



MUST Rankings Office

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY



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.

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Human Resources Management



جامعة مصر
للعلوم والتكنولوجيا
ادارة الموارد البشرية

4.12.4.3 اجازة رعاية الطفل

- 4.12.4.3.1 هي اجازة بدون اجر تستحقها العاملة لرعاية طفلها.
- 4.12.4.3.2 مدة الاجازة لا تتجاوز سنتين للطفل الواحد وذلك لرعاية طفلها.
- 4.12.4.3.3 لا تستحق هذه الاجازة لأكثر من مرتين طوال مدة خدمتها.

4.12.4.4 اجازة الوضع :-

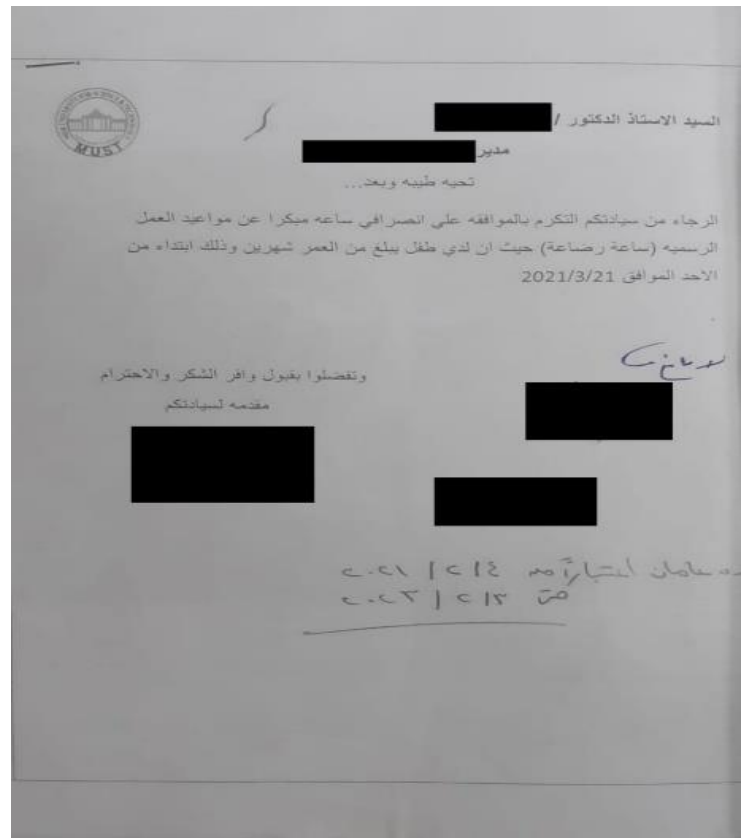
- 4.12.4.4.1 هي اجازة مدفوعة الاجر تستحقها العاملة لمدة 90 يوم عن الوضع .
- 4.12.4.4.2 يحق للعاملة الحصول 45 يوم تسبق الوضع والتي تليه على ألا تقل مدة الاجازة بعد الوضع عن 45 يوماً بشرط أن تقدم شهادة طبية مبيّن بها التاريخ الذي يرجح حصول الوضع فيه .
- 4.12.4.4.3 لا تستحق العاملة هذه الإجازة لأكثر من مرتين طوال مدة خدمتها.
- 4.12.4.4.4 يلزم مرور 10 اشهر على تعيينها .
- 4.12.4.4.5 بالنسبة للعاملة التي لم يمر على تعيينها 10 اشهر فتستحق 45 يوم بدون راتب .



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In 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 these breaks are implemented 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.



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Mother's Day Celebrations March 2022