

8.2.7 Tracking Pay Scale for Gender Equity

Misr International University (MIU) has implemented systematic measures to track and ensure gender pay **equity across all employment categories**. The university maintains a gender pay equity policy that **prohibits discrimination** based on gender and ensures that compensation is determined solely by experience, academic qualifications, and professional competence.

To monitor the effectiveness of this policy, MIU systematically collects and analyzes staff data disaggregated by **gender**. For the 2024/2025 academic year, the university documented the gender breakdown of its workforce across all faculties and employment categories. The data shows that out of **1,015 total staff members**, **639 are female (62.9%)** and **376 are male (37.1%)**. Specifically, among **612 faculty members**, 383 are female and 229 are male; among **403 teaching assistants and support staff**, 256 are female and 147 are male. This faculty-level disaggregation enables the university to monitor representation and compensation trends across genders and academic ranks.

MIU implements its gender pay equity policy through documented procedures, including fixed annual salary increases granted to all employees in accordance with Egyptian Labor Law, variable annual increases based on performance evaluations conducted by the Human Resources Department, and bonuses for outstanding contributions. These measures demonstrate MIU's active commitment to tracking and maintaining pay scale equity.
