







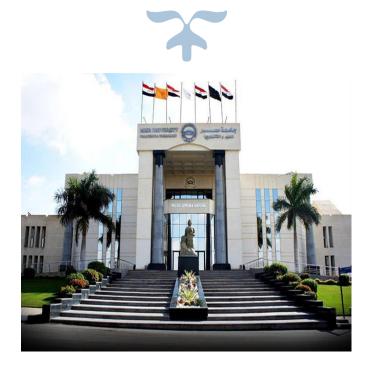




SDG. 5 (Gender Equality)

5.6 Women's progress measures

5.6.3 Maternity and paternity policies











SDG. 5 (Gender Equality)

Metrics and indicators

Underlined blue text directs to supporting evidence

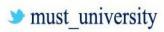
5.6 Women's progress measures

5.6.3 Maternity and paternity policies

At Misr University for Science and Technology, we recognize the importance of creating a supportive and inclusive environment for women who wish to balance their academic and family responsibilities. As a private university, MUST maternity regulations are regulated in accordance with the Egyptian Labor Law No. 12 of the Year 2003 – Chapter 2, regulating employment of woman workers. MUST maternity policies are designed to provide essential support to female students and staff during pregnancy and childbirth. Accordingly, women working at MUST, who have been employed for more than ten months are entitled to ninety days paid maternity leave -during which her employer does not have the right to dismiss her. A working mother is additionally entitled the option of two years unpaid leave for childcare.

FOR SCIENCE & TECHNOLOGY	جامعة مص للعلوم و التكنولو- ادارة المصوارد البشري
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MUST maternity regulations

Article: 91 A female worker having spent ten months in the service of employer or more shall have the right to a maternity leave of ninety days with a compensation equal to her comprehensive wage, comprising period before delivery and after parturition, providing she shall submit a medical certificate indicating the date on which delivery most likely took place. A female worker shall not be required to work during the forty five days following childbirth. The maternity leave shall not be entitled more than twice throughout the female worker's period of service.

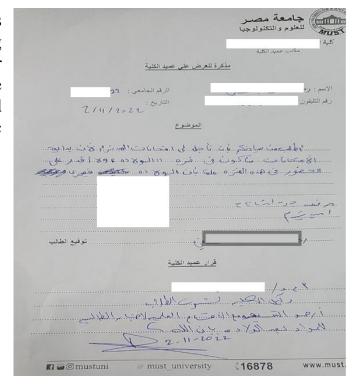
Article: 92 The employer shall be prohibited to discharge the female worker or terminate her service during the maternity leave indicated in the previous article. The employer may deprive her from the compensation for her comprehensive wage on the leave period, or recover the amount paid by him to her if it is proved that she has worked during the leave with another employer. This shall all be without prejudice to the disciplinary pd4ml evaluation copy. visit http://pd4ml.com impeachment.

Article: 93 A female worker nursing her child shall - in addition to the determined rest period - have the right during the twenty four month following the date of childbirth to two other periods for breast-feeding each of not less than a half hour. The female worker shall also have the right to add the two periods together. These two additional periods shall be counted as working hours and shall not result in any wage reduction.

Article: 94 Subject to the provision of the second clause of article (72) of the Child Law as promulgated by Law No. 12 of the year 1996, a female worker in the establishment where fifty workers or more are employed shall have the right to obtain a leave without pay for a period not exceeding two years, to care for her child. This leave shall not be entitled more than twice throughout her service period

Maternity articles of the Labor Law no. 12/2003

During maternity leave, students receive academic support, including the option to defer exams or coursework. Faculty members are also provided with support and flexibility to manage their academic responsibilities.















the context of providing additional breaks for breastfeeding employees, our university adheres to the guidelines outlined in Article 71 of the Child Labor Law. This means that a mother who is nursing her child within the two years following childbirth is entitled to a one-hour break during her working hours, and breaks implemented these are without any reduction in the employee's wages, as per our university's policy.



Annually, a celebration is held at MUST in honor of mothers on Mother's Day, celebrated on March 21. In 2022, two events were held on the occasion, one was an outdoor event in the grounds of MUST campus, and the other was at MUST Opera House. The President and the Vice-President for Community Service and Environmental Affairs of the university awarded selected mothers.









Mother's Day Celebrations March 2022