10 REDUCED INEQUALITIES

SDG. 10 (Reduced Inequalities)

10.6 Measurement against discrimination

10.6.3 Access to university underrepresented groups recruit

SDG. 10 (Reduced Inequalities)

Metrics and indicators

Underlined blue text directs to supporting evidence

10.6 Measurement against discrimination

10.6.3: Access to university underrepresented groups recruit:

MUST Recruitment and selection policy for faculty members and administrative sector:

Misr University for Science and Technology maintains clear and inclusive recruitment and selection policies, encompassing faculty members and the administrative sector. Our commitment to non-discrimination ensures that these policies provide equal opportunities and are free from bias or favoritism, applying objective and neutral criteria while preventing discrimination based on gender, race, religion, nationality, or disability.

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY
Human Resources Management

جامعة مصر
للعلوم و التكنولوجيا
ادارة المـوارد البشـرية

4.2.2.1.2 **Equality and non-discrimination**: Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.

4.2.2.1.3 **Recruitment regarding modern slavery**: The university does not employ based on slavery. The university combats forced labor and child labor in accordance with the regulations governing this in the Egyptian Labor Law, as no employee under the age of 18 is appointed in accordance with Article No. 99 of the Egyptian Labor Law. No. 12 of 2003.

4.2.2.1.8 **Employment regarding equal wages:** The university is committed to paying equal wages to increase job satisfaction in accordance with the internal policies specified for this. Misr University for Science and Technology does not differentiate between genders in wages and salaries.

The Number of Employees at Misr University for Science and Technology for the Year 2021-2022:

MUST ensures that the recruitment and selection process is solely competence-based and aligns with employment requirements. It extends equal opportunities to all, including underrepresented groups, such as women, individuals with disabilities, and international applicants. MUST adheres to Article 22 of Law No. 10 of 2018, which stipulates that individuals with disabilities have the right to be appointed to 5% of the total job positions in both governmental and non-governmental entities.

١٨   الجريدة الرسمية – العدد ٧ مكرر (ج) فى ١٩ فبراير سنة ٢٠١٨

مادة (٢٢) :

تلتزم الجهات الحكومية وغير الحكومية وكل صاحب عمل ممن يستخدم عشرين عاملاً فأكثر سواء كانوا يعملون فى مكان واحد أو أماكن متفرقة وأياً كانت طبيعة عملهم بتعيين نسبة (٥ ٪) من عدد العاملين على الأقل من الأشخاص ذوى الإعاقة الذين ترشحهم الوزارة المعنية بشئون العمل والجهات الإدارية التابعة لها من واقع السجل المنصوص عليه فى المادة (٢١) ، ويقوم المجلس بالتنسيق مع الوزارة المختصة بمتابعة هذه الجهات للتأكد من الالتزام بتشغيل النسبة المقررة للأشخاص ذوى الإعاقة وظروف العمل الخاصة بهم وفرص تشغيلهم وجميع الالتزامات الأخرى التى ينظمها هذا القانون فى شأن تشغيلهم ، على أن يصدر بالقواعد والشروط فى هذه الحالة قرار من رئيس مجلس الوزراء بناء على عرض الوزير المختص بعد التنسيق مع الوزراء المعنيين فى حدود النسبة المقررة لهذه الفئة .

In the academic year 2021-2022, even though the total number of employees at Misr University for Science and Technology may have shown a potential male dominance, the academic staff, which is a significant subset of these employees, displayed a notable female dominance. With 917 female academic staff members compared to 679 male academic staff members, women accounted for 57.5% of the academic workforce, reflecting the university's commitment to achieving gender balance and diversity within its academic ranks.

	Male	**Female**	**Total**
Number of Employees	2302	1788	4090
Number of Disabled Employees	63	31	94