

Arab Academy for Science, Technology & Maritime Transport



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for Science, Technology & Maritime Transport



Report 2023 / 2024



SDG 8

Our Aim in 2023 -2024

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) is firmly committed to advancing SDG 8 by championing “decent work” and fostering sustainable economic growth. This commitment is demonstrated through its continuous efforts to enhance employability by expanding hands-on training opportunities, deepening partnerships with industry, and driving economic development by creating high-quality, future-ready job opportunities for both students and staff.

THE Impact Ranking Scores 2022-2023



SDG 8

DECENT WORK AND ECONOMIC GROWTH

8 DECENT WORK AND ECONOMIC GROWTH





Key Milestones in 2023-2024

AASTMT Promotes Decent Employment Practices

Aligned with SDG 8 (Decent Work and Economic Growth), AASTMT is committed to ensuring fair, transparent, and competitive compensation across all employment categories. The Academy guarantees that all staff and faculty receive salaries above the local living wage, reflecting its belief that human resources are its greatest asset. To strengthen this commitment, AASTMT has adopted a Pay Scale Equity Employment Policy that reinforces equal opportunity and fair treatment in accordance with Article 35 of the Egyptian Labor Law. This policy ensures equitable compensation, consistent benefits, and non-discriminatory employment practices for all employees. For further details about this policy, please visit the link provided below.

https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800002

AASTMT is committed to fostering an equitable, inclusive, and respectful environment that directly supports the principles of SDG 8 (Decent Work and Economic Growth). By nurturing a campus culture that celebrates diversity and upholds dignity for all, AASTMT reinforces SDG 8's core values of fair wages, equal opportunities, and non-discriminatory practices across both its workplace and learning environments. For more information about AASTMT's Anti-Discrimination Policy, please visit the link provided below.

https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800016

AASTMT is committed to combating modern slavery, human trafficking, and all forms of forced or exploitative labor while upholding a fair, ethical, and transparent employment environment. This commitment extends across all internal operations and external engagements, ensuring that the Academy's practices reflect the highest standards of human rights and labor protection. For detailed information on AASTMT's policies regarding forced labor, modern slavery, human trafficking, and child labor, please visit the link provided below.

https://aast.edu/en/sdg/goals.php?unit_item=1208&page_id=120800006

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) aligns its Outsourcing Employment Practices and Equivalent Rights Policy with SDG 8 (Decent Work and Economic Growth), ensuring that all outsourced employees receive fair, equitable, and ethical treatment. This policy reinforces AASTMT's commitment to protecting the rights and welfare of outsourced staff by upholding rigorous standards in employment practices, transparency, and accountability. By prioritizing justice and ethical labor conditions, AASTMT ensures that outsourced personnel enjoy rights and protections equivalent to those provided to direct employees. For further details on AASTMT's Employment Practice Equivalent Rights Outsourcing Policy, please visit the link provided below.

https://aast.edu/en/sdg/goals.php?menutab=23&unit_item=1208&page_id=120800003

Offering Internships and Work Placements to its Students

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) actively supports SDG 8 (Decent Work and Economic Growth) through its strong commitment to experiential learning and workforce readiness. By offering structured internships and work-



placement opportunities, AASTMT bridges the gap between academic knowledge and real-world practice, empowering students with the practical skills required to succeed in both local and international job markets.

To further reinforce this commitment, AASTMT has updated its study regulations to make practical training and work placements a mandatory graduation requirement. Every student must now complete at least one month of hands-on training within their field of specialization. This policy ensures that all graduates enter the labor market with relevant experience, enhancing their employability, supporting sustainable economic development, and contributing directly to the goals of SDG 8.



For more information about practical training for students, visit our website:

<https://aast.edu/en/colleges/practical-training/>

Organizing Job Fairs for Students and Graduates at AASTMT

The Arab Academy for Science, Technology, and Maritime Transport (AASTMT) actively advances SDG 8 (Decent Work and Economic Growth) by regularly organizing job fairs for its students and graduates. These events play a vital role in bridging the gap between education and employment, offering direct access to career opportunities and enabling employers to connect with qualified, job-ready candidates. Through these job fairs, AASTMT enhances employability, promotes fair and productive work, and contributes to building a dynamic and competitive labor market. This ongoing commitment reflects AASTMT's dedication to developing a skilled workforce, fostering sustainable economic growth, and supporting broader regional development goals.



20 FEB 2024
ABUQIR CAMPUS, ALEXANDRIA

21 FEB 2024
SHERATON CAMPUS, CAIRO

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For more information about the job fairs organized by AASTMT in 2023-2024, please visit the following links on our website.

- [Organizing Job Fairs for Students and Graduates at AASTMT](https://aast.edu/en/alumni/contenttemp.php?page_id=38600088)
- https://aast.edu/en/alumni/contenttemp.php?page_id=38600088
- <https://aast.edu/en/alumni/>

Community Engagement

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:

[MARLOG 2024 International Conference Promotes Decent Work Practices and Fair wages in the Maritime and Logistics Sector](#)



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:

https://aast.edu/en/news/news-details.php?language=1&view=1&unit_id=1&news_id=486101899&event_type_id=1



Events

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.



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

JUN 11, 2024 AASTMT GENERAL

Read full news article:

https://aast.edu/en/news/news-details.php?language=1&view=1&unit_id=1&news_id=486102703&event_type_id=1

AASTMT Reinforces Student Engagement, Inclusive Opportunity & Ethical Frameworks in Meeting with Student Union

Cairo, Egypt – March 13, 2024 – The Arab Academy for Science, Technology and Maritime Transport (AASTMT) today reaffirmed its commitment to inclusive institutional culture, student empowerment and ethical employment frameworks during a formal meeting between President Prof. Dr. Ismail Abdel Ghaffar Ismail Farag and the Student Union at the Sheraton Campus. This event underscores the Academy's dedication to the principles of SDG 8 – promoting sustained, inclusive and productive economic growth, full and productive employment, and decent work for all.

In his remarks, the President congratulated students on the upcoming month of Ramadan, commended their role as ambassadors of their peers, and emphasized the Academy's ongoing support for student representation, campus activities, and inclusive participation in decision-making.

Promoting Inclusive Opportunity & Ethical Practices

This meeting reflects AASTMT's broader institutional commitment to creating an environment where students, faculty and staff are given equal opportunity, voice and representation—essential elements of decent work and inclusive growth as outlined in SDG 8.

- By fostering active student involvement in governance, the Academy supports skills development, leadership, and participatory engagement—key components of productive employment and capability building.
- The inclusive nature of the engagement also aligns with anti-discrimination and non-exploitation tenets, ensuring that no individual is excluded or marginalized.
- By promoting transparent and fair institutional processes, AASTMT reinforces its stand against modern slavery, forced labour or otherwise unethical employment practices – affirming a zero-tolerance policy across its operations and supply chains.

Upcoming Goals

AASTMT will continue to strengthen its frameworks for inclusive governance, student and staff engagement, ethical employment and training opportunities that align with SDG 8. The Student Union will remain a key partner in advocating for student welfare, participation and professional growth as the Academy advances its strategic plan for 2021-2026.



"AASTMT President" – "AASTMT Sheraton Campus Student" Meeting

MAR 13, 2024 AASTMT GENERAL

For more information about the event, please visit the following link on the AASMT website:

https://aast.edu/en/news/news-details.php?language=1&view=1&unit_id=1&news_id=486102089&event_type_id=1