

Report on SDG 8
Decent work and economic growth as a goal of
sustainable development goals and the efforts of Assiut
University to achieve it in 2021-2022

Page Number	Elements of the report	
3 -2	University staff salaries and faculty salaries.	1
4 -3	Confessions of trade unions.	2
5 -4	University policy to prevent discrimination in the workplace.	3
6 -5	The university's policy against child labor/forced labor/slavery/human trafficking.	4
7 -6	The policy of workers' rights at the university when outsourcing activities.	5
8-7	Appeal and remuneration process for employee rights.	6
8	Measure/track the pay scale Gender equality	7



Introduction:

Assiut University is a public university that follows Egyptian laws and regulations. The university must follow a minimum wage that is updated annually and the university administration covers that increase from its own resources. Trade unions are formally represented on the respective college boards and participate in the decision and as stakeholders in the preparation of new curricula and programs according to their needs.

They also participate in the graduation ceremony of students in different institutions and help in the search for job opportunities for capable employers. Our university organizes efforts to combat discrimination on the basis of any disability, social reasons, or religious background. Where we established a legal clinic at the Center for Human Rights Studies and Research, Assiut University has made intensive efforts to protect the rights of temporary workers through social insurance for its temporary workers.

We follow the Egyptian Higher Education Law which guarantees free university education for students who qualify for the final high school exam without any kind of discrimination in the admission policy, the right to complain is guaranteed to all employees and employees according to the Egyptian Civil Code. Assiut University has established a specialized center for students with special needs and staff responsible for facilitating all the requirements of these people in a very decent and humane atmosphere within the main campus.

First: Salaries of university employees and wages of faculty members:

The university follows the government's low civil work law and includes the following elements:

1-Egyptian Wages Law (Digital Egypt and the link does not work)

2-Assiut University applies fixed rules for the salary scale, bonuses and pensions:

Where Assiut University applies fixed rules for the salary scale, bonuses and pensions:

Conditions for receiving these payments:

A. The annual periodic increment shall be due on the first of January following the date of the lapse of one year for appointment to one of the teaching staff positions or the position of assistant teacher, or from the date of the lapse of one year from the date of the previous periodic increment.

B. The periodic allowance due in January 1973 shall be disposed of in accordance with the following rules:

1- Other appointments - a periodic bonus paid to each faculty member during 1972

2-The number of months is calculated from the date of the bonus referred to in the previous item until the end of December 1972, and the fractions of the month are calculated for a full month.

3-The bonus is granted in proportion to the number of months specified in the previous item divided by 12.

4-When appointing faculty members, assistant teachers or teaching assistants who



grade.

the salary of the position to which they are assigned, provided that the retained salary does not exceed the end of the grade

5-A special allowance is granted to those appointed to one of the teaching staff positions at Assiut University, Tanta, Mansoura, Cairo University branch in Khartoum, or in one of the faculties and institutes established outside the governorates of Cairo, Alexandria and Giza. of the job bonuses prescribed for it.

6-Faculty members and teaching assistants shall be transferred to the job table attached to their current salaries, and the salaries of faculty members and teaching assistants whose current salaries are lower than the beginning of the linking of jobs to that beginning shall be raised.

7-The bonuses specified for each position in the salary scale shall be payable to anyone who issues a decision appointing him to one of the positions mentioned in the table. Representation and university allowances may not be combined.

8-University allowance, representation allowance, deanship allowance, college agency allowance and department head allowance specified in the payroll are not subject to tax. The reduction prescribed by Law No. 30 of 1967 and its amendments shall apply to all allowances specified in the table, and the total allowances, regardless of their number, may exceed more than 100% of the basic salary.

9- He retains his salary in his personal capacity, the rector, the vice-rector, or the secretary of the Supreme Council of Universities who leaves his position for any reason and returns to the teaching staff.

10-The bonuses prescribed for the senior position shall be due when the basic salary reaches the last level of the salary it occupies.

11-The President of the University shall be treated in terms of pension as a minister, and whoever holds the position of Vice-President and Secretary of the Supreme Council of Universities shall be treated as Deputy Ministers.



Application of the minimum wage at Assiut University.

Second: Confessions of Trade Unions:

It includes the following elements:

Assiut University Women's Association:

The vision, mission and objectives of the association include the following:

Vision: Empowering people with special needs of their rights in society.

Mission: The Special Education Center for Intellectual and Physical Disabilities works in the field of care and rehabilitation of the mentally handicapped, developing their abilities and integrating them into society.

Goals:

Providing services to university hospital patients

- Qualifying young graduates to work in small projects
- Care and development of mentally, physically and multi-handicapped persons
- Providing social, health, educational and economic care to the community.
- Holding seminars and training courses for students to open the horizons of future fields of work
- Contribute to the national program for literacy and family planning at the level of Assiut Governorate
- Development and implementation of cultural, health and social programmes in the regional community



Assiut Engineers Syndicate ceremony to honor outstanding university students:

Where the Engineers Syndicate in Assiut, headed by Engineer Abdel Hakim Elayyan Abdel Alim, President of the Engineers Syndicate in the governorate, and the Secretariat of Engineer Hamada Taghian Abu Eita, secretary General of the Sub-Syndicate, honoring 245 outstanding students in different academic stages and the first departments and programs of the Faculty of Engineering and the Department of Architecture at the Faculty of Fine Arts at Assiut University, from the children of engineers, employees of the Syndicate, and master's and doctoral holders of male and female engineers.

University Staff Union:

The General Syndicate aims to protect the legitimate rights of its members, defend their common interests, improve the conditions and conditions of work and carry out activities of a social, cultural, practical, sports and health nature.

The Association directly handles the following needs:

- A. Work on the settlement of individual and collective disputes related to employees.
- B. Concluding collective labor agreements at the level of sector, industry or education
- c. Implementation of the program of services approved by the trade union federation to which it is organized.
- D. Follow up the performance of members in terms of attendance at events and meetings and prepare reports.
- E. insulting them and presenting them to the Board of Directors of the Association.



F. Receiving and reviewing membership applications for the Association and ensuring that they meet their conditions and conditions.

G. Issuing an annual guide with the names of the members of the Association.

H. Follow up the affairs of members and shares in solving their problems.

I. Writing the necessary certificates for the members of the Association proving their affiliation to it.

Center for Human Rights Studies and Research:

The objectives of the Center for Human Rights Studies and Research are:

A. Conducting specialized studies in the field of human rights, especially with regard to the rights of women and children.

B. Conducting and supervising field research in the field of human rights in cooperation with specialized government agencies and in cooperation with the university's research centers.

C. Preparing training programs in the field of human rights for university employees and relevant authorities.

D. Preparing educational programs in the field of human rights for workers in government agencies.

Preparing programs of seminars and conferences in the field of human rights.

F. Preparing and implementing the general culture of human rights programs for students.

G. Provide recommendations for the preparation of university courses for human rights and support the development of university courses.



Third: The University's Policy to Prevent Discrimination in the Workplace:

1. Assiut University's activities in combating discrimination, which include many activities:

- A. Disabilities.
- B. Gender.
- c. Religion

2. Anti-harassment activities:

The first activity: the implementation of (2) training programs for the selection of unit coordinators in colleges.

The second activity: a psychological support program, rehabilitation and listening skills to teach sign language and the formation of a team of volunteers in the unit to help the student with hearing disabilities.

Fourth: The university's policy against child labor / forced labor / slavery / human trafficking:

1. Egyptian Labor Law: which included 257 articles to clarify everything related to the job and the employee of the rights, duties and nature of work.

2. Center for Human Rights Studies and Research:

The objectives of the Center for Human Rights Studies and Research are:

- A. Conducting specialized studies in the field of human rights, especially with regard to the rights of women and children.



- B. Conducting and supervising field research in the field of human rights in cooperation with specialized government agencies and in cooperation with the university's research centers.
- C. Preparing training programs in the field of human rights for university employees and relevant authorities.
- D. Preparing educational programs in the field of human rights for workers in government agencies.
- E. Preparing programs of seminars and conferences in the field of human rights.
- F. Preparing and implementing the general culture of human rights programs for students.
- G. Provide recommendations for the preparation of university courses for human rights and support the development of university courses.

3. You are stronger than bullying A slogan raised by the symposium of the Media Department, Faculty of Arts, Assiut University, to raise awareness of confronting the phenomenon of bullying:

Dr. Tarek El-Gammal, President of Assiut University, stressed the keenness of the university administration to take all measures, means and mechanisms that would confront negative societal phenomena that affect the psyche of the individual, which hinders his life and is the cause of a number of psychological problems. This comes through its continuous holding of many seminars, seminars and scientific awareness meetings, which are lectured by a constellation of university students and scientific cadres of specialists in the social, psychological and legal aspects, which always come out with recommendations that would contribute to confronting these phenomena and destroying them before they spread.



Fifth: The policy of workers' rights at the university when outsourcing activities:

1. Egyptian Labor Law: which included 257 articles to clarify everything related to the job and the employee of the rights, duties and nature of work.

2. The President of Assiut University confirms during the University Council that the top priority during these emergency circumstances is to preserve the health and safety of individuals:

The President of Assiut University sent a message of reassurance to members of the community not to be afraid and to be drawn into rumors and false news and the need to adhere to the decisions announced by the Presidency of the Council of Ministers and the directives of the Ministry of Health and the World Health Organization in order to preserve the health and safety of citizens in Egypt, which aims in its entirety to prevent the spread of the Corona virus and the safe transit of those emergency conditions that Egypt and all countries of the world are going through.

3. Assiut University announces an increase in the base of beneficiaries of safety certificates from temporary workers:

Dr. Tarek El-Gammal, President of Assiut University, announced his decision for the university to provide safety certificates free of charge to nearly 500 employees from various sectors of the university of temporary employment, a decision that was adopted with the approval of the University Council issued in its last session. Dr. Tarek El-Gammal explained that his decision comes within the framework of the university administration's keenness to support its working children and provide them with social welfare means to facilitate their living conditions, which is in line with President Abdel Fattah El-Sisi's call for the need to provide insurance coverage for the marginalized groups, represented in free employment by providing insurance coverage in the form of a savings certificate.

Sixth: Appeal and wages process for employees' rights:

1. Center for Human Rights Studies and Research:



The objectives of the Center for Human Rights Studies and Research are:

- A. Conducting specialized studies in the field of human rights, especially with regard to the rights of women and children.
- B. Conducting and supervising field research in the field of human rights in cooperation with specialized government agencies and in cooperation with the university's research centers.
- C. Preparing training programs in the field of human rights for university employees and relevant authorities.
- D. Preparing educational programs in the field of human rights for workers in government agencies.
- E. Preparing programs of seminars and conferences in the field of human rights.
- F. Preparing and implementing the general culture of human rights programs for students.
- G. Provide recommendations for the preparation of university courses for human rights and support the development of university courses.

2. General Department of Financial and Administrative Guidance (link does not work)

3. Complaints System: Which included 12 articles to clarify everything related to the unified government complaints system, and the first article came as follows:

Citizen service departments and offices, and all administrative units that deal with citizens' complaints in all ministries, departments, government agencies, local administration units, public authorities, other government agencies and public legal persons are electronically linked to the government



electronically and uniformly at the level of all these bodies to become the unified government complaints system at the level of the Republic.

4. Spreading the atmosphere of human rights at Assiut University:

Assiut University seeks to consolidate the principles of human rights and the concepts of democracy in the conscience of young people to prepare them for leadership in the future as they are the future of Egypt, stressing the need for gradualism, pursuit and interest in self-development and scientific research capabilities to reach the desired goals that will always be reflected mainly on the state and its capabilities.

Seventh: Measure/track the pay scale Gender equality: (link does not work).