

8.2.6 Employment Policy Pay Scale Equity

2023–2024

The Employment Policy on Pay Scale Equity at the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) reflects the institution's unwavering commitment to fairness, transparency, and inclusivity in all employment practices. This policy guarantees that all employees—regardless of gender, nationality, background, or any personal characteristic—receive fair and equitable compensation for their work and contributions.

By embedding the principles of equal opportunity and non-discrimination into its pay structure, AASTMT ensures that compensation decisions are based solely on merit, qualifications, and performance. This approach directly supports Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth, by promoting fair wages, ethical employment standards, and equitable access to professional advancement.

Through its Pay Scale Equity Policy, AASTMT reinforces a workplace culture built on trust, respect, and equality, affirming that decent work is a fundamental right and a cornerstone of sustainable development.

Please read AASTMT's [Pay Scale Equity Employment Policy](https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800002) at the following link: https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800002 on AASTMT webpage

By adhering to a standardized and transparent pay scale free from discrimination and bias, the Arab Academy for Science, Technology, and Maritime Transport (AASTMT) ensures that compensation is determined solely by job role, qualifications, and performance. This approach fosters a harmonious and equitable work environment, where all employees are valued for their professional contributions.

AASTMT's commitment reflects international standards of "equal pay for equal work", reinforcing the institution's dedication to gender pay equity and non-discrimination. These principles are not only central to the Academy's mission of providing quality education and equal opportunity for all, but also form a core value of the Human Resources Department, which strives to ensure fairness, inclusivity, and transparency in all employment practices.

Through this policy, AASTMT actively supports Sustainable Development Goal 8 (SDG 8) by advancing decent work, equality, and sustainable economic growth across its campuses and community.

Arab Academy for Science, Technology and Maritime Transport (AASTMT) Advances Pay Equity and Decent Employment Practices in Support of SDG 8

Alexandria, Egypt — May 21, 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) convened the 6th session of its Industrial Advisory Council under the title "Development and Excellence Journey: Building Capabilities and Enhancing Industry and Innovation through Training" on Monday, 20 May 2024 at its Abu Qir campus. This gathering brought together over 100 companies and 190 participants from diverse industrial sectors.

In line with Sustainable Development Goal 8 (Decent Work and Economic Growth), AASTMT underscored its commitment to fair pay, equal remuneration for equal work, and transparent employment policies as core institutional values. By actively involving industry partners in designing curriculum, training programs and job-placement opportunities, AASTMT ensures that graduates and employees are equipped with in-demand skills and are compensated fairly — thereby promoting full and productive employment and decent work for all.

AASTMT emphasises that pay equity is integral to its employment policy, ensuring that remuneration levels reflect capability, performance and contribution—regardless of gender, nationality or background. This approach helps close wage gaps, enhances workplace inclusion, and builds sustainable economic growth rooted in fairness and dignity.

“Our collaboration with industry enables us to align training with employer needs and ensures that our people receive not only opportunities for employment but wages that recognise their value,” stated Prof. Ismail Abdel Ghafar Ismail Farag, President of AASTMT.

Through sessions like this Industrial Advisory Council meeting, AASTMT solidifies its role as a leader in linking education, employment and fair labour practices—making a tangible contribution toward the achievement of SDG 8 by promoting inclusive economic growth, decent work and equitable pay.



Please visit the following link at our website for more information:

https://aast.edu/en/news/news-details.php?language=1&view=1&unit_id=1&news_id=486102553&event_type_id=1

AASTMT Strengthens Bilateral Collaboration with Ahfad University for Women, Reinforcing Inclusive Opportunity and Non-Discrimination

Cairo / Alexandria – June 5, 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) hosted a delegation from the Ahfad University for Women (AUW) in Sudan as part of ongoing efforts to

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enhance inclusive academic cooperation, promote equitable educational opportunities, and reinforce institutional commitments to non-discrimination and decent work.

During the visit on 3 June 2024, AUW faculty and administrators met with AASTMT's College of Pharmacy leadership and representatives from other academic units, exploring avenues to activate scientific collaboration, joint research, and capacity-building activities. The delegation also toured AASTMT's Abu Kir campus to observe its advanced technological infrastructure and modern educational facilities.

Aligning with SDG 8: Inclusive, Decent Work and Equal Access

This partnership exemplifies AASTMT's alignment with SDG 8 by promoting inclusive and equitable academic and professional opportunities across borders. The collaboration supports:

- **Inclusive access to teaching, learning and research roles**—ensuring women scholars from AUW engage equally in knowledge exchange and capacity building.
- **Non-discriminatory institutional practices**—both institutions underscore that gender, nationality or background must not hinder access to roles or professional development.
- **Human capital development and decent employment pathways**—by enhancing institutional linkages, AASTMT contributes to creating conditions for full and productive employment and professional mobility in line with SDG 8.

Institutional Commitment to Fairness & Non-Discrimination

AASTMT reaffirms that discrimination on grounds of gender, nationality, religion or any characteristic is inconsistent with its core values. By forging equal partnerships and enabling inclusive cooperation with AUW, the Academy emphasises its stance that decent work is available to all, free from bias or exclusion.

Looking Ahead

AASTMT and AUW will expand their collaboration through joint programmes, research grants, faculty exchanges, and workshops aimed at fostering inclusive academic environments and professional growth. These steps reflect AASTMT's commitment to integrating equity, diversity and non-discrimination into its employment, academic and institutional frameworks.

Quote:

"Partnerships like this allow us to build bridges of opportunity that respect the dignity of every scholar and professional," said Prof. Dr. Ismail Abdel Ghaffar Ismail Farag, President of AASTMT. "By collaborating with institutions such as AUW, we reaffirm our belief that access, fairness and inclusive professional growth are foundational to decent work and sustainable development."



"Ahfad University for Women" delegation at AASTMT

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Please visit the following link at our website for more information:

[AASTMT Strengthens Bilateral Collaboration with Ahfad University for Women, Reinforcing Inclusive Opportunity and Non-Discrimination](#)

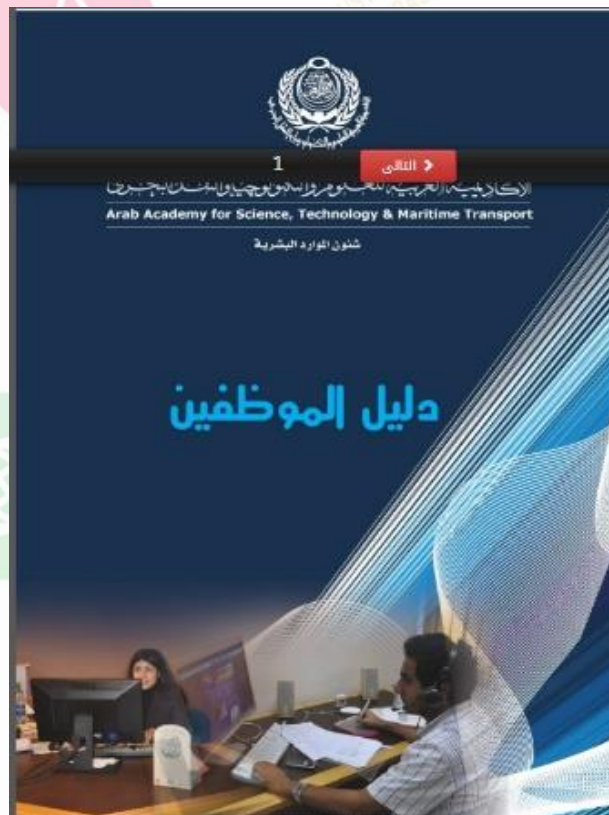
Values of the Human Resources Department at AASTMT

The values upheld by the Human Resources Department at AASTMT, including equal opportunity, gender pay equity, fair recruitment, diversity and inclusion, merit-based promotions, professional development, conflict resolution, work-life balance, transparency, and continuous improvement, are closely related to Sustainable Development Goal 8 (SDG 8). These values align with SDG 8's objectives of promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. They contribute to reducing inequalities, ensuring access to equal employment opportunities, eliminating gender-based pay disparities, fostering diverse and inclusive workplaces, and promoting fair and transparent HR practices—all of which are essential elements of achieving the principles outlined in SDG 8 and advancing toward a more equitable and prosperous society.

Here are the values of the Human Resources Department at the AASTMT:

- **Equal Opportunity:** The HR department is committed to providing equal employment opportunities to all individuals regardless of their gender, race, nationality, religion, age, or any other characteristic. Discrimination in any form is strictly prohibited.
- **Gender Pay Equity:** Ensuring that all employees, regardless of gender, receive equal pay for equal work is a fundamental value. AASTMT's HR department actively works to identify and address gender-based pay disparities.

- **Fair Recruitment:** A commitment to fair and transparent recruitment processes, ensuring that hiring decisions are based solely on qualifications, skills, and experience, with no bias.
- **Diversity and Inclusion:** AASTMT values diversity and actively promotes an inclusive workplace that celebrates different backgrounds, perspectives, and experiences.
- **Merit-Based Promotions:** Promotions and career advancement opportunities are granted based on merit, performance, and qualifications, with no favoritism or bias.
- **Professional Development:** Supporting the professional growth of employees through training, skill development, and educational opportunities is a core value.
- **Conflict Resolution:** A commitment to resolving workplace conflicts and grievances promptly and fairly, fostering a harmonious work environment.
- **Work-Life Balance:** Recognizing the importance of work-life balance and striving to provide flexible work arrangements when feasible.
- **Transparency:** Maintaining transparency in HR policies and practices, ensuring that employees are aware of their rights, benefits, and the grievance process.
- **Continuous Improvement:** A dedication to ongoing improvement in HR policies and practices to adapt to evolving needs, legislation, and best practices in the field of human resources.



For more information about our values, visit the AASTMT website through the following link:
[Values of the Human Resources Department at AASTMT](#)

AASTMT and United Nations High Commissioner for Refugees (UNHCR) Launch “Bridge of Hope” Initiative to Foster Inclusive Education and Employment Pathways

Alexandria, Egypt

On Monday, 10 June 2024, AASTMT welcomed a delegation from UNHCR at its Abu Qir campus to convene in a strategic meeting focusing on expanding educational and employment opportunities for refugees. During the visit, AASTMT President Ismail Abdel Ghafar Ismail Farag and Dr Hanan Hamdan, UNHCR’s Representative in Egypt, inaugurated the “Bridge of Hope” initiative. This collaborative programme will provide scholarship opportunities for refugees to attain bachelor’s degrees, thereby strengthening pathways into employment and contributing to labour market inclusion.

Linking to SDG 8: Employment Policy & Pay Equity

- **Inclusive hiring and support:** By partnering with UNHCR to offer scholarships to refugees, AASTMT embeds inclusive employment practice at the education-to-work transition stage. This supports SDG 8 target of *“full and productive employment and decent work for all.”*
- **Equitable Treatment and Opportunity:** The initiative ensures that a previously marginalised group—refugees—gain access to higher education and subsequent employment. This aligns with pay equity and non-discrimination in employment policy, as they enter the workforce on a more level footing with others.
- **Building Capacity for Decent Work:** By equipping refugee students with university credentials, AASTMT helps to create a pipeline of skilled workers who are more likely to secure higher-quality jobs, supporting both decent work and sustainable economic growth.
- **Institutional Commitment to Fair Labour Practices:** The academy’s collaboration signals that employment policy extends beyond direct staff to the broader community — reinforcing that opportunity, fairness, and right to decent work apply to all, in line with SDG 8’s vision.

“Through ‘Bridge of Hope’, we reaffirm our conviction that education is the basis for decent employment and inclusive growth. We strive to open doors for all, including those displaced, so they may contribute meaningfully and gain just remuneration,” said **Prof. Ismail Abdel Ghafar Ismail Farag**.

With this initiative, AASTMT takes a prominent step in advancing SDG 8 by promoting equity in access to education and employment, thereby underpinning labour market fairness and pay equity across diverse segments of society.



The United Nations High Commissioner for Refugees (UNHCR) Delegation at AASTMT

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Read full news article: [AASTMT and United Nations High Commissioner for Refugees \(UNHCR\) Launch “Bridge of Hope” Initiative to Foster Inclusive Education and Employment Pathways on AASTMT webpage](#)