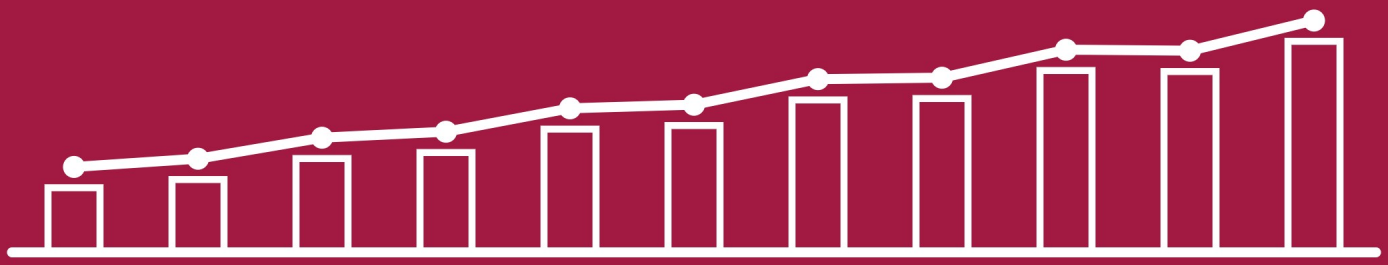
SUSTAINABLE DEVELOPMENT GOAL

8 DECENT WORK AND ECONOMIC GROWTH

العمل اللائق ونمو الاقتصاد



EMPLOYMENT PRACTICE AND QUANTITATIVE METRICS

INDICATORS
8.2.1–8.2.9 and 8.3–8.5

SUBMISSION
THE Impact Rankings 2026/2027

Overview

EXECUTIVE SUMMARY

This report presents Assiut University's institutional employment practices and the quantitative indicators reported under Sustainable Development Goal 8 (Decent Work and Economic Growth) for THE Impact Rankings 2026/2027. It brings together the university's stated policies and procedures on fair pay, workers' rights, non-discrimination, freedom of association, grievance mechanisms, and secure employment, alongside the reported data for employees, expenditure, academic staff, student work placements, and long-term employment contracts.

The institutional statements indicate that all nine employment-practice indicators (8.2.1–8.2.9) are reported as publicly available. The quantitative comparison shows increases in university expenditure, academic staff numbers, total student numbers, and students undertaking work placements in 2027 compared with 2026. The reported employee total and the number of employees on contracts longer than 24 months are lower in 2027 than in 2026.

9 of 9
Employment-practice indicators reported as public

EGP 41.3bn
University expenditure, 2027

6,574
Academic staff, 2027

48,658
Students on work placements over 1 month

105,782
Students, 2027

26,810
Employees on contracts over 24 months

Scope and reporting note: the report keeps the source document's indicator numbering, terminology, status statements, dates, and numerical values. No missing figures have been estimated or substituted. Charts show the original reported counts and expenditure values for 2027 and 2026.

CONTENTS

1	Employment practice (8.2.1–8.2.9)	03
8.3	Expenditure per employee and staff metrics	05
8.4	Students taking work placements	06
8.5	Employees on secure contracts	07
3	Official supporting documentation	08

1

EMPLOYMENT PRACTICE (8.2.1–8.2.9)

Assiut University reports a set of institutional policies and mechanisms intended to protect employees' rights and promote fair, safe, and inclusive working conditions. The following sections restate the information provided for each indicator.

8.2.1 LIVING WAGE COMPLIANCE

Yes (Public) · 2027

As a public higher education institution, Assiut University follows the Egyptian government's national legislation and civil service regulations governing wages, salaries, and bonuses. It applies national minimum-wage requirements to academic staff, faculty members, and administrative employees, with the stated aim of ensuring that compensation meets or exceeds local living-wage and poverty-line benchmarks.

8.2.2 LABOR UNIONS RECOGNITION

Yes (Public) · 2027

The university recognises employees' rights, including those of staff and faculty members, to join and take part in labor organisations and professional syndicates in line with Egyptian labor legislation and constitutional provisions. The stated approach supports freedom of association without discrimination.

8.2.3 ENDING WORKPLACE DISCRIMINATION POLICY

Yes (Public) · 2027

Created 2002 · Reviewed 2025

Assiut University applies an institutional policy prohibiting workplace discrimination in all forms, in accordance with the Egyptian Constitution and national civil service laws. The Equal Opportunity Unit and Anti-Harassment Unit monitor compliance and support an inclusive working environment.

8.2.4 POLICY AGAINST FORCED AND CHILD LABOR

Yes (Public) · 2027

Created 2003 · Reviewed 2023

The university reports a policy prohibiting forced labor, modern slavery, human trafficking, and child labor across campus operations and contracted services, supported by age verification and ethical screening.

1

EMPLOYMENT PRACTICE (CONTINUED)

8.2.5 OUTSOURCED WORKERS' RIGHTS

Yes (Public) · 2027

Created 2000 · Reviewed 2023

A binding procurement policy guarantees equivalent rights, fair wages, and safe working conditions for workers employed by third-party contractors and outsourced service providers, in accordance with Egyptian Labor Law.

8.2.6 · 8.2.7 PAY SCALE EQUITY AND GENDER TRACKING

Yes (Public) · 2027

Created 2000 · Reviewed 2025

A pay-equity policy ensures equal remuneration for equal work regardless of gender. Human Resources and the Equal Opportunity Unit systematically monitor and audit payroll records to identify and address gender pay gaps.

8.2.8 EMPLOYEE APPEAL AND GRIEVANCE PROCESS

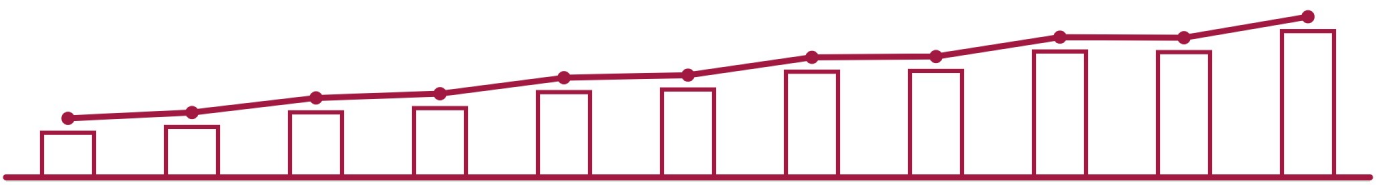
Yes (Public) · 2027

A structured and transparent process lets employees raise grievances and appeals about rights, promotions, and pay, including dedicated legal committees and the centralised Electronic Complaints System, inaugurated in 2026.

8.2.9 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Yes (Public) · 2027

The university recognises fundamental labor rights, including freedom of association and collective bargaining for all personnel, including women and international staff, linked to Egyptian Trade Union Law No. 213 of 2017.



2 · 8.3

EXPENDITURE PER EMPLOYEE AND STAFF METRICS

METRIC INDICATOR	2027 DATA	2026 DATA
Number of employees	27,860	33,197
University expenditure	41,299,096,700 EGP	36,645,161,200 EGP
Number of academic staff	6,574	5,771

UNIVERSITY EXPENDITURE, EGP

University expenditure +12.7% vs 2026



STAFF

Number of employees -16.1% vs 2026



Number of academic staff +13.9% vs 2026



EGP 1,482,380
Expenditure per employee, 2027 (calculated)

EGP 1,103,870
Expenditure per employee, 2026 (calculated)

Commentary: University expenditure increased from 36,645,161,200 EGP in 2026 to 41,299,096,700 EGP in 2027. The reported number of academic staff rose from 5,771 to 6,574, while the total number of employees declined from 33,197 to 27,860. The expenditure scale is shown separately from the staff counts.

2 · 8.4

PROPORTION OF STUDENTS TAKING WORK PLACEMENTS

METRIC INDICATOR	2027 DATA	2026 DATA
Number of students	105,782	99,626
Students with work placements (>1 month)	48,658	45,827

Number of students +6.2% vs 2026

2027 105,782

2026 99,626

Students with work placements (>1 month) +6.2% vs 2026

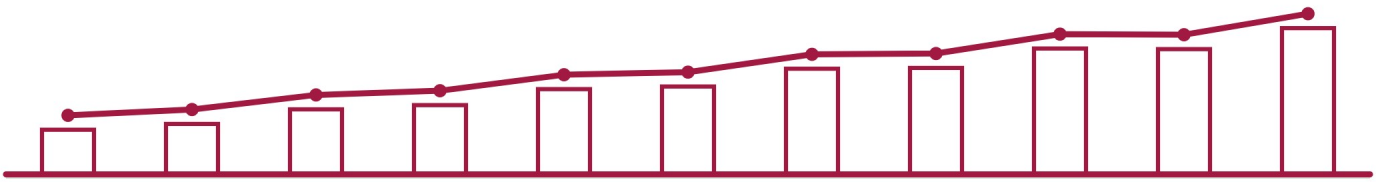
2027 48,658

2026 45,827

46.0%
Of students took a work placement, 2027 (calculated)

46.0%
Of students took a work placement, 2026 (calculated)

Commentary: The total number of students increased from 99,626 in 2026 to 105,782 in 2027. The number of students undertaking work placements lasting more than one month also increased, from 45,827 to 48,658. Both indicators show an upward movement in the 2027 data.



2 · 8.5

PROPORTION OF EMPLOYEES ON SECURE CONTRACTS

METRIC INDICATOR	2027 DATA	2026 DATA
Number of employees	27,860	33,197
Employees on contracts >24 months	26,810	31,646

Number of employees -16.1% vs 2026

2027 27,860

2026 33,197

Employees on contracts >24 months -15.3% vs 2026

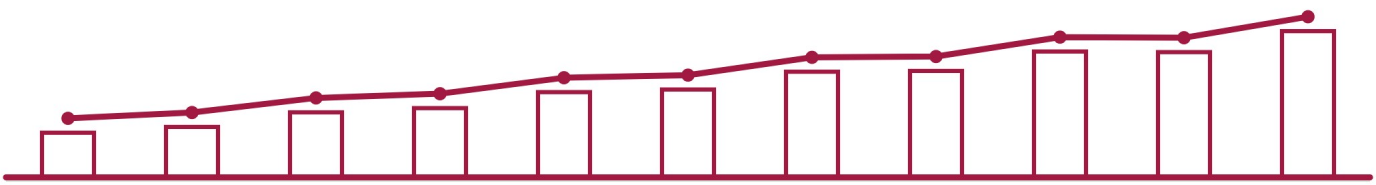
2027 26,810

2026 31,646

96.2%
Of employees on contracts over 24 months, 2027 (calculated)

95.3%
Of employees on contracts over 24 months, 2026 (calculated)

Commentary: The number of employees on contracts longer than 24 months was 26,810 in 2027, compared with 31,646 in 2026. The total employee count also decreased, from 33,197 to 27,860. The chart shows both the overall employee total and the number on contracts exceeding 24 months, using the figures exactly as reported.



3

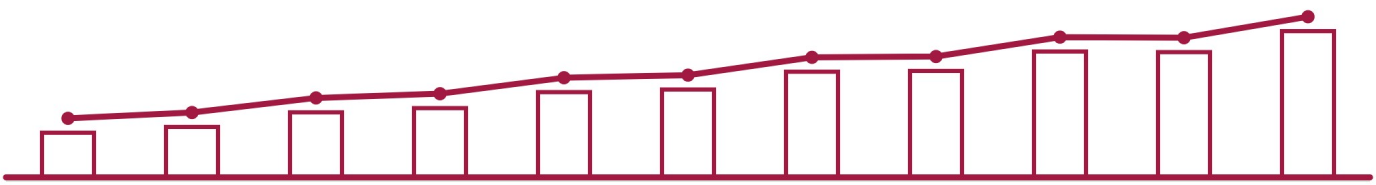
OFFICIAL SUPPORTING DOCUMENTATION AND PORTAL LINKS

The source report identifies the following official portals and institutional units as supporting documentation for the employment-practice indicators and quantitative data:

INDICATOR	TOPIC	SUPPORTING DOCUMENTATION
8.2.1	Living Wage	Official Ranking Office Portal (8.2.1)
8.2.2	Labor Unions	Official Ranking Office Portal (8.2.2)
8.2.3	Anti-Discrimination	Official Ranking Office Portal (8.2.3) and Equal Opportunity Unit
8.2.4	Forced Labor Policy	Official Ranking Office Portal (8.2.4)
8.2.5	Outsourced Workers' Rights	Official Ranking Office Portal (8.2.5)
8.2.6 · 8.2.7	Pay Equity	Official Ranking Office Portal (8.2.6/7)
8.2.8	Grievance Process	Official Ranking Office Portal (8.2.8) and Electronic Complaints Portal
8.2.9	Labor Rights	Official Ranking Office Portal (8.2.9)
8.3 · 8.4 · 8.5	Institutional Data	Assiut University International Academic Ranking Office

Source statement: the original document identifies this as an Assiut University Institutional Compliance Report for THE Impact Rankings, generated for official submission, and states that all metrics were verified against university databases.

Editorial note: this revised report reorganises and rephrases the source material for clarity and adds an executive summary, comparative charts, and brief commentary. The institutional claims and numerical values remain those stated in the supplied source document.



8

DECENT WORK AND ECONOMIC GROWTH

العمل اللائق ونمو الاقتصاد



International Ranking Office, Assiut University
Administrative Building, First Floor, Suite (B) · Postal code 71515
Internal tel. 5345 · auiro@aun.edu.eg
جامعة أسيوط – المبنى الإداري – الطابق الأول – جناح (ب)