

8.2.5 Employment Practice Equivalent Rights Outsourcing

2023–2024

The “*Outsourcing Employment Practices and Equivalent Rights Policy*” at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) reflects the institution’s strong commitment to Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth. This policy ensures that all outsourced employees are treated fairly, ethically, and with full respect for their labor rights.

AASTMT requires that all outsourcing and service contracts undergo a rigorous evaluation process to guarantee that external partners uphold the same ethical and professional standards expected within the university. The policy explicitly mandates that outsourced personnel receive equivalent employment benefits, safe working conditions, and access to facilities comparable to those enjoyed by the university’s direct employees.

Moreover, AASTMT prioritizes collaboration with contractors and service providers who demonstrate clear commitments to fair wages, equal treatment, occupational health and safety, and social and environmental responsibility. Through these practices, the university not only ensures equity and justice within its operational ecosystem but also contributes to the global agenda of promoting sustainable, inclusive, and decent employment for all, in full alignment with SDG 8.

Please read AASTMT’s [*Employment Practice Equivalent Rights Outsourcing Policy*](#) at the following link: [*8.2.5 Employment Practice Equivalent Rights Outsourcing*](#) on AASTMT webpage

AASTMT holds events to spread awareness about the rights of outsourced employees and services:

AASTMT Strengthens Outsourced Workforce Rights and Employment Equity to Advance SDG 8

Alexandria, Egypt — May 13, 2024

AASTMT reaffirms its commitment to promoting equitable employment practices and decent work through the strategic review and strengthening of its outsourced workforce arrangements. In line with SDG 8’s objective of “promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all,” the Academy emphasises equal rights and fair treatment across all employment engagements—whether internal or outsourced.

By ensuring that outsourced service providers and contractors are held to the same high standards of treatment, compensation, health and safety, and professional development as direct employees, AASTMT enhances employment equity, mitigates potential labour-practice gaps, and closes the distinction between contractors and in-house staff. This approach directly supports SDG 8 target 8.5 (achieve full and productive employment and decent work for all) and 8.7 (eradicate forced labour and modern slavery).

AASTMT’s policy framework mandates that outsourcing contracts include provisions for fair wages, non-discrimination, equal access to training and career-development opportunities, and consistent working conditions. Through these formalised standards, the Academy also

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advances living-wage principles by requiring contractors to apply remuneration levels that reflect local living-cost requirements rather than simply minimum legal thresholds.

With this initiative, AASTMT not only fosters inclusive and dignified employment for all individuals associated with the institution, but it also sets a model for the higher-education and maritime sectors in Egypt and the region—demonstrating how outsourcing relationships can be structured in alignment with decent-work and equity principles.

By embedding fairness and equality into its outsourcing strategy, AASTMT is proactively advancing SDG 8 and contributing to sustainable economic growth through responsible employment practices.



Learn about the event on AASTMT news web link

[AASTMT Strengthens Outsourced Workforce Rights and Employment Equity to Advance SDG 8](#)

AASTMT Signs Cooperation Protocol with Caritas Egypt to Promote Decent Work and Inclusive Employment in Line with SDG 8

Alexandria — April 30-2024

Cairo, Egypt — The Arab Academy for Science, Technology and Maritime Transport (AASTMT) signed a cooperation protocol with Caritas Egypt to enhance collaboration in social development and inclusive employment initiatives.

The partnership focuses on empowering vulnerable groups, promoting fair and non-discriminatory labor practices, and creating pathways for decent and productive work—key targets under SDG 8. By working with Caritas Egypt, a long-standing humanitarian organization dedicated to community development, AASTMT strengthens its role in advancing ethical employment standards across education and community programs.

Through this agreement, both institutions commit to ensuring equal access to training and job opportunities, fair wages, and respect for human rights, regardless of gender, background, or

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social status. The initiative supports sustainable economic inclusion by extending AASTMT's employment-equity policies to community outreach and social projects coordinated through Caritas.

"This partnership reflects AASTMT's deep belief in social responsibility and the right of every individual to decent, fair, and dignified work," stated **Prof. Ismail Abdel Ghaffar Ismail Farag, AASTMT President.**

By embedding social justice and equality into its community partnerships, AASTMT continues to lead higher-education institutions in Egypt in advancing SDG 8 — Decent Work and Economic Growth, ensuring that all employment relationships, both internal and external, uphold fairness, inclusivity, and human dignity.



Learn about the event on AASTMT news web link:

[AASTMT Signs Cooperation Protocol with Caritas Egypt to Promote Decent Work and Inclusive Employment in Line with SDG 8](#)

AASTMT Strengthens Outsourcing Rights and Workforce Equity to Advance SDG 8

Alexandria, Egypt

AASTMT today announced that it has signed joint cooperation agreements with leading global partners during the International Conference on Machine Intelligence and Smart Innovation (ICMISI 2024).

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These strategic agreements — notably with Fortinet (cyber-security company) and University of Genoa (Italy) — are aimed at building a more diverse and highly skilled workforce across Egypt and the Arab region.

In support of SDG 8's targets of *"full and productive employment"* and *"decent work for all"*, AASTMT embeds into these collaborations principles of equal treatment and rights for outsourced and contracted staff alongside direct employees. Key practices include:

- Ensuring outsourced or service-provider personnel engaged through these agreements benefit from equivalent rights, training opportunities, and career-advancement access as internal staff.
- Promoting inclusive employment frameworks where outsourcing does not lead to inferior working conditions or diminished job dignity.
- Requiring partner organisations and contractors to adhere to AASTMT's standards of fair remuneration, nondiscrimination, health & safety and professional development — thereby supporting a decent-work environment beyond direct employment.

"By integrating our outsourcing and partner-workforce arrangements into the same standards we apply to our own people, we ensure that every member of the AASTMT ecosystem enjoys fair, dignified and inclusive employment," said Prof. Ismail Abdel Ghafar Ismail Farag, President of AASTMT.

With this initiative, AASTMT reinforces that outsourcing should not compromise decent work norms — rather, it can be aligned with core institutional values and the global agenda of SDG 8. The Academy thereby sets a model for responsible employment practices across higher education, research and regional industry networks.



Learn about the event on AASTMT news web link:

[AASTMT Strengthens Outsourcing Rights and Workforce Equity to Advance SDG 8](#)