

## Tracking Gender Pay equity in Arab Academy for Science, Technology and Maritime Transport

Sustainable Development Strategy (Egypt's Vision 2030) entails a strategic vision, which is to provide a high quality education and training system for all, without discrimination. With this vision, students and trainees are provided with the necessary skills to help them think creatively and empower them technically and technologically; and contribute to the development of proud, creative, responsible and competitive citizens who accept diversity and differences, are proud of their country's history, and are eager to build its future and can complete with regional and international entities.

The Arab Academy for Science, Technology and Maritime Transport is committed to the state Constitution regarding the place of women, motherhood and childhood. (Article 11, Page 13). According to the national constitution Article 11: The place of women, motherhood and childhood ([http: https://www.constituteproject.org/constitution/Egypt\\_2014.pdf](https://www.constituteproject.org/constitution/Egypt_2014.pdf)). It states that

- “the state commits to achieving equality between women and men in all civil, political, economic, social, and cultural rights in accordance with the provisions of this Constitution.
- Equality regardless of gender The state commits to taking the necessary measures to ensure appropriate representation of women in the houses of parliament, in the manner specified by law.

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- It grants women the right to hold public posts and high management posts in the state, and to appointment in judicial bodies and entities without discrimination. First chamber representation quotas and Second chamber representation quotas
- The state commits to the protection of women against all forms of violence, and ensures women empowerment to reconcile the duties of a woman toward her family and her work requirements.
- The state ensures care and protection and care for motherhood and childhood, and for breadwinning, and elderly women, and women most in need”

The Arab Academy for Science, Technology and Maritime Transport also believes in what came in the statements of the UN, that providing women and girls has equal access to education, health care, decent work. They fuel sustainable economies and benefit societies and humanity at large.

Since the foundation of Arab Academy for Science, Technology and Maritime Transport, there has been an attention given to the gender equality of staff.

The Arab Academy for Science, Technology and Maritime Transport **is committed to track the number of females among staff and ensure that females have no discrimination and that there is an equality in payment in AASTMT across all departments.**

Maintaining equity in all aspects of the staff experience is of huge importance at the Arab Academy for Science, Technology and Maritime Transport. This is perhaps more true of salaries than any other aspect. Salaries are governed at AASTMT by a transparent and public scale that does not discriminate on the basis of race, nationality, gender or any other factor. This is outlined in university publications such as [the executive regulations of the Arab Academy for Science, Technology and Maritime Transport employees](#) and followed through when the recruitment office under the Office of the President prepares and sends out job offers.

The Arab Academy for Science, Technology and Maritime Transport is an equal-opportunity institute that strongly prohibits all forms of discrimination based on gender, race, ethnicity, religion, nationality, or disability.