

8.2.3 Employment Policy on Discrimination

2023–2024

AASTMT’s Commitment to Non-Discrimination and SDG 8

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) stands firmly committed to the principles of Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth, particularly its emphasis on fairness, equality, and inclusivity in the workplace and learning environment. The institution’s anti-discrimination policy is grounded in the belief that sustainable economic growth and decent work can only be achieved in an environment free from bias, inequality, and prejudice.

AASTMT strictly prohibits all forms of discrimination based on race, gender, religion, nationality, disability, or any other personal characteristic, ensuring that every member of its community is treated with dignity, fairness, and respect. The Academy actively fosters a culture that celebrates diversity and equal opportunity, reflecting its mission to provide an inclusive environment where all individuals can thrive academically and professionally.

By embedding these values into its institutional policies, governance, and daily operations, AASTMT not only complies with international labor and human rights standards but also contributes directly to the realization of SDG 8. Through this commitment, the Academy promotes fair wages, non-discriminatory employment practices, and equitable access to professional development opportunities, ensuring that diversity and equality remain integral to its pursuit of sustainable growth and decent work for all.

Please read our [*Non-discrimination and Anti-Harassment Policy at the following link: AASTMT’s Commitment to Non-Discrimination and SDG 8*](#) on AASTMT webpage

The AASTMT is also making efforts to collaborate with relevant associations to fight discrimination in many work sectors.

AASTMT “Sustainable Shipping Forum” at COP28 Champions Inclusive and Equitable Transformation in the Maritime Industry

Dubai, UAE – December 7, 2023

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) reaffirmed its strong commitment to the principles of Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth during its participation in the United Nations Climate Change Conference (COP28) held in Dubai from November 30 to December 12, 2023.

As part of this participation, AASTMT organized the “Sustainable Shipping Forum: Navigating Strategic Transformation in the Maritime Industry”, hosted on December 6, 2023 at the Arab League Pavilion in the Blue Zone. The forum addressed how strategic transformations in the global maritime sector can drive not only environmental and economic sustainability, but also social inclusion, fair employment, and equal opportunity.

The discussions highlighted that the transition toward a sustainable maritime industry must integrate non-discriminatory labor practices, ensure equal access to training and career advancement for men and women alike, and create safe and equitable workplaces for all —

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including international and marginalized workers. These principles directly support SDG 8's vision of promoting decent work, fair wages, and inclusive economic growth.

AASTMT's leadership emphasized that sustainability and equality are inseparable pillars of progress. The forum called for the development of transformative strategies and human-centered maritime policies that empower workers, uphold gender equality, and protect against discrimination in employment and career progression.

By combining green transformation with social justice and fairness, AASTMT continues to position itself as a regional leader in advancing a sustainable, inclusive, and future-ready maritime industry.



AASTMT "Sustainable Shipping Forum: Navigating Strategic Transformation in Maritime Industry" at "COP 28"

The event's link on AASTMT news:

[AASTMT "Sustainable Shipping Forum" at COP28 Champions Inclusive and Equitable Transformation in the Maritime Industry](#)

AASTMT Council of International Transport and Logistics Champions Decent Work, Equal Pay, and Anti-Discrimination in Line with SDG 8

Alexandria, Egypt – December 2023

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) reaffirmed its dedication to promoting decent work, equal employment opportunities, and anti-discrimination policies during the 6th Session of the Council of the College of International Transport and Logistics (CITL), held at AASTMT's Abu Kir Campus under the theme *"Humanitarian Logistics Facing Global Crises Challenges."*

The meeting gathered leading national and international figures including the Commander of the Egyptian Naval Forces, the Head of the Maritime Transport Sector, the Chairman of the Egyptian Authority for Maritime Safety, the Ambassador of Mauritania, and the President of the Alexandria Chamber of Commerce — all united under AASTMT's vision to advance sustainable and equitable growth within the logistics and maritime sectors.

This initiative directly aligns with the United Nations Sustainable Development Goal 8 (Decent Work and Economic Growth), which calls for productive employment, equal opportunity, and fair compensation for all workers. By focusing on developing human capital, AASTMT ensures that progress in maritime and logistics infrastructure goes hand-in-hand with the empowerment and protection of people working in these industries.

AASTMT upholds a comprehensive Pay Scale Equity Employment Policy, grounded in Article 35 of the Egyptian Labor Law, ensuring *equal pay for equal work* and the elimination of wage discrimination based on gender, age, religion, or social background. The Academy continuously reviews its compensation structure to guarantee that all faculty, staff, and workers receive fair and competitive wages that exceed the national minimum standard, supporting a decent standard of living.

The CITL Council emphasized that diversity, fairness, and inclusion are essential for innovation and resilience within the logistics sector. Through targeted training programs, academic excellence, and collaboration with industry leaders, AASTMT is fostering a new generation of professionals equipped with the skills and ethical awareness required to sustain equitable growth and social justice.

H.E. Prof. Dr. Ismail Abdel Ghafar Ismail Farag, President of AASTMT, stated:

"True sustainability is achieved when our commitment to excellence extends beyond innovation to fairness — ensuring every individual, regardless of background or gender, enjoys decent work, fair pay, and equal opportunity."

Through this event and ongoing initiatives, AASTMT continues to integrate the principles of SDG 8 into its policies and operations, reinforcing its leadership in advancing decent work, anti-discrimination, and equitable development across the Arab region.



AASTMT College of International Transport and Logistics Council "6th Session"

For more information:

[AASTMT Council of International Transport and Logistics Champions Decent Work, Equal Pay, and Anti-Discrimination in Line with SDG 8](#)

AASTMT Celebrates the International Day of Women and Girls in Science, Promoting Equality and Decent Work Opportunities

Abu Kir Campus, February 8, 2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT), in cooperation with the UNESCO Regional Bureau for Science in the Arab States, organized a special celebration of the International Day of Women and Girls in Science (IDWGIS), held on 10–11 February 2024 at the AASTMT Abu Kir Campus. The annual event brought together more than 150 high-level participants from diverse generations and scientific disciplines.

The celebration reaffirmed AASTMT's commitment to advancing the goals of Sustainable Development Goal 8 (SDG 8): Decent Work and Economic Growth and SDG 5: Gender Equality, by emphasizing that equal participation of women in science and technology is essential for inclusive and sustainable economic progress.

The event's activities focused on empowering women and girls to pursue education and careers in science, technology, engineering, and innovation (STEM)—fields that are key to

building future-ready economies. By providing platforms that promote visibility, mentorship, and equal opportunity, AASTMT continues to combat discrimination and gender bias while ensuring that women have fair access to professional growth, leadership roles, and decent work conditions in the scientific and academic community.

Through this initiative, AASTMT once again demonstrated its unwavering dedication to creating an inclusive, equitable, and innovation-driven environment where women and men alike can contribute to sustainable development and economic growth.



The event's link on AASTMT news

[AASTMT Celebrates the International Day of Women and Girls in Science, Promoting Equality and Decent Work Opportunities](#)

AASTMT Heliopolis Campus Celebrates Arab Cultural Heritage Day, Promoting Inclusivity and Decent Work through Cultural Diversity

Cairo, Egypt – February 29, 2024

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) celebrated Arab Cultural Heritage Day at its Heliopolis Campus, reaffirming the institution's dedication to cultural diversity, social inclusion, and respect for shared Arab identity. The celebration highlighted the vital role of heritage and cultural understanding in achieving Sustainable

Development Goal 8 (SDG 8): Decent Work and Economic Growth, by strengthening social cohesion, inclusivity, and equitable participation in education and employment.

The event featured a variety of cultural presentations, artistic performances, and exhibitions that showcased the richness of Arab traditions and their contribution to creativity, innovation, and community development. Faculty members, students, and staff from diverse nationalities participated, reflecting AASTMT's commitment to non-discrimination and equal opportunity across all its campuses.

By embracing cultural heritage as a source of unity and empowerment, AASTMT emphasized that sustainable economic growth is inseparable from human dignity, cultural expression, and inclusive participation. The Academy continues to promote a learning and working environment where diversity is celebrated, and where all individuals—regardless of gender, nationality, or background—are valued and supported in line with SDG 8's principles of decent work, fairness, and equality.



AASTMT Heliopolis Campus "Arab Cultural Heritage Day"

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The event's link on AASTMT news page:

[AASTMT Heliopolis Campus Celebrates Arab Cultural Heritage Day, Promoting Inclusivity and Decent Work through Cultural Diversity](#)