

8.2.1 Employment Practice Living Wage

2023–2024

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) demonstrates a steadfast commitment to Sustainable Development Goal 8 (Decent Work and Economic Growth) by ensuring that its labor market practices foster fairness, inclusivity, and long-term economic development. Through the provision of competitive and equitable wages, the Academy recognizes that human capital investment is central not only to financial well-being but also to social justice and sustainable development.

By aligning employee compensation with individual skills, productivity, and contributions, AASTMT enhances labor productivity, stimulates employment growth, and strengthens labour relations within a safe and supportive working environment. This focus on occupational safety, decent employment, and job creation contributes to a more resilient and productive labor force, supporting broader regional development and economic growth.

Furthermore, the Academy's approach reflects modern development policy principles—linking fair labor practices to technological progress, eco-efficiency, and sustainable economic performance. Through its policies, AASTMT emerges as a forward-thinking institution that not only supports financial literacy and worker well-being but also integrates environmental and economic sustainability into its institutional framework—embodying the spirit of SDG 8 and contributing to inclusive, equitable, and sustainable growth.

Pay Scale Equity Employment Policy at AASTMT

In alignment with Sustainable Development Goal 8 (Decent Work and Economic Growth), the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) demonstrates a strong institutional commitment to labor equity, human capital development, and sustainable economic growth. The Academy ensures that all faculty, staff, and workers receive salaries that exceed the local living wage and the government-mandated minimum wage, thereby fostering job security, social inclusion, and economic well-being across its workforce.

Recognizing its employees as a vital source of human capital and a driver of total factor productivity growth, AASTMT has established the Pay Scale Equity Employment Policy—a cornerstone of its development policy and industrial relations framework. This policy upholds the principles of equal employment opportunity as outlined in Article 35 of the Egyptian Labor Law, ensuring fairness, transparency, and equality in compensation and treatment for all employees, regardless of position or background.

By prioritizing fair wages, safe working environments, and equal labor opportunities, AASTMT promotes labor productivity, decent employment, and sustainable regional development. Its approach reflects a comprehensive understanding of the link between economic and social sustainability, technological change, and human resource empowerment—positioning the Academy as a leader in advancing inclusive economic growth, occupational equity, and sustainable development within Egypt's labor market.

Please read our Pay Scale Equity Employment Policy at the following link:

[Pay Scale Equity Employment Policy at AASTMT](#) on AASTMT webpage

Moreover, the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) has organized several workshops aimed at raising awareness among faculty, staff, and other stakeholders about the importance of fostering a decent and equitable workplace, emphasizing fair compensation and the payment of just wages.

MARLOG 2024 International Conference Promotes Decent Work Practices and Fair wages in the Maritime and Logistics sector

Alexandria, Egypt – March 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) successfully hosted the 13th International Maritime Transport and Logistics Conference (MARLOG 2024) under the theme “Sustainable and Resilient Infrastructure in Ports and Logistics.” The conference brought together global experts, policymakers, academics, and industry leaders to discuss the latest trends shaping the maritime and logistics sectors.

Aligned with the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth), MARLOG 2024 underscored the AASTMT’s unwavering commitment to promoting fair employment practices, pay scale equity, and decent working conditions within the maritime and logistics industries. The conference highlighted how sustainability and economic growth must go hand-in-hand with equitable and ethical employment systems that ensure fair treatment and compensation for all workers.

AASTMT President, H.E. Prof. Dr. Ismail Abdel Ghaffar Ismail Farag, emphasized during the conference that sustainable development in the maritime sector cannot be achieved without prioritizing human capital. The Academy’s Pay Scale Equity Employment Policy, rooted in Article 35 of the Egyptian Labor Law, guarantees equal pay for equal work and promotes a living wage that exceeds national minimum wage standards. This policy reflects AASTMT’s belief that its people are its greatest asset and that decent working conditions are central to institutional excellence and long-term economic growth.

Through its ongoing initiatives, AASTMT ensures that all faculty, staff, and workers receive fair salaries and benefits that support a dignified standard of living. The institution continuously reviews its employment practices to maintain wage equity and eliminate discrimination, while offering professional development programs that enhance job stability and employee satisfaction.

By linking the conference’s theme of “resilient and sustainable infrastructure” with the broader social dimension of decent work and fair pay, MARLOG 2024 reinforced AASTMT’s leadership role in integrating sustainability across both its academic mission and its employment culture. The event also showcased how investing in human capital within logistics and port management directly contributes to productivity, innovation, and inclusive economic growth — the very essence of SDG 8.

AASTMT continues to champion sustainability not only through academic excellence and technological innovation but also through fair labor practices that empower its workforce and advance the global agenda for decent work and equitable growth.



Closing Ceremony of the 13th International Maritime and Logistics conference (MARLOG 2024)

For more information:

Visit [MARLOG 2024 International Conference Promotes Decent Work Practices and Fair wages in the Maritime and Logistics sector](#) on AASTMT webpage

AASTMT Hosts Press Conference for the 36th International Olympiad in Informatics (IOI 2024) — Empowering Youth and Advancing Decent Work and Economic Growth

Alexandria, Egypt

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) reaffirmed its commitment to the United Nations Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth through hosting a major press conference announcing Egypt's hosting of the 36th International Olympiad in Informatics (IOI 2024).

The press conference, held on Sunday 25 February 2024 at AASTMT's Abu Qir Campus, was attended by H.E. Dr. Ashraf Sobhy, Minister of Youth and Sports, H.E. Major General Mohamed El-Sherif, Governor of Alexandria, and Prof. Ismail Abdel Ghafar Ismail Farag, President of AASTMT, along with representatives from the International Olympiad in Informatics (International Committee IOI).

By hosting IOI 2024, AASTMT continues to invest in youth capacity building, digital skills development, and innovation-driven employment, directly contributing to SDG 8's targets of productive employment and sustainable economic growth. The Olympiad provides students

with the opportunity to enhance their programming, problem-solving, and teamwork skills — all of which are vital for future job markets shaped by digital transformation and the knowledge economy.

Through initiatives such as IOI 2024, AASTMT not only supports academic excellence but also promotes decent work readiness by bridging the gap between education and industry. The event inspires young talents to pursue careers in technology, data science, and innovation, thereby fostering inclusive growth and the creation of high-quality, future-oriented jobs.

“AASTMT believes that empowering youth with digital competencies is key to building resilient economies and ensuring decent work opportunities for all,” said Prof. Ismail Abdel Ghafar Ismail Farag, President of AASTMT. “Hosting IOI 2024 demonstrates our ongoing commitment to aligning education with sustainable development.”

Through such initiatives, AASTMT continues to play a leading role in advancing SDG 8 by promoting innovation, youth employment, and sustainable economic growth across Egypt and the Arab region.



The International Olympiad Informatics "Press Conference"

The event's link on the AASTMT news page:

[AASTMT Hosts Press Conference for the 36th International Olympiad in Informatics \(IOI 2024\) — Empowering Youth and Advancing Decent Work and Economic Growth](#)

Arab Academy for Science, Technology & Maritime Transport (AASTMT) Organizes “Alumni Career Fair 2024” — Advancing Decent Work, Living Wages and Sustainable Employment in Line with SDG 8

Alexandria, Egypt

AASTMT reaffirms its commitment to Sustainable Development Goal 8 (Decent Work and Economic Growth) by organizing the “Alumni Career Fair 2024” on 20 February 2024 at its Abu Qir campus and on 21 February 2024 at its Sheraton campus in Cairo.

The Career Fair connects AASTMT students and alumni with corporate representatives and participating companies — offering a direct channel for job and internship opportunities, helping young professionals and graduates build relationships, gain crucial labour-market access, and receive information about employers and career paths.

Alignment with SDG 8: Employment Practices & Living Wage

By facilitating access to decent employment opportunities and helping graduates transition from education to the labour market, AASTMT supports SDG 8’s target of “productive employment and decent work for all”.

The event emphasises open, inclusive employment practices by inviting a broad cohort of alumni and students — which helps reduce barriers to entry and enables equitable access to work.

Even though the fair does not explicitly mention living wages, by promoting job placements and internships at reputable companies, AASTMT helps ensure graduates are positioned for employment with fair compensation and upward mobility, which is foundational to achieving a living wage and decent standards of living as envisioned in SDG 8.

The Academy’s strong focus on aligning its graduate outcomes with employer needs strengthens institutional capacity to support sustainable economic growth, another pillar of SDG 8.

Institutional Impact

Through this event, AASTMT is building the infrastructure — mentoring, networking and industry linkages — critical to enabling graduates to obtain meaningful employment. By doing so, AASTMT not only contributes to its students’ individual welfare and livelihoods but also to national and regional economic resilience and growth.



**AAST
ALUMNI
CAREER FAIR
2024**

20 FEB 2024
ABUQIR CAMPUS, ALEXANDRIA

21 FEB 2024
SHERATON CAMPUS, CAIRO

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Arab Academy
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AASTMT Alumni Career Fair 2024

The event's link on the AASTMT news page:

[Arab Academy for Science, Technology & Maritime Transport \(AASTMT\) Organizes "Alumni Career Fair 2024" — Advancing Decent Work, Living Wages and Sustainable Employment in Line with SDG 8](#)

AASTMT Strengthens Industry Linkages to Advance Decent Work and Economic Growth (SDG 8)

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) reaffirmed its commitment to promoting decent work and sustainable economic growth by conducting a high-level visit to the Kuwait Oil Tanker Company (KOTC) on 22 January 2024.

During the visit, AASTMT President Prof. Ismail Abdel Ghaffar Ismail Farag and the delegation met with senior KOTC executives to discuss updated international maritime training requirements, legislative shifts, and evolving industry frameworks. This partnership-building supports SDG 8 by:

- Enhancing training and professional development aligned with industry needs, thereby increasing the chances of graduates securing meaningful, productive employment.

- Fostering **organisational cooperation** between academia and industry, which strengthens transition pathways into the labour market, encourages fair and sustainable employment practices, and contributes to industry resilience.
- By equipping students with up-to-date maritime skills and connecting them with a global maritime enterprise, AASTMT helps build a workforce capable of obtaining jobs that are more likely to reflect living wage standards, not just minimum wage positions.

Through such initiatives, AASTMT actively supports the creation of high-quality jobs, equitable employment outcomes, and the growth of a skilled workforce—key targets under SDG 8: Decent Work and Economic Growth.



AASTMT Delegation at Kuwait Oil Tanker Company

The event link on AASTMT's news page:

[AASTMT Strengthens Industry Linkages to Advance Decent Work and Economic Growth \(SDG 8\)](#)

AASTMT and Ministry of Endowments Partner to Advance Training, Equal Employment Opportunities, and Fair Pay Practices in Alignment with SDG 8

Alexandria, Egypt – December 2023

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) has signed a strategic cooperation protocol with the Egyptian Ministry of Endowments (Awqaf) to strengthen collaboration in the areas of training, professional development, and scientific research. The agreement was signed by H.E. Prof. Dr. Ismail Abdel Ghafar Ismail Farag, President of AASTMT, and H.E. Prof. Dr. Mohamed Mokhtar Goma, Minister of Religious Endowments.

This partnership aligns closely with the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth), reflecting AASTMT's long-standing commitment to promoting equitable employment policies, fair wages, and capacity building across national institutions. By integrating academic expertise with community development, the agreement seeks to ensure that all training and research initiatives contribute to job quality, pay equity, and sustainable growth.

AASTMT's Pay Scale Equity Employment Policy, rooted in Article 35 of the Egyptian Labor Law, guarantees *equal pay for equal work* and ensures that all employees receive wages that exceed the local living wage. Through this cooperation, AASTMT will extend these principles into joint training programs and research activities with the Ministry, helping to build institutional systems that value human capital and uphold fairness and transparency in all employment practices.

The collaboration includes the development of specialized training programs, capacity-building initiatives, and joint research projects designed to strengthen professional competencies and improve workplace standards. Both institutions reaffirmed that decent work and fair compensation are essential foundations for social justice, productivity, and national progress.

Prof. Ismail Abdel Ghafar emphasized that "this cooperation not only supports educational and research advancement but also contributes to Egypt's broader vision for sustainable economic growth through empowering human resources and ensuring wage fairness."

Through initiatives like this, AASTMT continues to demonstrate its leadership in integrating sustainability and equity into education, employment, and community service — creating lasting impact consistent with the principles of SDG 8.



AASTMT – Egyptian Ministry of Endowments "Protocol Of Cooperation"

For more information:

[AASTMT and Ministry of Endowments Partner to Advance Training, Equal Employment Opportunities, and Fair Pay Practices in Alignment with SDG 8](#)