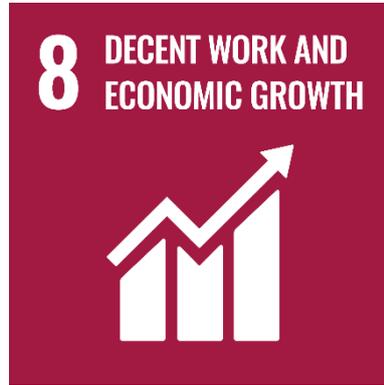




MUST Rankings Office

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY



SDG. 8 (Decent Work and Economic Growth)

8.2 Employment practice

8.2.6.7 Employment pay scale equity and tracking





MUST Rankings Office

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY

SDG. 8 (Decent Work and Economic Growth)

Metrics and indicators

Underlined blue text directs to supporting evidence

8.2 Employment practice

8.2.6,7 Employment pay scale equity and tracking

As salaries represent a fundamental right for university employees and are a core responsibility of the university towards its staff, Misr University for Science and Technology (MUST) is fully committed to providing fair and equal compensation to all employees, without regard to gender. In alignment with our internal policies, our university maintains a wage and salary policy that is free from discrimination, thus promoting job satisfaction among our workforces.

MISR UNIVERSITY
FOR SCIENCE & TECHNOLOGY
Human Resources Management



جامعة مصر
للعلوم والتكنولوجيا
ادارة الموارد البشرية

- 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.

Al-Motamayez District 5th of October, P.O Box 77, Giza, Egypt.
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Recruitment and selection policy (HR04.2)