

8.2.7 Tracking Pay Scale for Gender Equity

2023–2024

Tracking gender pay equity at the Arab Academy for Science, Technology and Maritime Transport (AASTMT) is directly aligned with the objectives of Sustainable Development Goal 8 (SDG 8), which advocates for sustained, inclusive, and sustainable economic growth, productive employment, and decent work for all. Within the framework of Egypt's Sustainable Development Strategy—Egypt Vision 2030—significant emphasis is placed on ensuring high-quality education and training that is free from discrimination, while empowering citizens and fostering institutional diversity.

AASTMT's commitment to gender equality is also grounded in the principles of the Egyptian Constitution, which mandates equal rights, opportunities, and representation for women across all sectors, including higher education and employment. By systematically monitoring gender pay equity, the university reinforces SDG 8's core values of fairness, non-discrimination, and equal pay for equal work.

This commitment not only advances workplace justice and inclusivity within AASTMT but also contributes to the broader national and global agenda of building resilient institutions, promoting decent work environments, and supporting sustainable socio-economic development as envisioned by the United Nations.

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

Egypt's Sustainable Development Strategy—Egypt Vision 2030—emphasizes the creation of a high-quality, inclusive, and non-discriminatory education and training system. This national vision stresses the importance of equipping all learners with advanced technical, technological, and creative skills, enabling them to become responsible, competitive, and innovative citizens who embrace diversity and contribute meaningfully to Egypt's economic and social future. These national aspirations directly correspond with Sustainable Development Goal 8 (SDG 8), which promotes sustained, inclusive, and sustainable economic growth; full and productive employment; and decent work for all.

Aligned with this national and global agenda, the Arab Academy for Science, Technology and Maritime Transport (AASTMT) demonstrates a strong institutional commitment to gender equality, social inclusion, and decent work conditions. As mandated by Article 11 of the Egyptian Constitution, the state is obligated to ensure equality between men and women in all civil, political, economic, social, and cultural rights. The article explicitly guarantees:

- Equal rights and opportunities without gender discrimination.
- Equitable representation of women in public institutions and parliament.
- Women's right to hold public positions, senior management roles, and judicial posts.
- State protection against all forms of violence.

- Institutional support for women's empowerment, motherhood, childhood, and care responsibilities.

These constitutional principles reinforce several SDG 8 targets, particularly:

- **SDG 8.5:** Achieving equal pay for work of equal value.
- **SDG 8.8:** Protecting labour rights and ensuring a safe and inclusive working environment for all workers, especially women.
- **SDG 8.3:** Promoting inclusive and productive employment.

AASTMT also aligns with United Nations statements affirming that equal access for women and girls to education, health care, and decent work fuels sustainable economic growth and enhances societal well-being. Since its establishment, AASTMT has prioritized gender equality and fairness across staff recruitment, development, and compensation.

Commitment to Gender Pay Equity and Decent Work (SDG 8.5 & SDG 8.8)

AASTMT is firmly committed to tracking gender pay equity, ensuring that all staff—regardless of gender—receive fair, transparent, and equitable compensation. The university maintains a strict non-discrimination policy across all departments and job categories. Salaries at AASTMT follow a transparent institutional pay scale, as outlined in the Executive Regulations for AASTMT employees. This scale ensures that salary decisions are made solely based on qualifications, responsibilities, and professional performance, thereby eliminating gender-based or demographic bias.

This approach directly advances SDG Target 8.5, which calls for equal pay for work of equal value, and SDG Target 8.8, which promotes safe, fair, and inclusive workplaces free from discrimination.

Procedures for Tracking Gender Pay Equity at AASTMT

AASTMT applies systematic, evidence-based procedures to track and promote gender pay equity as part of its commitment to SDG 8. These include:

1. Data Collection and Analysis

AASTMT routinely collects salary and compensation data, categorized by gender, role, rank, and department. This ensures a comprehensive, accurate view of compensation dynamics and supports SDG 8's emphasis on transparency and labour equity.

2. Job Evaluation and Classification

A standardized evaluation system is used to classify jobs based on skill level, responsibilities, and complexity. This process reduces gender bias and ensures equal valuation of comparable roles in alignment with the SDG 8 principle of equitable employment practices.

3. Pay Gap Analysis

Regular analysis is conducted to identify gender pay gaps using median and average salary comparisons for equivalent positions. This contributes to fulfilling SDG 8.5 by ensuring that discrepancies are systematically identified and corrected.

4. Identifying and Addressing Disparities

When disparities are discovered, AASTMT investigates underlying causes—such as inconsistent starting salaries or differences in promotion rates—and implements corrective actions. These may include salary adjustments, policy revisions, or improved promotion pathways, contributing to inclusive economic participation under SDG 8.

5. Regular Monitoring and Reporting

Gender pay equity is treated as a continuous institutional priority. Regular monitoring ensures that the university remains aligned with SDG 8's targets for sustained, inclusive workplace practices.

6. Communication and Transparency

AASTMT communicates its gender equity commitments openly to staff and stakeholders, reinforcing trust and institutional accountability—key principles underpinning SDG 8 and the UN ethos of decent work.

7. Legal and Policy Compliance

The university ensures full compliance with Egyptian labour laws, constitutional rights, and international standards related to gender equality and equal pay, ensuring alignment with SDG 8's global framework.

8. Training and Awareness

AASTMT conducts training for staff and management to raise awareness about gender bias, equal pay principles, and fair compensation practices. This promotes a culture of inclusivity and professionalism consistent with SDG 8's call for decent work environments.

Through its constitutional alignment, national development commitments, and rigorous internal monitoring systems, AASTMT plays an active role in advancing SDG 8's core themes of decent work, equal pay, inclusive growth, and non-discrimination. By empowering women, ensuring compensation equity, and fostering an inclusive institutional culture, the university contributes meaningfully to Egypt's Vision 2030 and the global UN Sustainable Development Agenda.

These procedures represent the steps that AASTMT currently takes to track and address gender pay equity within the organization. Please note that specific details and processes may evolve based on the institution's ongoing practices and policies.

Please refer to the AASTMT [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

AASTMT Hosts RIBA Delegation to Advance Accreditation and Promote SDG 8 Commitments

Alexandria, Egypt – 13 May 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) welcomed a distinguished delegation from the Royal Institute of British Architects (RIBA) at its Abu Kir Campus to discuss the renewal of international accreditation for the Architectural Engineering and Environmental Design Department (AEED) at both the Alexandria and Smart Village campuses. The visit was headed by AASTMT President, Prof. Dr. Ismail Abdel Ghafar Ismail

Farang, alongside senior university leaders. Discussions focused on strengthening academic cooperation, enhancing the quality of architectural education, and expanding opportunities for joint programs, training, and exchange of expertise—reflecting AASTMT’s commitment to global standards, innovation, and excellence in engineering and technology education. This collaboration strongly supports Sustainable Development Goal 8 (Decent Work and Economic Growth) by enhancing graduate employability, promoting advanced professional competencies, and reinforcing high-quality, inclusive education that leads to productive employment. Moreover, it aligns with AASTMT’s institutional strategy to ensure gender equity, particularly through its system for tracking gender pay scales and maintaining transparent, non-discriminatory compensation policies. By integrating international accreditation requirements with fair employment practices, AASTMT strengthens equal opportunities, supports decent work for both men and women, and ensures that equal pay for equal work remains a core institutional principle.



Link of the visit on the official news page:

[AASTMT Hosts RIBA Delegation to Advance Accreditation and Promote SDG 8 Commitments](#)

AASTMT Welcomes President of American University in UAE to Strengthen International Cooperation

Alexandria, Egypt – 8 May 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) warmly received H.E. Prof. Dr. Muthanna G. Abdul Razzaq, President & CEO of the American University in the United Arab Emirates (AUE), along with his delegation, on Tuesday, 7 May 2024, at AASTMT’s Abu Kir campus. The meeting brought together AASTMT deans and senior officials who engaged with the visiting delegation to explore various avenues of collaboration, support

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for the educational process, and the exchange of experiences in mutual areas of interest. Following discussions, the delegation toured AASTMT's facilities, gaining first-hand insight into the Academy's infrastructure and programs.

This visit reinforces AASTMT's commitment to Sustainable Development Goal 8 (Decent Work and Economic Growth) by building international partnerships that elevate education quality, stimulate skill development, and enable greater employment opportunities for graduates. In parallel, such cooperation supports AASTMT's broader institutional agenda—particularly its practice of tracking gender-equitable pay scales. Through stronger governance, global collaboration, and transparent institutional practices, AASTMT advances both academic excellence and fair, inclusive employment—ensuring that all staff, regardless of gender, benefit from equal pay for equal work and professional growth aligned with global standards.



Link to the official news page:

[AASTMT Welcomes President of American University in UAE to Strengthen International Cooperation](#)

AASTMT Marks World Creativity & Innovation Day to Reinforce SDG 8 and Gender Pay-Equity Commitment

Alexandria, Egypt – 22 April 2024

AASTMT celebrated the “World Creativity and Innovation Day” at its Abu Kir campus on Sunday, 21 April 2024, in collaboration with Bibliotheca Alexandrina (BA). The event was attended by AASTMT President Prof. Dr. Ismail Abdel Ghafar Ismail, BA Director Dr. Ahmed Zayed, the Consul General of Saudi Arabia in Alexandria Ambassador Mazyad bin Muhammad Al-Huwaishan, the Consul General of the Lebanese Republic Ambassador Ali Karanouh, along with senior university officials. The session emphasised innovation, creative thinking, and

cooperation between higher-education institutions to foster an environment of ingenuity and sustainable development.

By promoting creative education and inclusive innovation, AASTMT's initiative supports Sustainable Development Goal 8 (Decent Work and Economic Growth)—specifically through enabling skills, talent development, and inclusive growth. Further, such institutional investments in staff and student capabilities reinforce AASTMT's broader policy of tracking gender-equitable pay scales: ensuring that innovations, professional growth, and employment opportunities are accessible to everyone, that fair compensation practices are upheld, and that both men and women benefit equally from institutional development and career progression.



Link to the official news page:

[AASTMT Marks World Creativity & Innovation Day to Reinforce SDG 8 and Gender Pay-Equity Commitment](#)