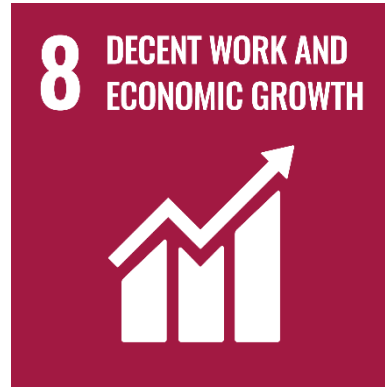




**MUST Rankings Office**



**MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY**



## **SDG. 8 (Decent Work and Economic Growth)**

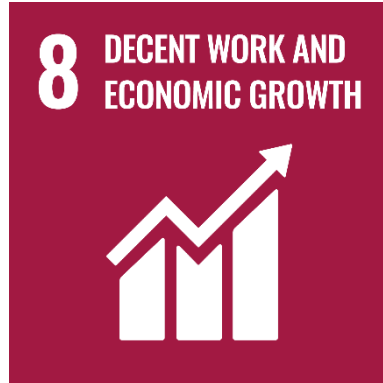
### **Report 2021-2022**





MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 8 (Decent Work and Economic Growth)

### 8.2 Employment practice

#### 8.2.1. Employment practice living wage



## SDG. 8 (Decent Work and Economic Growth)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 8.2 Employment practice

#### 8.2.1. Employment practice living wage:

Misr University for Science and Technology (MUST) follows the standard national regulations for academic and nonacademic staff living wages and pays them more than the expected minimum living wages defined by The Ministry of planning and economic development in Egypt to ensure a decent live for them.



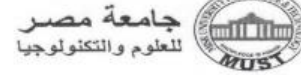
**The minimum wage defined by the ministry of planning and economic development.**



## MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

- The minimum wages at Misr University for science and technology (MUST) for nonacademic staff increase by 39% above the minimum wages defined by The Ministry of planning and economic development in Egypt and increase by 63% for academic staff above the minimum wages.
- Misr University of Science and Technology offers multiple benefits to employees, not just monthly wages, such as health insurance, transportation, and paid vacations such as mid and end of year vacation, incentives, and bonuses.



الإدارة العامة للموارد البشرية

### قرار

رئيس مجلس الأمناء

رقم (٧١) لسنة ٢٠٢٢ بتاريخ ٨ / ٣ / ٢٠٢٢

#### رئيس مجلس الأمناء :

بعد الاطلاع على القانون رقم ١٢ لسنة ٢٠٠٩ بشأن إنشاء الجامعات الخاصة ولائحته التنفيذية .  
و على القرار الجمهوري رقم ٢٤٥ لسنة ١٩٩٦ وتعديلاته بإنشاء جامعة مصر للعلوم والتكنولوجيا ولائحته التنفيذية .  
و على القانون رقم ٤٩ لسنة ١٩٧٢ بشأن تنظيم الجامعات وتعديلاته ولائحته التنفيذية .  
وعلى اللائحة الداخلية للجامعة .  
وعلى موافقتنا .

### قرار

#### المادة الأولى

يمنح السادة أعضاء هيئة التدريس ومعاونيهم والعاملين بالجامعة والمستشفى الجامعي إجازة نهاية العام الدراسي ٢٠٢٢ / ٢٠٢١ لمدة ٦ أيام ابتداءً من يوم السبت الموافق ١٠ / ٩ / ٢٠٢٢ على أن تكون بالتناوب للحفاظ على حسن سير وأنظمة العمل وبما لا يتعارض مع متطلبات العملية التعليمية ولا تضاف الى رصيد الأجازات وتنتهي في ٣١ / ١٢ / ٢٠٢٢ ولايسمح بتأجيلها بعد هذا التاريخ .

#### المادة الثانية

يعمل بهذا القرار إعتباراً من تاريخه وعلى الجهات المختصة تنفيذ هذا القرار كلاً فيما يخصه .

رئيس مجلس الأمناء

خالد الطوخي

@mustuni

must\_university

16878

www.must-edu.eg





MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



جامعة مصر  
للعلوم والتكنولوجيا



الادارة العامة للموارد البشرية

قرار

رئيس مجلس الأمناء

رقم (٢٧) لسنة ٢٠٢٢ بتاريخ ٢٠٢٢ / ٢ / ١

رئيس مجلس الأمناء :

بعد الاطلاع على القانون رقم ١٢ لسنة ٢٠٠٩ بشأن إنشاء الجامعات الخاصة و لائحته التنفيذية .  
و على القرار الجمهوري رقم ٢٤٥ لسنة ١٩٩٦ وتعديلاته بإنشاء جامعة مصر للعلوم والتكنولوجيا و لائحته التنفيذية .  
و على القانون رقم ٤٩ لسنة ١٩٧٢ بشأن تنظيم الجامعات وتعديلاته و لائحته التنفيذية .  
و على اللائحة الداخلية للجامعة .  
و على موافقتنا .

قرار

المادة الأولى

يمنح السادة أعضاء هيئة التدريس ومعاونيهم والعاملين بالجامعة والمستشفى الجامعي إجازة منتصف العام الدراسي  
٢٠٢٢ / ٢٠٢١ لمدة ٦ أيام إبتداءً من يوم السبت الموافق ٢٠٢٢/٢/٥ على أن تكون بالتناوب للحفاظ على سير العمل  
وبما لا يعارض مع متطلبات العملية التعليمية ولا تضاف الى رصيد الأجازات وتنتهي في ٢٠٢٢/٣/٣١ ولايسمح بتأجيلها  
بعد هذا التاريخ .

المادة الثانية

يعمل بهذا القرار اعتباراً من تاريخه وعلى الجهات المختصة تنفيذ هذا القرار كلا فيما يخصه .

رئيس مجلس الأمناء

خالد الطواخي

@mustuni

must\_university

16878

www.must-edu.eg

**The decision to grant all employees paid vacation for mid and end  
of the year 2021-2022.**

## Benefits provided by our university to reduce the expenses of all employees:

The university has established a protocol with an insurance company, ensuring that all university members have access to affordable **healthcare services** nationwide. Moreover, [Misr University of Science and Technology's Hospital](#) "Dr. Souad Kafaf Hospital" extends special discounts to both university employees and their families, reaffirming our dedication to support our staff living wage by reducing their expenses .



**Medical insurance card for the academic and nonacademic staff.**

Misr University for Science and Technology provides **transportation for employees** to and from the university inside Great Cairo and the other governorates on a daily basis. The furthest trip reaches about 135 kilometers/ day.

كشف بأسماء السادة أعضاء هيئة التدريس ومعاونيهم والموظفين  
المشتركين بخدمة نقل الموظفين

م	اسم الخط	معيّن	انتداب	الإجمالي	المسافة كم
1	شبين	33	5	38	118
2	طوخ	12	0	12	63.3
3	مدينة نصر الزهراء	33	5	38	57.3
4	الف مسكن	35	5	40	46.4
5	التحرير	53	8	61	30.2
6	فيصل	73	7	80	25.6
7	الهرم مشعل	44	4	48	23.6
8	الفيوم	58	6	64	98.2
9	الباжور	26	0	26	85.5
10	حلوان	25	1	26	57.2
11	مايو	15	0	15	66.1
12	دار السلام	25	3	28	36.6
13	البراجيل	58	0	58	23.8
14	المؤسسة مظلات	32	3	35	40.2
15	الدائري الكهرياء	36	0	36	23.2
16	ميت نما العاشر	25	4	29	80.7
17	البحر الأعظم	40	0	40	33.4
18	قليوب	31	0	31	61.8
19	البوابات	27	1	28	21.1
20	ابني بيتك	18	0	18	12
21	أكتوبر الأمن المصانع	40	0	40	13.2
22	أكتوبر اشراف داخلي العاشر	25	0	25	15
23	المرج أمن	28	0	28	65.6
24	دائري المنيب	26	1	27	35.2
25	بي سويف	54	0	54	144
26	ميت غمر	39	0	39	110
27	المعتمدية الزراعة	18	0	18	23.2

28	حدائق أكتوبر	36	0	36	20
29	ميت نما مسطرد	22	3	25	45.2
30	المطربة	29	1	30	50.6
31	حي الهرم	37	0	37	28.8
32	مدينة نصر رابعه	28	6	34	52.8
33	المؤسسة دائري	33	1	34	35
34	الهرم نصر الدين	27	6	33	36.4
35	الباжور 2	17	0	17	85.5
36	البوابات 2	30	0	30	21.1
37	فدان 800	33	0	33	20
38	أكتوبر الأمن الحي السادس	43	0	43	16
39	أكتوبر اشراف داخلي السادس	54	0	54	16
40	بنها	16	0	16	107
41	حدائق أكتوبر 2	20	0	20	21
42	فدان 800 (2)	29	0	29	20
43	المنصورة	27	0	27	25
44	حلوان الوسطي	32	0	32	55
45	طنطا	21	2	23	135
46	الرقازيق	22	2	24	124
47	مساكن 1185	20	0	20	21.2
48	مظلات	15	0	15	40
49	أكتوبر الجديدة	23	0	23	22
50	القاهرة الجديدة	28	1	29	56.3
50	العاشر من رمضان	13	1	14	106
	الأجمالي	1584	70	1654	

**Statement of the transportation lines available for full time and part time employees inside Great Cairo and other governorates**



## MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

The university is committed to providing **housing services** for its dedicated employees. We understand that many of our staff members may require convenient and affordable housing options. We take great pride in our ability to provide a diverse array of housing services designed to cater to their individual requirements. During the academic year 2020-2021, the university provided housing for five academic staff members and five non-academic staff members. In the subsequent year, 2021-2022, this support extended to eight academic and seven non-academic staff members, demonstrating our ongoing dedication to meeting their housing needs.

Moreover, our campus provides [cost-effective and healthful food services](#), which are conveniently accessible to our staff all day long, both at our bustling food court and the upscale dining facility located within the university hospital.

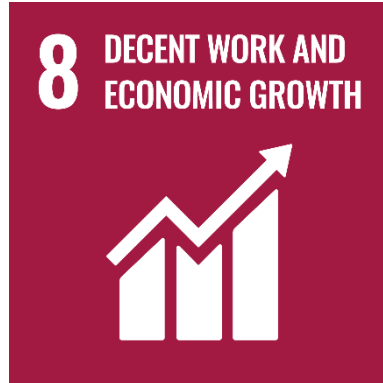






MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 8 (Decent Work and Economic Growth)

### 8.2 Employment practice

#### 8.2.2 Employment practice unions



## SDG. 8 (Decent Work and Economic Growth)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 8.2 Employment practice

#### 8.2.2 Employment practice unions:

Misr University for Science and Technology recognizes unions and workers' rights. Academic staff members, and non-academic are allowed to participate in various unions, such as the Egyptian Medical Syndicate, and Commerce syndicate. The academic members from scientific colleges are appointed to complete the employment documents that contain [Permit to practice the profession which is obtained from Syndicates.](#)

The university applied Egyptian Labor Law, Law No. 12 of 2003, which specifies the worker's rights and his right to appeal on the university in labor office. As the university preserves the rights of all employees through the presence of a specialized committee to examine grievances and complaints.

جمهورية مصر العربية  
وزارة الصحة والسكان  
الإدارة العامة للتراخيص الطبية

مستخرج رسمي من سجل الطب البشرى بوزارة الصحة والسكان

الاسم و اللقب	الجنسية	رقم و تاريخ القيد بالسجل	الجهة الصادر منها المؤهل و تاريخه	العنوان
[Redacted]	المصرية	٣٢٩٩٨٠	بكالوريوس في الطب و الجراحة جامعة مصر للعلوم والتكنولوجيا يونيو ٢٠٢١	الجيزة- الهرم

البيانات الموضحة أعلاه مطابقة لما هو وارد بسجل الطب البشرى وينتهي العمل بهذا الترخيص في ٢٠٢٧/١٢/١٨  
المراجع المسجل فاطمه تحريراً في ٢٠٢٢/١٢/١٨

مدير عام التراخيص الطبية

باعتقاد

د/ هشام أحمد زكي  
رئيس الإدارة المركزية لتراخيص  
العلاجية غير الحكومية والتراخيص

مصر

Permission to practice a profession



## MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

Misr University of Science and Technology (MUST) and Employment unions are important strategic partners in enhancing higher education and scientific research in Egypt. This cooperation is manifested through several key aspects that contribute to improving the quality of education, developing student skills, and participating in conferences and scientific events.

The presence of union members in many college councils at MUST is a valuable contribution to decision-making and academic policy development. They bring rich experience and expertise in their fields, which helps improve the learning environment and ensure the development of academic programs that align with the needs of the job market.

جامعة مصر للعلوم و التكنولوجيا كلية التمريض	
محضر اجتماع مجلس كلية التمريض رقم ( 5 ) للعام الاكاديمي 2022/2021	
بتاريخ 2022/1/22	
اجتمع مجلس الكلية رقم (5) في تمام الساعة 3:00 عصراً السبت الموافق 2021/1/22 برئاسة السيدة الأستاذة الدكتورة / نيفين سمير عبدالجليل – عميد الكلية و أمين سر المجلس د/ نها راشد وحضور كل من السادة :-	
أ.د/ يسرية محمد إبراهيم	أستاذ ورئيس قسم تمريض الحالات الحرجة - ووكيل لشئون الدراسات العليا والبحوث
د/ هدي وحيد عامر	مدرس تمريض الأطفال - قائم بأعمال وكيل الكلية لشئون التعليم والطلاب
أ.م.د / كوثر عبد الغفار	أستاذ مساعد إدارة التمريض- قائم بأعمال وكيل الكلية لشئون خدمة المجتمع وتنمية البيئة
أ.م.د/ سحر عبد الرازقي الخشن	أستاذ مساعد وقدم بأعمال رئيس قسم تمريض صحة الأم و حديثي الولادة – مدير وحدة الجودة
أ.د.م/ فاطمة عبدالعظيم	أستاذ مساعد وقدم بأعمال رئيس قسم تمريض صحة المجتمع
د/ نها محمد ابراهيم راشد	مدرس إدارة التمريض (أمين سر المجلس)
د/ هدي عصمت	مدرس تمريض صحة المجتمع – مسئول رعاية الشباب
أ.د/ همت عبد العظيم مصطفى	أستاذ ورئيس قسم إدارة التمريض- كلية التمريض- عين شمس
أ.د/ صافى صلاح الدين الراجعي	أستاذ ورئيس قسم تمريض الأطفال كلية التمريض - جامعة عين شمس
أ.م.د/ وفاء عثمان عبد الفتاح	أستاذ مساعد وقدم بأعمال رئيس قسم تمريض النفسي والصحة لعتبة كلية التمريض - جامعة حلوان
أ.م.د/ فاطمة عباس سالم	أستاذ مساعد وقدم بأعمال رئيس قسم الباطني والجراحي - جامعة طنطا
أ.م.د/ تجلاء محمد امين غانم	أستاذ مساعد وقدم بأعمال رئيس قسم تمريض المسنين - جامعة المنيا
أ.د / كوثر محمود	نقيب التمريض وعضو مجلس الشورى

<https://must.edu.eg/wp-content/uploads/2023/07/College-Council-Members.pdf>

Furthermore, cooperation between the university and labor unions includes attending scientific events and conferences. The two parties collaborate in organizing and participating in these events, which promote knowledge transfer and the exchange of ideas and innovations across a variety of fields. Students and faculty members at the university can benefit from these opportunities to expand their research and educational horizons.



**MUST Rankings Office**

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

[https://m.facebook.com/story.php?story\\_fbid=pfbid02cc3weAjr cosU78v16ZJZagjwcEG72CYj7zEEkddbJdKibNsrGmQppaxTs fo594Ql&id=100087287420153&sfnsn=scwspwa&mibextid=6a amW6](https://m.facebook.com/story.php?story_fbid=pfbid02cc3weAjr cosU78v16ZJZagjwcEG72CYj7zEEkddbJdKibNsrGmQppaxTs fo594Ql&id=100087287420153&sfnsn=scwspwa&mibextid=6a amW6)

<https://www.facebook.com/100069068886699/posts/pfbid0JFP GdrtP4UqPmu5vYk2z35M1joXdqPBfosdK7wDkRpGQ9JTB6p zTs8xa5MYrrb7rl/?d=w&mibextid=qC1gEa>

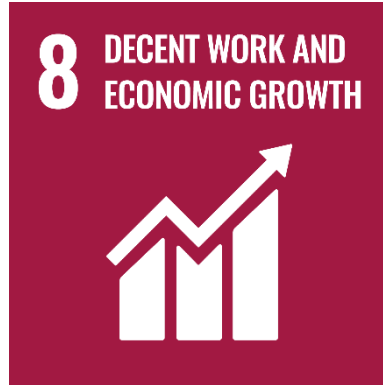
In this way, the cooperation between MUST and Employment practice unions represents a successful model of partnership between academic institutions and professional bodies. This collaboration contributes to improving the quality of education and advancing scientific research, ultimately contributing to sustainable development and raising knowledge and competence levels in Egypt.





MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 8 (Decent Work and Economic Growth)

### 8.2 Employment practice

#### 8.2.3 Employment policy on discrimination



## SDG. 8 (Decent Work and Economic Growth)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 8.2 Employment practice

#### 8.2.3 Employment policy on discrimination

- Misr University for Science and Technology is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability. This commitment is clearly outlined in our university's recruitment and selection policy.

- 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)



## MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

The university recruits and empowers individuals with disabilities, enhancing their contributions to the university workforce. During the academic year 2021-2022, 94 employees with disabilities were part of the team, enjoying all the benefits provided by the university. Additionally, the university has a dedicated [support unit](#) to cater to the needs of individuals with disabilities.

---

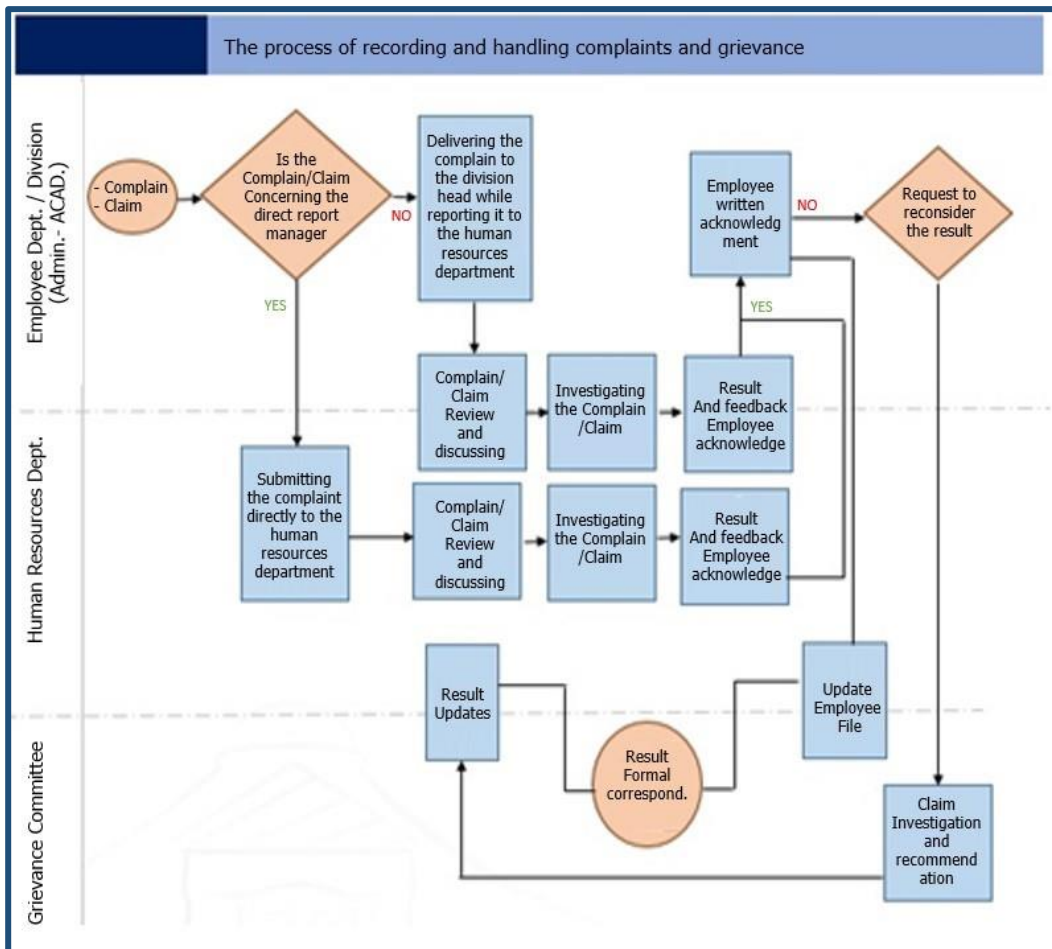
Number of employees with disabilities in the academic year 2021/2022.

S.	Sector	Male	Female	Total
1	Academic	1	0	1
2	Nonacademic	60	30	90
3	Dr/ Soad Kafafy University Hospital	2	1	3
Total				94

- Misr University for Science and Technology (MUST) hires foreign employees, as the university hires according to competencies, regardless of nationality.
  - Additionally, there is a Grievance Committee where any employee can report any form of discrimination, leading to the appropriate corrective measures. All the employees have the right to appeal on a grievance committee's decision within 30 days from the date of Committee's decision.
-



**Renewal of Grievance Committee**



**Process of the Grievance**



- Misr University for Science & Technology has launched the [Equal Opportunities & Gender Equality Unit](#). This unit is dedicated to promoting gender equality and providing equal opportunities across various fields including the workplace. Its mission involves raising ongoing awareness about the vital role of women in society, enhancing their capabilities, fostering self-realization, and ensuring the seamless integration of individuals with special needs into the university community, enabling them to study, work, and participate in university activities.



قرار

رئيس مجلس الأمناء

تكافؤ الفرص والمساواة بين الجنسين

رقم (٦٤) بتاريخ ١٣ / ٧ / 2022

رئيس مجلس الأمناء

- بعد الاطلاع على القانون رقم 12 لسنة 2009 بشأن الجامعات الخاصة والأهلية ولائحته التنفيذية.
- وعلى القرار الجمهوري رقم 245 لسنة 1996 بإنشاء جامعة مصر للعلوم والتكنولوجيا وتعديلاته ولائحته التنفيذية.
- وعلى القانون رقم 49 لسنة 1972 بشأن تنظيم الجامعات وتعديلاته ولائحته التنفيذية.
- وعلى اللائحة الداخلية للجامعة.
- وعلى موافقتنا.

قرر

المادة الأولى

أعضاء لجنة تكافؤ الفرص والمساواة بين الجنسين :-

رئيس الوحدة	رئيس الجامعة	أ.د/ أشرف حيدر غالب
مقرر الوحدة	عميد كلية طب الفم والأسنان	أ.د/هالة المنوفي
عضو	عميد كلية الطب البشري	أ.د/ نهاد المحبوب
عضو	عميد كلية تكنولوجيا حيوية	أ.د/ هالة عيسى
عضو	مدرس بقسم علم النفس وحدة المتطلبات الجامعية (الارشاد النفسي)	د/ مرفت محمد جمال
عضو والمنسق الخارجي	مدير العمليات الأكاديمية	د/ سارة عبد الله أحمد
عضو خارجي	وكيل كلية الهندسة للدراسات العليا والبحوث	أ.د/ غادة محمد عامر
	– جامعة بنها	
عضو خارجي	أستاذ مساعد بكلية الاقتصاد والعلوم السياسية	أ.م.د/ أميرة سمير تواضروس
عضو	خريجة كلية اللغات والترجمة	أمنية جمال
	جامعة مصر للعلوم والتكنولوجيا	

المادة الثانية

لرئيس مجلس الأمناء ورئيس الجامعة ترشيح من تراه مناسباً لعضوية الوحدة (من داخل وخارج الجامعة)

المادة الثالثة

تقوم اللجنة بوضع اللائحة التنفيذية والمهام الخاصة بالوحدة.

المادة الرابعة

يعمل بهذا القرار من تاريخه ويلغى أي قرار سابق في هذا الشأن وعلى جميع الجهات تنفيذه من تاريخه كل فيما يخصه.

رئيس مجلس الأمناء

محاسب/ خالد الطوخي

**Decision to launch the Equal Opportunities & Gender Equality Unit.**



The Equal Opportunities and Gender Equality Unit at Misr University for Science and Technology organized a symposium entitled, "Human Rights... The Right to Live".

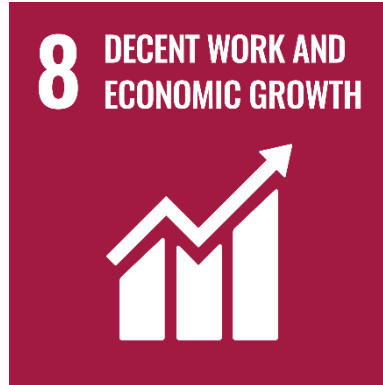


Awareness seminar entitled "[Legislation in orange](#)" to raise awareness of women's rights and legislations



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's 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.

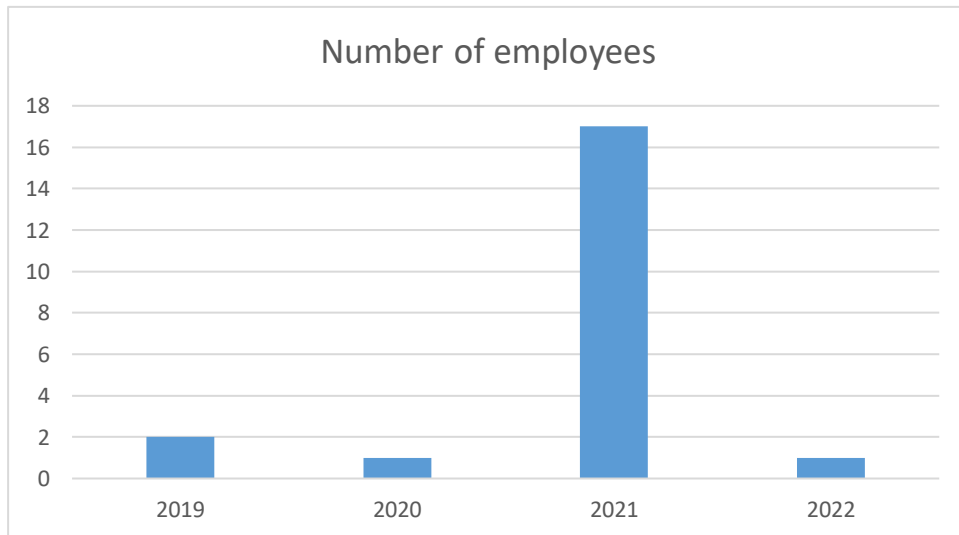
- 4.2.2.1.2 **Equality and non-discrimination:** Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.
- 4.2.2.1.3 **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.).



## MUST Rankings Office

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.

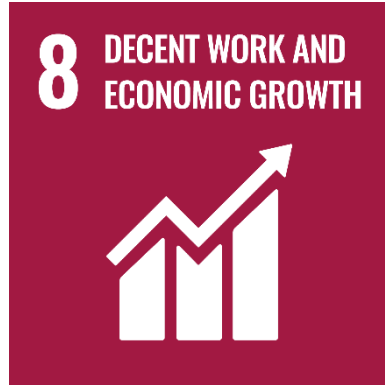


The number of employees who received a literacy certificate.



MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 8 (Decent Work and Economic Growth)

### 8.2 Employment practice

#### 8.2.5 Employment practice equivalent rights outsourcing



## SDG. 8 (Decent Work and Economic Growth)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 8.2 Employment practice

#### 8.2.5. Employment practice equivalent rights outsourcing

The university uses external sources in some fields, such as professors seconded from other universities, language experts, human resources consultants, and outsourcing cleaning companies. The university is committed to implementing the laws and regulations regarding part-time work and the contracts related to that. Some part-time workers enjoy the benefits provided by the University for all its employees, such as health insurance, paid official holidays, transportation and affordable healthy food.



The approval to include the part-time employees in the health insurance system.

## Other Benefits provided by our university to all our staff including part time employees:

### Transportation:

كشف بأسماء السادة أعضاء هيئة التدريس ومعاونتهم والموظفين المشتركين بخدمة نقل الموظفين

م	إسم الخط	معين	إنتداب	الإجمالي	المسافة كم
1	شبين	33	5	38	11.8
2	طوخ	12	0	12	63.3
3	مدينة نصر الزهراء	33	5	38	57.3
4	الف مسكن	35	5	40	46.4
5	التحرير	53	8	61	30.2
6	فيصل	73	7	80	25.6
7	الهرم مشعل	44	4	48	23.6
8	الفيوم	58	6	64	98.2
9	الهاجور	26	0	26	85.5
10	حلوان	25	1	26	57.2
11	مايو	15	0	15	66.1
12	دار السلام	25	3	28	36.6
13	البراجيل	58	0	58	23.8
14	المؤسسة مظلات	32	3	35	40.2
15	الدائري الكهرياء	36	0	36	23.2
16	ميت نما العاشر	25	4	29	80.7
17	البحر الأعظم	40	0	40	33.4
18	قليوب	31	0	31	61.8
19	البوابات	27	1	28	21.1
20	ابني بيتك	18	0	18	12
21	أكتوبر الأمن المصانع	40	0	40	13.2
22	أكتوبر اشراف داخلي العاشر	25	0	25	15
23	المرج أمن	28	0	28	65.6
24	دائري المنيب	26	1	27	35.2
25	بني سويف	54	0	54	144
26	ميت غمر	39	0	39	110
27	المعتمدة الزراعة	18	0	18	23.2

20	36	0	36	حدايق أكتوبر	28
45.2	25	3	22	ميت نما مسطرد	29
50.6	30	1	29	المطرية	30
28.8	37	0	37	في الهرم	31
52.8	34	6	28	مدينة نصر رابعه	32
35	34	1	33	المؤسسة دائري	33
36.4	33	6	27	الهرم نصر الدين	34
85.5	17	0	17	البوابات 2	35
21.1	30	0	30	البوابات 2	36
20	33	0	33	800 فدان	37
16	43	0	43	أكتوبر الأمن العي السادس	38
16	54	0	54	أكتوبر اشراف داخلي السادس	39
107	16	0	16	بنها	40
21	20	0	20	حدايق أكتوبر 2	41
20	29	0	29	(فدان 800) 2	42
25	27	0	27	المتنصورية	43
55	32	0	32	حلوان الوسطي	44
135	23	2	21	طنطا	45
124	24	2	22	الرقازيق	46
21.2	20	0	20	1185 مساكن	47
40	16	1	15	مظلات	48
22	23	0	23	أكتوبر الجديدة	49
56.3	29	1	28	القاهرة الجديدة	50
106	14	1	13	العاشر من رمضان	50
	1654	70	1584	الإجمالي	

### Affordable and Healthy Food

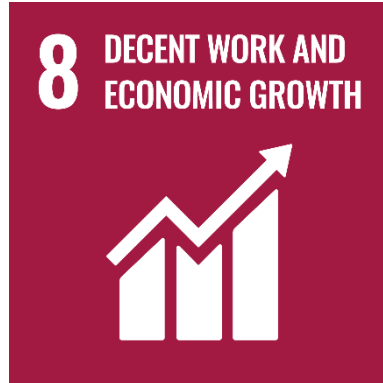
Moreover, our campus provides [cost-effective and healthful food services](#), which are conveniently accessible to all staff, both at our bustling food court and the upscale dining facility located within the university hospital.





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



25



## 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.

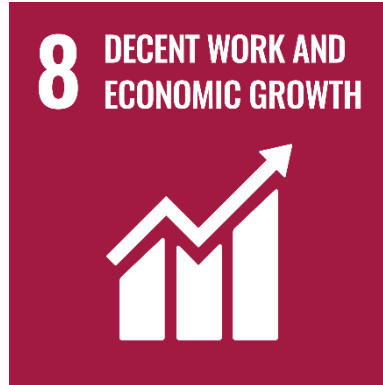
- 4.2.2.1.2 **Equality and non-discrimination:** Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.
- 4.2.2.1.3 **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)



MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 8 (Decent Work and Economic Growth)

### 8.2 Employment practice

#### 8.2.8 Employment practice appeal process



## SDG. 8 (Decent Work and Economic Growth)

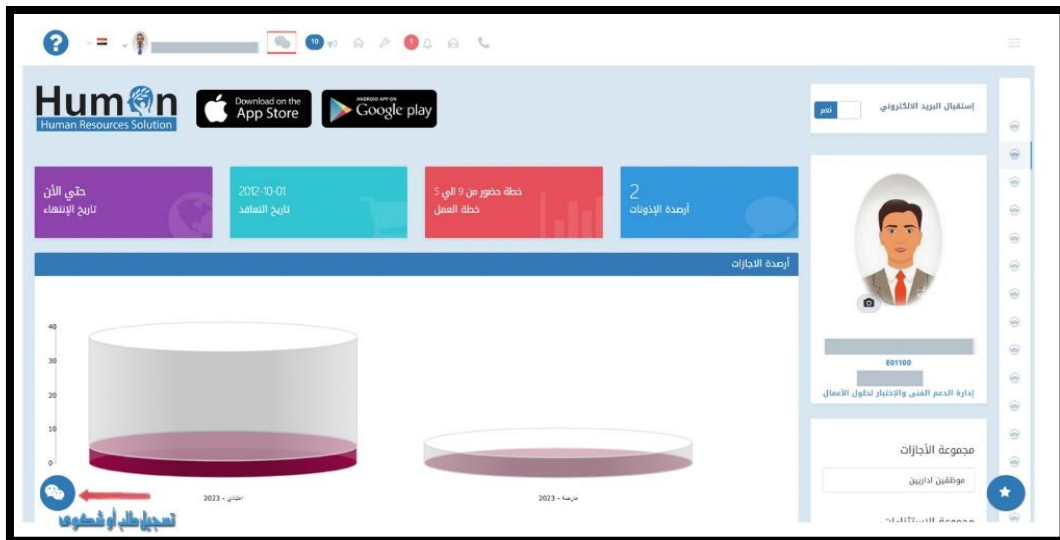
### Metrics and indicators

Underlined blue text directs to supporting evidence

#### 8.2 Employment practice

##### 8.2.8 Employment practice appeal process

The employment practice appeal process at Misr University for science and Technology (MUST) is designed to provide employees with a mechanism to address and resolve concerns related to employment practices, ensuring fairness and transparency. Misr University for science and Technology (MUST) established grievance platform in its human resources system to submit any complaint and it would be reviewed and solved by the grievance committee.



Human system platform to submit the complaint.

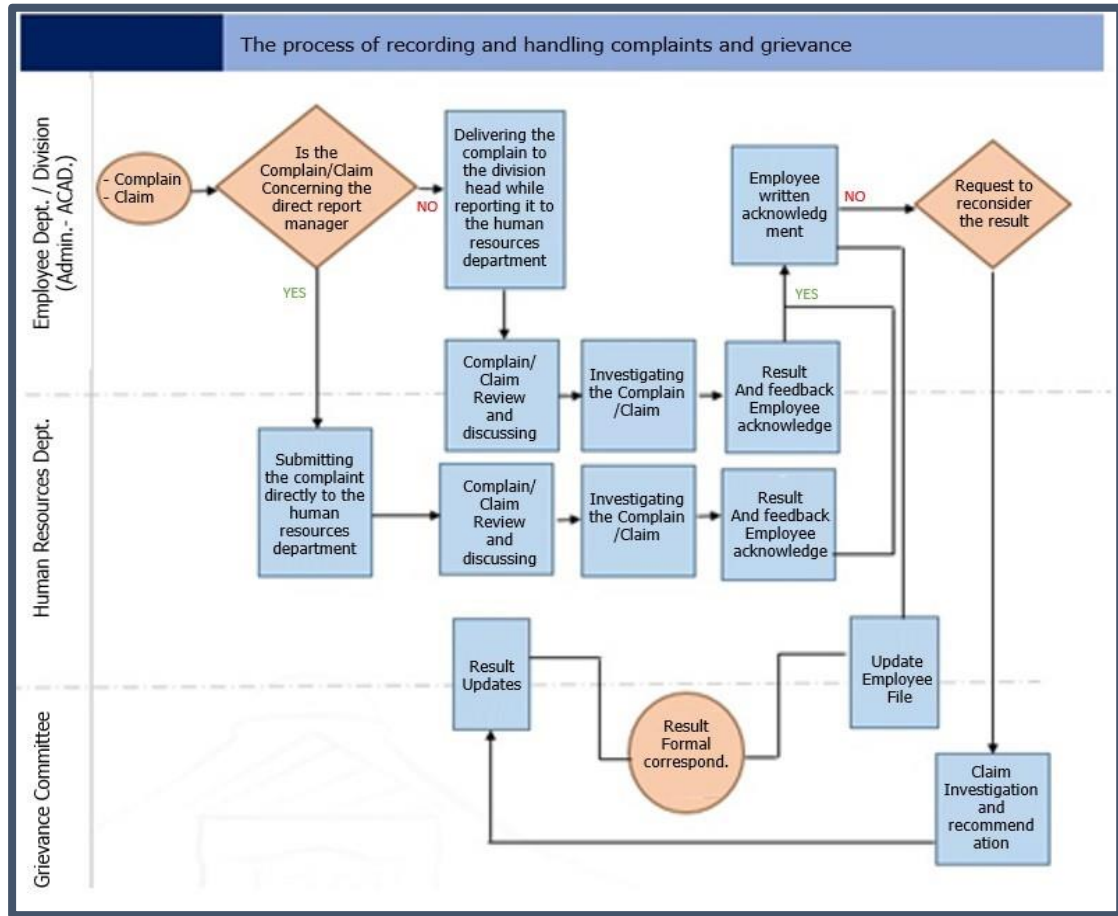




MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

## + طلب: شاشة تسجيل الطلبات والشكاوى



**Employment Appeal Process**