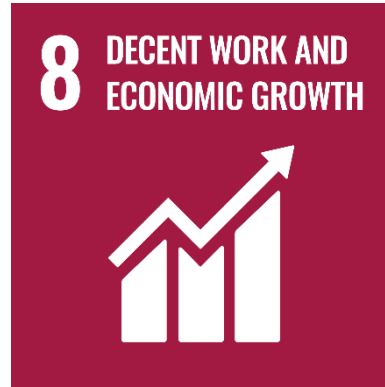




MUST Rankings Office

**MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY**



SDG. 8 (Decent Work and Economic Growth)

8.2 Employment practice

8.2.4 Employment policy modern slavery





SDG. 8 (Decent Work and Economic Growth)

Metrics and indicators

Underlined blue text directs to supporting evidence

8.2 Employment practice

8.2.4 Employment policy modern slavery

Our university recruitment and selection policy clearly address the university stance on modern slavery, as the university does not employ based on slavery. Misr University for Science and Technology 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.

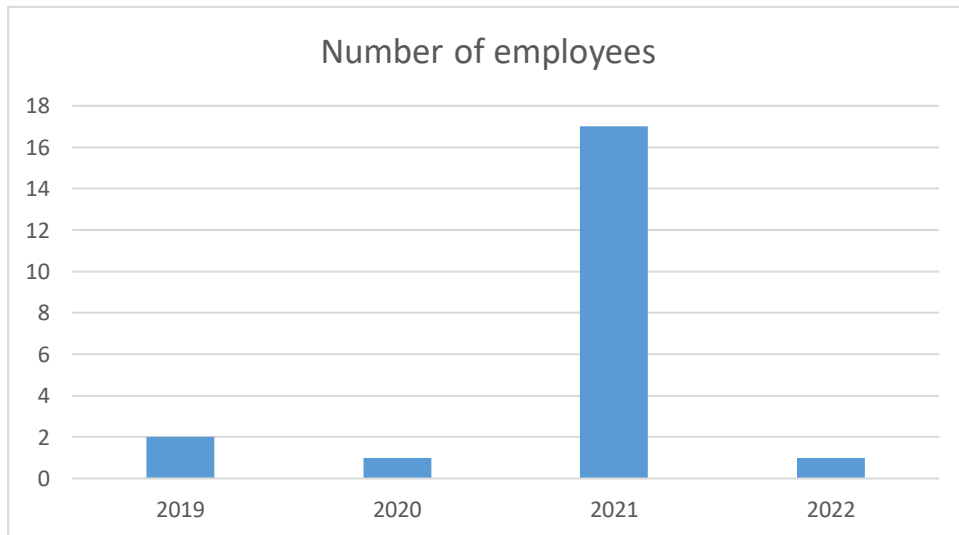


- 4.2.2.1.2 **Equality and non-discrimination:** Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.
- 4.2.2.1.3 **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.
- 4.2.2.1.4 **Transparency:** All applicants are treated in a similar manner, including procedures, evaluation results and responses to applicants who attended interviews but were not selected.
- 4.2.2.1.5 **Effectiveness:** The recruitment process must have a specific and flexible schedule according to the specified recruitment budget.
- 4.2.2.1.6 **Positive impressions of applicants:** All applicants must have good impressions whether they are accepted or not, and the recruitment and selection process must ensure that talented individuals are attracted, and that the university's reputation is maintained in a positive way.
- 4.2.2.1.7 **Confidentiality and privacy of applicants' data:** All information and data related to the recruitment process are treated with strict confidentiality in accordance with the regulations and policies regulating that.
- 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.

Recruitment and selection policy (HR04.2.).

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As modern slavery frequently takes advantage of vulnerability and ignorance in individuals. This is the reason why Misr University for Science and Technology is dedicated to the idea that empowering people with knowledge and skills can fortify their position and amplify their comprehension of their rights, thereby providing protection against coercion into illicit activities, including modern slavery. Since 2007, our university has been implementing a literacy promotion program designed for employees without literacy certification. This program involves the creation of an educational plan focused on teaching individuals how to read and write and imparting essential skills.



The number of employees who received a literacy certificate.