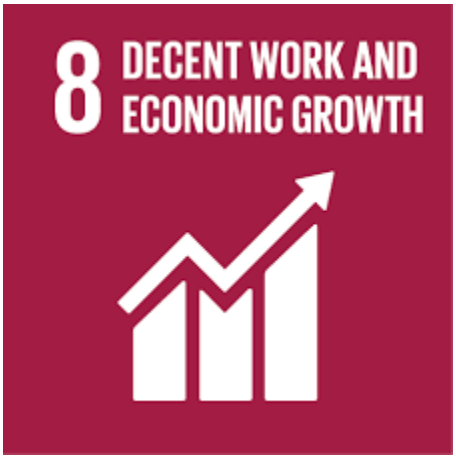
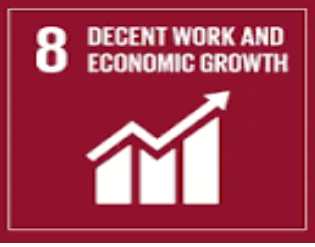


Misr International University Report
Higher Times Education Impact Ranking

SDG 8 - DECENT WORK AND ECONOMIC GROWTH

Misr International University (MIU) is committed to fostering **sustainable economic growth** and ensuring **decent work** for its entire community. During the 2024/2025 academic year, MIU institutionalized **fair employment practices** by enforcing equitable wage policies, promoting inclusive hiring for people with disabilities, and providing comprehensive welfare and leave programs for its staff. Complementing these internal practices, MIU invested in future professionals through industry-aligned training, career-readiness internships, and entrepreneurship initiatives that supported local businesses and student startups. These efforts reflect MIU's dual commitment to protecting its current workforce and driving inclusive economic prosperity within the broader community.



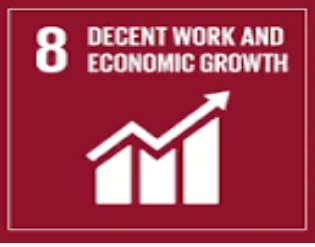
8.2.1 Employment Practice Living Wage

MIU has a formal policy guaranteeing a minimum net monthly wage of **6,000 EGP** for all employees, ensuring compliance with **Egypt's national minimum wage standards**. This commitment is applied without discrimination between genders and covers all staff categories. MIU recognizes the difference between the legal minimum wage and an independent living wage benchmark and is **actively reviewing** its wage structure to bridge this gap in line with inflation.

6,000 EGP

Minimum net monthly wage





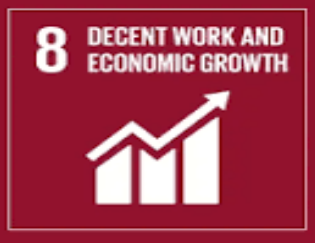
8.2.2 Employment Practice Unions

Misr International University (MIU) is committed to upholding the labour rights of all employees, including freedom of association and the right to collective bargaining, ensuring equal treatment for all staff regardless of gender or nationality. To operationalize these rights, MIU has established formal, transparent governance mechanisms:



These structures provide accessible, documented channels for staff to raise concerns and seek resolution, reflecting MIU's institutional commitment to fair employment practices and worker representation. These policies are publicly available to ensure transparency and accountability.

Read the policy here



8.2.3 Employment Policy on Discrimination

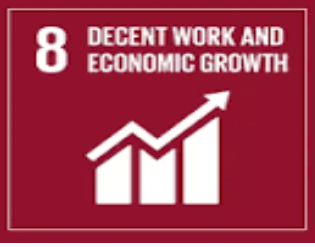
Misr International University (MIU) upholds a strict policy **against all forms of discrimination** in the workplace. MIU is committed to providing an **inclusive, respectful, and equitable environment** for all staff and faculty members, ensuring equal opportunities and fair treatment across the university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

The policy explicitly prohibits discrimination based on:



MIU ensures that selection processes are **gender-neutral**, resulting in high female representation across all departments. Females are **equally promoted** and supported into senior leadership and tenure-track academic positions based **purely on merit**. The university's grievance mechanisms, including the Employee Complaints Office and the Personnel Affairs Committee, are mandated to investigate and address any claims of discrimination promptly and fairly.

Public Policy: Click here and here



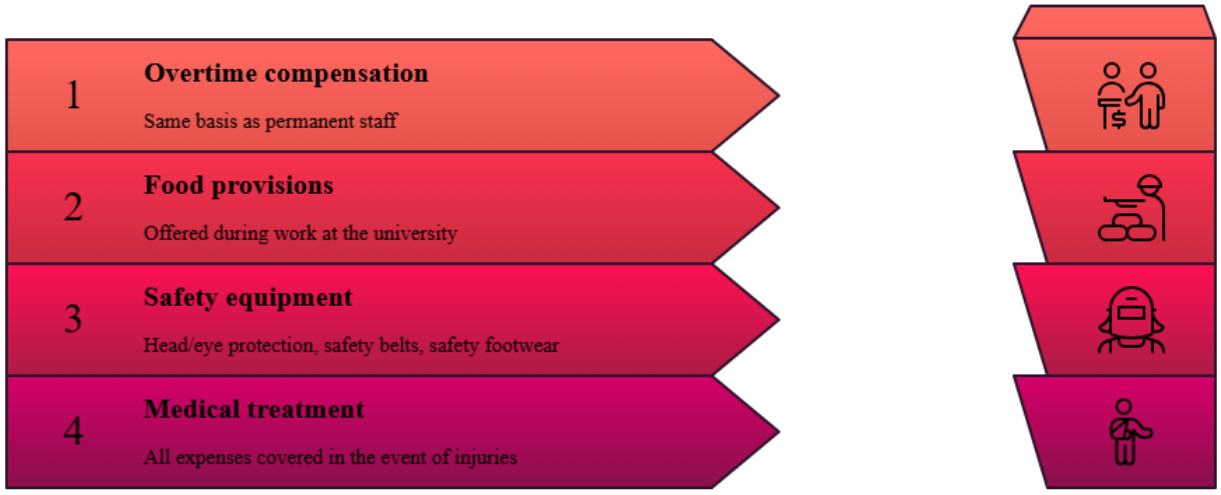
8.2.4 Employment Policy Modern Slavery

Misr International University (MIU) maintains a formal, publicly available **Modern Slavery Policy** that explicitly prohibits **forced labour**, **modern slavery**, **human trafficking**, and **child labour** within its operations and recruitment practices. The policy reflects MIU's commitment to **ethical employment standards** and ensures that all staff and faculty are employed voluntarily and without coercion. The university's recruitment procedures are designed to comply with **Egyptian Labour Law**, including regulations that prevent the employment of individuals under the legal working age. This policy is part of MIU's broader governance framework, which also includes an **Anti-Bribery and Corruption Policy**, demonstrating a comprehensive approach to institutional integrity and human rights.

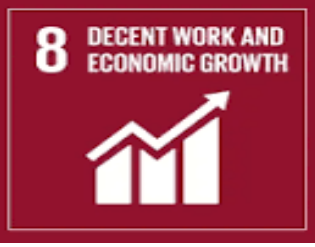
Find Public Evidence Here

8.2.5 Employment Practice Equivalent Rights Outsourcing

Misr International University (MIU) has a formal, publicly available policy guaranteeing that workers employed through **outsourced or third-party contractors receive the same rights, protections, and working conditions as the university's direct employees.** This policy ensures that outsourced activities—whether skilled or unskilled—are governed by agreements that require contractors to fully comply with all labor rights as stipulated in Egyptian Labor Law.



Public Policy Click here



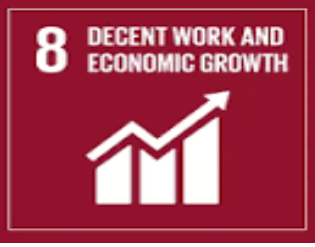
8.2.6 Employment Policy Pay Scale Equity

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.**



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.

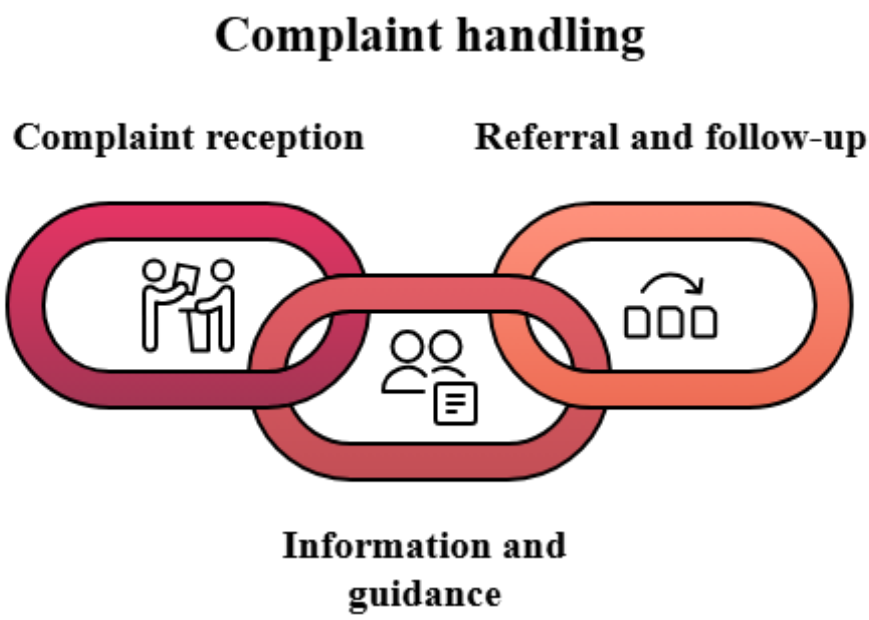
MIU implements its gender pay equity policy through documented procedures, **including fixed annual salary increases granted to all employees** in accordance with Egyptian Labor Law, **variable annual increases based on performance evaluations** conducted by the Human Resources Department, and bonuses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

8.2.8 Employment Practice Appeal Process

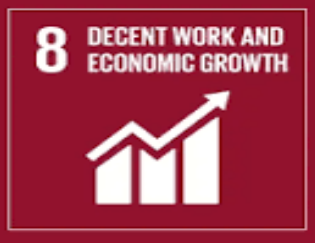
An **Employee Complaints Office** has been designated to receive and follow up on complaints from all university staff and to ensure appropriate procedures are taken to implement university internal regulations, the code of conduct, and policies related to diversity, equality, and human rights. This 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.



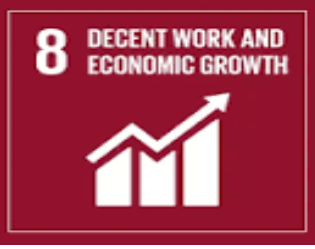
Read Policy Here.



8.2.9 Employment Practice Labor Rights

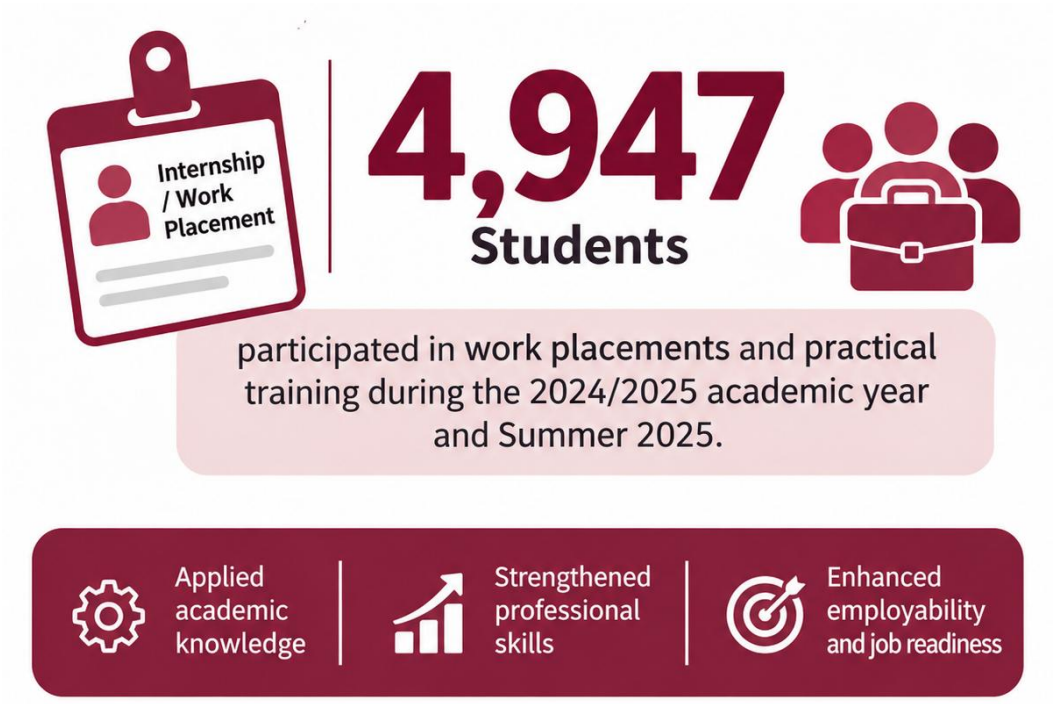
The University's system of values is the driving force that enables it to creatively invest in its human and material resources to achieve added value and improve the quality of life of its employees. As a strategic goal, the University is committed to fostering development, enhancing economic productivity,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

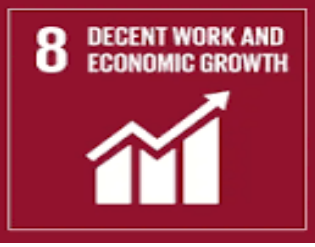
In line with this vision, MIU **recognizes labor rights**, including the freedom of association and collective bargaining for all employees, with **equal respect and opportunity** for women and international staff. This commitment, in place by 2024, reflects the University's dedication to fair employment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



8.4.1: Proportion of students with work placements

During the **2024/2025 academic year and Summer 2025**, **4,947 students** at Misr International University participated in **work placements** and practical training opportunities across various professional settings. These placements provided students with valuable **hands-on experience**, enabling them to apply their academic knowledge in **real-world** working environments and strengthen their professional skills and **readiness** for employment.

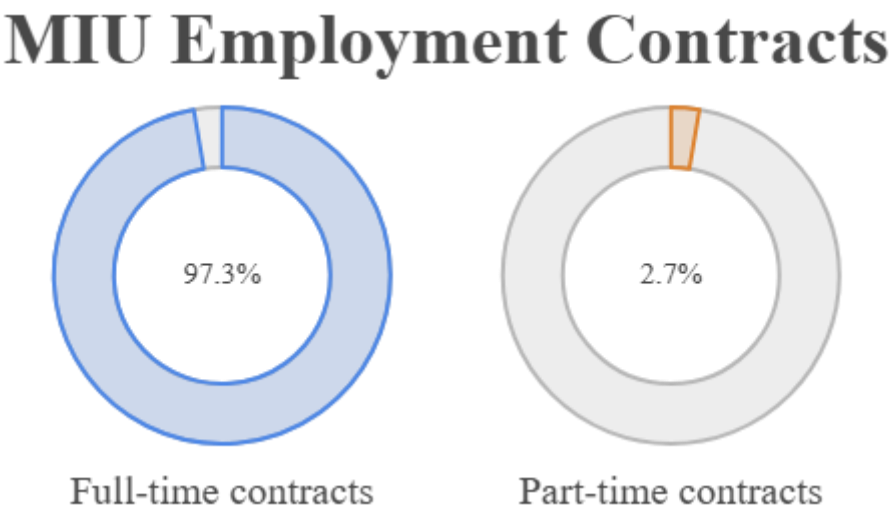


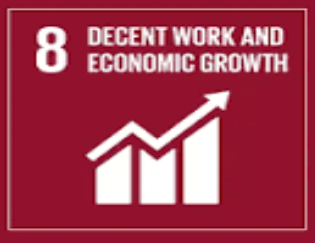


8.5.1: Proportion of Employees on Secure Contracts

Misr International University (MIU) is committed to providing secure, permanent employment for its workforce. For the 2024/2025 academic year, the university's total employee headcount was 1,869. Of these, **1,818** employees **(97.3%)** were employed on secure, **permanent full-time contracts** governed by Egyptian Labor Law (Law 12/2003) and MIU's internal HR bylaws.

This includes **612** full-time faculty members, **403** full-time teaching assistants, and **803** full-time administrative staff. The remaining 51 employees (2.7%) were engaged on part-time contracts, comprising 41 part-time teaching assistants and 10 part-time administrative staff, primarily in the Faculty of Oral and Dental Medicine.





To further demonstrate MIU's commitment to inclusive employment and staff welfare during the 2024/2025 academic year:

- **Employment of Persons with Disabilities:** MIU employs **56 individuals with disabilities** across various roles, including service workers (52), administrative staff (2), laboratory technicians (1), and assistant technicians (1).
- **Employee Welfare:** MIU hosted a Ramadan Iftar for **455 employees** (March 9, 2025) and distributed Christmas gifts to all university offices (September 15, 2024).
- **Exceptional Leave: 156 employees** received paid exceptional leave during the 2024/2025 academic year for family emergencies, including illness of a child, spouse, or parent, or the birth of a child.

Student Employability and Economic Growth Initiatives

MIU prepares students for the labor market through targeted industry partnerships, practical training, and entrepreneurship opportunities.

Industry Partnerships and Career Readiness:
MIU signed an MoU with Utopia Pharmaceutical Factory for summer training, while the Faculty of Business Administration partnered with L'Oréal Egypt and hosted experts BM Souhoola. The Faculty of Computer Science organized a Graduation Projects Expo attended by over 40 companies, and the Al-Alsun Department provided teaching internships for 15 TEFL students.

Entrepreneurship and Local Business Support:
MIU's four-day Christmas Bazaar supported 40 local and family businesses alongside 40 student entrepreneurs. The Faculty of Pharmacy also organized a bazaar, in collaboration with the Directorate of Social Affairs and the Egyptian Red Crescent, to support local producers and productive families.

Continuous Professional Development:
MIU invested in staff development through an AI in Higher Education workshop for 29 faculty members, in collaboration with DAAD Kairo Akademie, and launched technical courses in AI, big data, cybersecurity, and DevOps through its Continuing Education Center.