the information on this form is true, correct and complete to the best of my knowledge.

Complainant

Date

\_\_\_\_\_

\_\_\_\_\_



# 8.2.8. Employment Practice Appeal Process

## Employee Complaint Form



Complaint No: \_\_\_\_\_

### **A. Office use only**

Received by: \_\_\_\_\_

Date Received: \_\_\_\_\_

Observation/Suggestion/s:

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Signature

\_\_\_\_\_

Authorized Decision/s:

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Signature

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**B. Employee Feedback:**

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Signature

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## 8.2.9. Employment Practice Labour Rights

The University's system of values is the driving force that enables it to creatively invest in its human and material resources to achieve added value and improve the quality of life of its employees. As a strategic goal, the University is committed to fostering development, enhancing **economic productivity**, and encouraging organizational and institutional creativity through collective work and continuous improvement.

In line with this vision, MIU recognizes **labour rights**, including the **freedom of association** and **collective bargaining** for all employees, with equal respect and opportunity for women and international staff. This commitment, in place by 2024, reflects the University's dedication to fair employment practices, inclusive participation, and a **safe working environment** that supports sustainable institutional growth and social equity.

**Read Misr International University's Core Values [here](#).**