

8.2.6 Employment Policy Pay Scale Equity

Misr International University (MIU) has a formal policy on **pay scale equity** that explicitly commits to **fair compensation, equal wages, and the elimination of gender-based pay disparities**. The policy ensures that financial and non-financial compensation is determined solely by experience, academic qualifications, and professional competence, with no discrimination based on gender.

MIU implements this policy through concrete procedures:

- A **fixed annual salary increase** is granted to all employees in accordance with Egyptian Labor Law (Law 12/2003).
- Variable annual increases are awarded **based on performance** evaluations conducted by the Human Resources Department.
- **Bonuses** are provided for outstanding service, research, or contributions to work efficiency.

These measures demonstrate MIU's active commitment to measuring and **eliminating gender pay gaps.**
