



SDG8: Decent Work and Economic Growth

Annual report (2023)

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Details via web link: <https://www.aun.edu.eg/AUIRO/en/sdg8>

Assiut University has established specific policies to support fair employment practices and uphold workers' rights across multiple areas. Here is an outline of these policies:

1. **Living Wage for Staff and Faculty:** Assiut University ensures that all staff and faculty members receive at least the living wage, defined as the local living wage or the poverty indicator for a family of four, as determined by local standards. This policy is documented and publicly available for transparency.
2. **Recognition of Unions and Labor Rights:** The university recognizes the rights of all employees, including women and international staff, to unionize and engage in collective bargaining, supporting freedom of association and labor rights.
3. **Policy Against Workplace Discrimination:** Assiut University has implemented a policy to end discrimination in the workplace based on religion, gender, sexuality, or age. This policy, first created in 2002 and reviewed in 2016, ensures a diverse and inclusive working environment.
4. **Policy Against Forced Labor and Modern Slavery:** The university is committed to combatting forced labor, modern slavery, human trafficking, and child labor. This policy, established in 2003 and reviewed in 2017, reaffirms the institution's stance against exploitation.
5. **Equivalence of Rights for Outsourced Workers:** Assiut University guarantees that outsourced workers have equivalent rights to those directly employed by the institution, through a policy created in 2000 and reviewed in 2011, ensuring fairness for all workers involved in university activities.
6. **Commitment to Pay Scale Equity:** The university is committed to pay scale equity, including actively measuring and eliminating gender pay gaps. This policy, which was created in 2000 and reviewed in 2019, reflects the university's dedication to ensuring fair and equitable compensation.

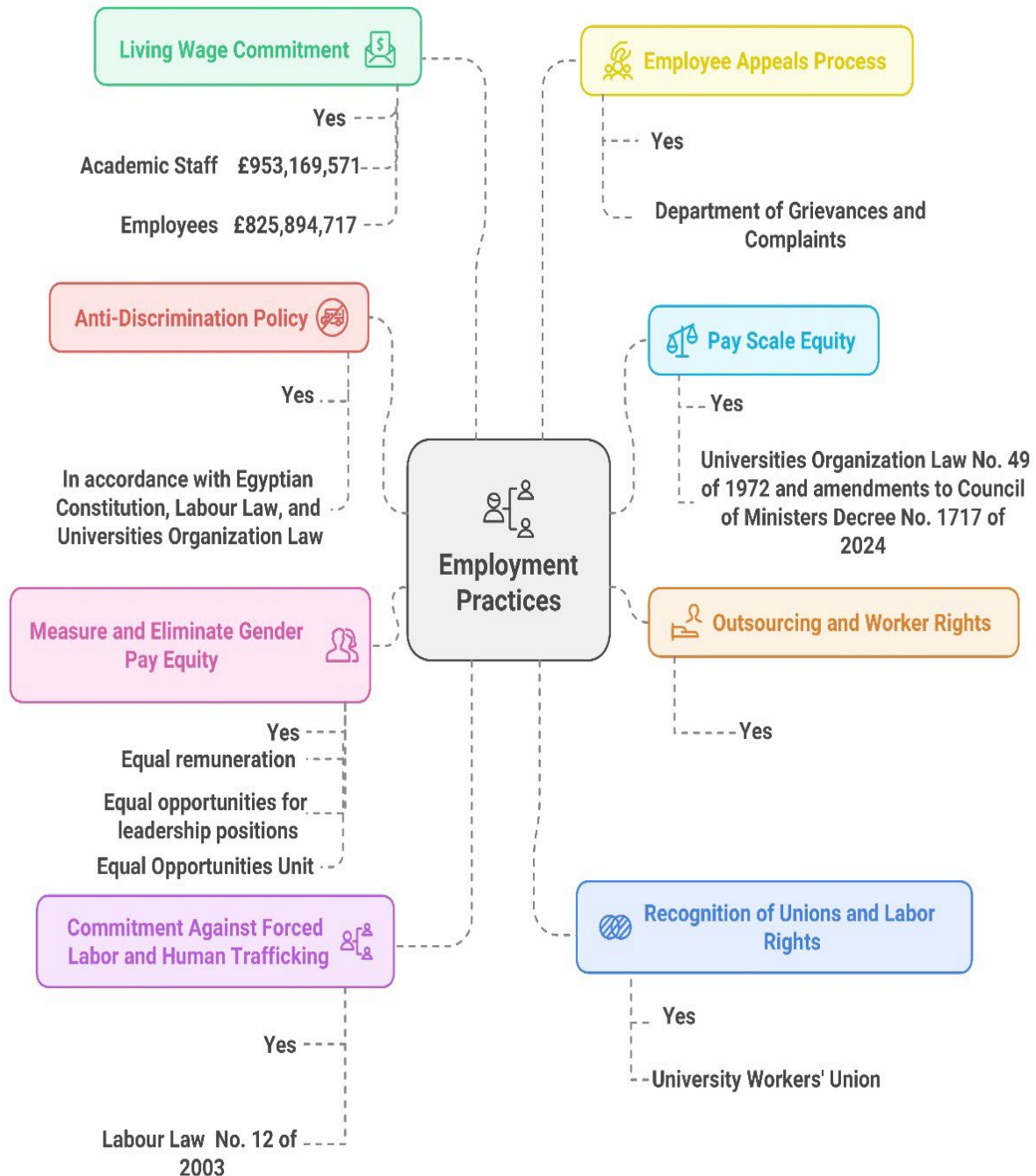


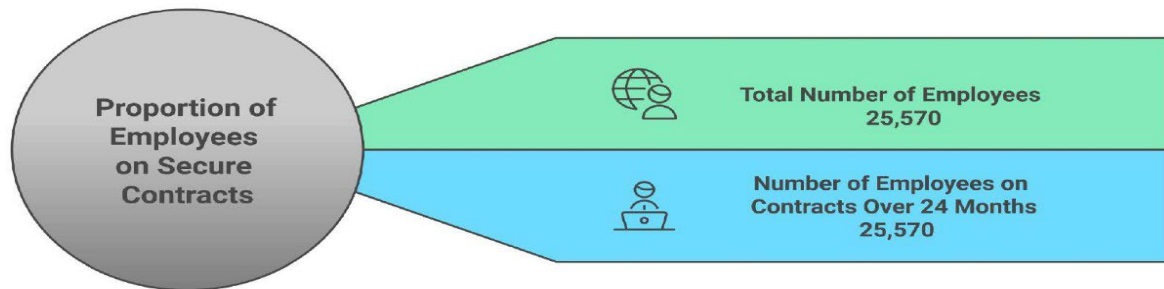
7. Tracking Gender Pay Equity: Assiut University tracks and measures pay equity between genders, consistently working toward closing any identified gaps in pay scale.
8. Appeal Process for Employee Rights and Compensation: The university has a defined process for employees to appeal regarding their rights or compensation, reinforcing the institution's commitment to justice and fair treatment within the workplace. Assiut University demonstrates a strong commitment to transparency and to upholding ethical and equitable employment practices, enhancing the economic well-being and rights of its line with Assiut University's commitment to combating corruption, one of its tools includes receiving complaints and grievances from university employees and forwarding them to the relevant authorities for resolution. This follows the issuance of a decision to form a permanent committee to receive and examine employee complaints. The committee is chaired by the University Secretary-General and includes the Director of the Secretary-General's Office, along with several general managers from the Complaints and Grievances Department, Employee Services, and representatives from Financial and Administrative Guidance, Legal Affairs, and the University Workers Union. A hotline number, 2347313, has been designated to receive employee complaints, which will then be reviewed and directed to the appropriate departments, including Organization and Administration, Accounts, and Employee Affairs.

The formation of this committee is part of the university's 2014-2018 executive plan to combat corruption, aligning with the state's general policy on this matter.

Through these policies, Assiut University demonstrates a clear and structured commitment to maintaining a transparent and ethical work environment that aligns with its mission and values

The university's plan aims to enhance the living standards of its employees, establish principles of transparency and integrity within the administrative system, and improve the performance of the administrative body through a series of executive steps involving the participation of several specialized university departments. staff and students alike.





Expenditure Per Employee

