



Decent work and Economic growth (SDG 8)

SDG 8.2.8 Employment practice appeal process

Have a process for employees to appeal on employee rights and/or pay

Beni-Suef University is concerned with protecting the rights and interests of faculty and staff members, through Complaints and suggestions Examination Committee. The committee aims to ensure the right of all university employees and students, follow-up complaints and limit their recurrence, in addition to raising the level of services provided, gaining satisfaction and meeting needs of all university members. No complaints, problems or suggestions are currently sent in paper form, but are sent via:

1. The Unified Government Complaints System link (www.shakwa.eg), Egyptian Government Portal - Contact Us (egypt.gov.eg) or by calling hotline **No. 16528** at the Presidency of the Council of Ministers. This procedure comes to provide an easy and fast mechanism through which the citizen can send his complaint to the government agency from anywhere and at any time, in order to reduce any possibilities of infection with the new Corona virus, as part of the precautionary measures to preserve the health and safety of workers and citizens from any opportunities for infection that may result from mixing.
2. The university achieves high achievement rates and speed in resolving complaints addressed to it according to the report of the Unified Governmental Complaints System
3. Also, in all the university president's meetings with students, staff, and faculty members, he announces that he follows the open door policy and encourages them to communicate with him via What Sapp to follow up on their problems or complaints.
4. In addition, sending complains and suggestions occurs through the university's suggestions and complaints portal.

References

- 1) https://www.bsu.edu.eg/AddComplaint.aspx?cat_id=1
- 2) <https://shakawi.masreat.com/tag/%D8%AC%D8%A7%D9%85%D8%B9%D8%A9-%D8%A8%D9%86%D9%8A-%D8%B3%D9%88%D9%8A%D9%81/>
- 3) <https://alwafd.news/%D8%A7%D9%84%D9%85%D8%AD%D8%A7%D9%81%D8%B8%D9%80%D8%A7%D8%AA/2678299-%D8%A7%D9%84%D8%B4%D9%83%D8%A7%D9%88%D9%89-%D8%A7%D9%84%D8%AD%D9%83%D9%88%D9%85%D9%8A%D8%A9-%D8%AC%D8%A7%D9%85%D8%B9%D8%A9-%D8%A8%D9%86%D9%8A-%D8%B3%D9%88%D9%8A%D9%81-%D8%AA%D8%AD%D9%82%D9%82-%D8%A5%D9%86%D8%AC%D8%A7%D8%B2-%D9%81%D9%89-%D8%B3%D8%B1%D8%B9%D8%A9-%D8%AD%D9%84-%D8%A7%D9%84%D8%B4%D9%83%D8%A7%D9%88%D9%89-%D8%A7%D9%84%D9%85%D9%88%D8%AC%D9%87%D8%A9-%D9%84%D9%87%D8%A7>
- 4) <https://www.egypt.gov.eg/Arabic/General/ContactUs.aspx>

شكاوى المواطنين مصريات اخبار أحداث اليوم موقع انتخابات مصر اعلانات سوية مجانية مشاكل وحلول قدم شكوى

شكاوى المواطنين خلاصة شكاوى المواطنين فرادى

شكاوى بلدا شكاوى التعليم شكاوى البيئة شكاوى التعمير شكاوى الكهرباء شكاوى الصحة شكاوى الاتصالات شكاوى المياه

قدم شكوى

اختر قسم

اختر قسم مناسب من القائمة بالاسفل يرجى مراعاة تقاسم القسم مع الموضوع الذي تطرحه

<-- شكاوي الموظفين المصريين

الدولة

الاسم الكامل والبريد الالكتروني

اسمك الكامل *

بريدك الالكتروني | ان يتم عرضه للتخزين وسيبقى سرىاً *

تفاصيل الشكاوى التي تود تقديمها

اكتب عنوان (كيتل) مسر عن الشكاوى التي تود تقديمها وبما لا يزيد عن 8 كلمات *

اكتب هنا نص موضوع الشكاوى بالتفاصيل وبما لا يقل عن 40 كلمة *

قدم شكوى

إنشاء ملف تعريف الآن

انضم إلى أسدفاة على الإنترنت لتسجيل ميماني وإمكانات إرسال غير مسدود

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بحث مسريبات

ابحث

شكاوى بلدا

- شكاوي الاتمميات
- شكاوي المواطنين المصريين
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- شكاوي المواطنين المصريين
- شكاوي الموظفين المصريين

شكاوي الصحة

شكاوي الكهرباء

شكاوي المياه

شكاوي التعليم

شكاوي الاتصالات

شكاوي التعمير

شكاوي البيئة

تحتاج مساعدة ؟

The electronic portal of the unified government complaints system



Decent work and Economic growth (SDG 8)

SDG 8.2.7 Tracking pay scale for gender equity

Measurement or tracking pay scale gender equity

In accordance to Universities Regulation Law and Civil Service Law, the salary standard of the faculty and staff in BSU is regulated by fair policies based on personal academic degree, work experience, and professional ability, and there is no difference in treatment based on gender or sexual orientation. Where, individuals employed with similar background and qualification for the same job are paid the same regardless of their gender, and the salaries of university faculty and staff are extracted through:

1. The work in the majority of administrative affairs units of BSU depends on computer systems by working on the Farouk program for the unified personnel affairs system established by the Center for Communication and Information Technology at the university through the files and entitlements programs, and it depends on entering all data related to workers (personal, social, educational, functional). This leads to extracting reports related to the administrative or financial aspects of workers with the required speed and accuracy.
2. Then, the entitlements unit implements several things through the entitlements program applied by the Center for Communication and Information Technology at the university, such as:
 - a) Paying salaries and wages for permanent and temporary workers on a monthly basis.
 - b) Making rewards for extraordinary efforts for permanent employment on a monthly basis, as well as incentive rewards.
 - c) Making rewards for role exams for permanent employment
 - d) Issuing variable wage cards for permanent employment and keeping them in their service files at the university.
 - e) Editing a financial form (97) for temporary employment.
 - f) Editing the statements of the sums deducted monthly from the salaries of workers dealing with the installment systems, which are related to trade unions / banks / companies.

<https://www.du.edu.eg/files/%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%AA%D9%86%D8%B8%D9%8A%D9%85%20%D8%A7%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D8%A7%D8%AA%20%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%8A%D8%A9.pdf>

https://www.minia.edu.eg/spedu/files/7_law.pdf

https://www.dostor.org/3536530?fbclid=IwAR2nlOg_iUa1t62fgPcfoRBeWBskE5FzOFR6RDDqCdVD_EuS9XAgZEXj2Ecw

https://www.bsu.edu.eg/ContentSide.aspx?section_id=4366&cat_id=286&fbclid=IwAR0fpoH_Mvk2n1_Tk18ZXTBc1MbvSRI8QtbjUny3ImgtZF4FYqL7X62Yq_8

https://www.bsu.edu.eg/Content.aspx?section_id=4887&cat_id=293&fbclid=IwAR0C_D9iSa_e6OiJxrN0vx-6xD6bFu-Wq5dJUyhcFsDj5KUEdI9D_Nlr4yA

Decent work and Economic growth (SDG 8)

SDG 8.2.6 Employment policy pay scale equity

Have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps

Fair policies and norms for the salary standard of the faculty and staff in BSU are clearly stipulated according to conditions leading to assurance of a pay scale that is gender neutral. Hence, any gender bias is eliminated when employed in the same job category. The explanation is as follows:

1. BSU strictly complies with the governmental laws to eliminate unlawful discrimination to ensure equal job opportunities.
2. BSU adopts a job classification based on job evaluation for each position, which takes into consideration the duties, responsibilities, the background and experience of job candidate filling a vacant position, personal academic degree, and professional ability. (Comply with **Article 14 of The Egyptian Constitution of 2012, amended in January 2014 and Egypt's Convention No. 111 of the International Labor Organization regarding discrimination in employment and occupation in 1963**).

<https://www.ohchr.org/ar/instruments-mechanisms/instruments/discrimination-employment-and-occupation-convention-1958-no-111>

<https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar

3. There is no difference in treatment based on gender or sexual orientation. Where, the salary of the university's faculty and staff is based on the calculation standard table of Beni-Suef University's faculty salary and allowance, and the standard table of salary and allowance for contracted employees of BSU. For example, faculty members who have an Academic Rank of 'Assistant Professor' and have the same/similar work experience, they will be paid the same monthly pay-scale regardless of their gender. Similar practice is maintained in non-academic positions. (Comply with **Preamble to the Constitution and Articles 9, 11 and 35 of The Egyptian Constitution of 2012, amended in January 2014**) and (comply with **Universities Regulation Law No. 49 of 1972 that issued the rules for applying the salary scale, allowances and pensions**)

<https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar
https://www.dostor.org/3536530?fbclid=IwAR2nlOg_iUa1t62fgPcfoRBeWBskE5FzOFR6RDDqCdVDEuS9XA_gZEXj2Ecw

4. This gender neutrality aspect of payments applies also to any other form of periderm, end of service payments, as well as payments associated with training and development opportunities. (Comply with **Equal Remuneration Agreement Convention (No. 100) concerning equal remuneration for male and female workers for work of equal value**) and (comply with **Universities Regulation Law No. 49 of 1972 that issued the rules for applying the salary scale, allowances and pensions**).

https://www.dostor.org/3536530?fbclid=IwAR2nlOg_iUa1t62fgPcfoRBeWBskE5FzOFR6RDDqCdVDEuS9XA_gZEXj2Ecw

<https://www.ohchr.org/ar/instruments-mechanisms/instruments/equal-remuneration-convention-1951-no-100>

5. Both the two images below, indicate the overall Pay Scale categories for faculty members and supporting positions , which are clearly based on job positions/evaluation and hence, is gender neutral:

جدول مرتبات والبدلات لأعضاء هيئة التدريس والوظائف المعاونة بالجامعات

العلوة الدورية المستحقة	المرتبات الإضافية المستحقة			الربط المالي للوظيفة	الوظيفة
	بدل تمثيل	بدل خاص	بدل جامعة		
جنيه	جنيه	جنيه	جنيه	جنيه	(أ) أعضاء هيئة
ربط ثابت	2000	_____	_____	2928	رئيس الجامعة
ربط ثابت	1500	_____	_____	2603	نائب رئيس الجامعة
_____	_____	300	450	_____	عميد
_____	_____	180	450	_____	وكيل كلية
_____	_____	120	450	_____	رئيس مجلس قسم
75	_____	_____	450	- 1680 2430	أستاذ
72	_____	----	360	- 1368 2064	أستاذ مساعد
60	_____	_____	252	- 1020 1788	مدرس
					(ب) وظائف معاونة لأعضاء هيئة التدريس
36	_____	_____	174	- 756 1440	مدرس مساعد
72 في السنة الأولى ثم 24 كل سنة بعد ذلك	_____	_____	108	- 576 1176	معيد

Table of salaries and allowances for faculty members and supporting positions according to the career progression from teaching assistant to university's president

الجرىة الرسعفة - العءء ٢٨ (مكرر) فف ١٤ ءولفة سنة ٢٠١٢ ١٣

ءءول ءعل ءامعة بعء الزفءة
الموافق ءشروع قءون رقم ٨٤ لسنة ٢٠١٢
ءعءفل بعض أءكام قءون ءنظفم ءءامعات
العءار بالقءون رقم ٤٩ لسنة ١٩٧٢

ءءل ءامعة (ءفرى) ءفءة	الرفءة
	١ (١) أعضاء ءفءة ءءرفس :
٢٨٠٠	أءءال
٢٠٠٠	أءءل مساعء
٢٤٠٠	ءءرفس
	١ (٢) وفءاء معارفة لأعضاء ءفءة ءءرفس :
١٤٠٠	ءءرفس مساعء
١٠٠٠	ءعفء

A monthly university allowance table for faculty members and supportive jobs according to the career progression from teaching assistant to professor at the university



Decent work and Economic growth (SDG 8)

SDG 8.2.5 Employment practice equivalent rights outsourcing

Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties

The labor conditions of campus cleaning outsourcing, maintenance outsourcing, campus security (security services) outsourcing and others are specified in the contract according to the Standards of Labour Law and the Egyptian Constitution to ensure the health and safety of them and to protect the workers' rights. The standards stipulated in the Labor Law and the Egyptian Constitution that are followed and regularly revised by BSU, are listed below:

1. The standards following the Egyptian Constitution

The state is committed to preserving the rights of workers, and works to build balanced labor relations between the two parties to the production process, and guarantees methods of collective negotiation, working to protect workers from work hazards and the availability of occupational health, safety and security conditions, and it is forbidden to separate them, arbitrarily, all in the manner regulated by law. (**Article 13 - The Egyptian Constitution of 2012, amended in January 2014**)

<https://www.youm7.com/story/2019/4/23/%D9%86%D9%86%D8%B4%D8%B1-%D8%A7%D9%84%D9%86%D8%B5-%D8%A7%D9%84%D9%83%D8%A7%D9%85%D9%84-%D9%84%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%B1-%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%89-%D8%A8%D8%B9%D8%AF-%D9%85%D9%88%D8%A7%D9%81%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D8%B9%D8%A8-%D8%B9%D9%84%D9%89-%D8%AA%D8%B9%D8%AF%D9%8A%D9%84%D8%A7%D8%AA/4218858>
https://www.constituteproject.org/constitution/Egypt_2014.pdf?lang=ar

2. According to the Labor Law:

- a) The wage is determined according to the individual work contract, the collective labor agreement, or the establishment's bylaws. If the wage is not specified in any of these ways, the worker is entitled to a similar wage, if any. Otherwise, the wage is estimated according to the custom of the profession in the place where the work is performed. If there is no custom, the stipulated committee shall In Article (71) of this law, she shall estimate the wage in accordance with the requirements of justice, and all this while observing the provisions of Articles **(34 and 35) of this law. (Article 37 - Labor Law No. 12 of 2003)**.
- b) The employer may not deviate from the terms agreed upon in the individual work contract or the collective labor agreement, or assign the worker to work that is not agreed upon, unless necessity calls for that to prevent the occurrence of an accident or to repair what has resulted from it, or in case of force majeure, provided that This shall be on a temporary basis, and he may assign the worker to work other than agreed upon if it is not fundamentally different from it, provided that the rights of the worker are not prejudiced. However, the employer may train the worker and qualify him to perform a different job in line with the technical development in the establishment. (**Article 76 - Labor Law No. 12 of 2003**).

- c) The fixed-term work contract ends with the expiry of its term. If the contract was concluded for a period of more than five years, the worker may terminate it without compensation - upon the expiration of five years - after notifying the employer three months before the termination. The provisions of the previous paragraph shall apply to cases where the worker terminates the contract after the expiry of the said period. **(Article 104 - Labor Law No. 12 of 2003).**
- d) If the fixed-term employment contract expires with the expiry of its term, it may be renewed by express agreement between the two parties for another period or periods. If the original and renewed contract terms exceed five years, the worker may terminate it in accordance with the provisions of Article (104) of this law. **(Article 106 - Labor Law No. 12 of 2003).**

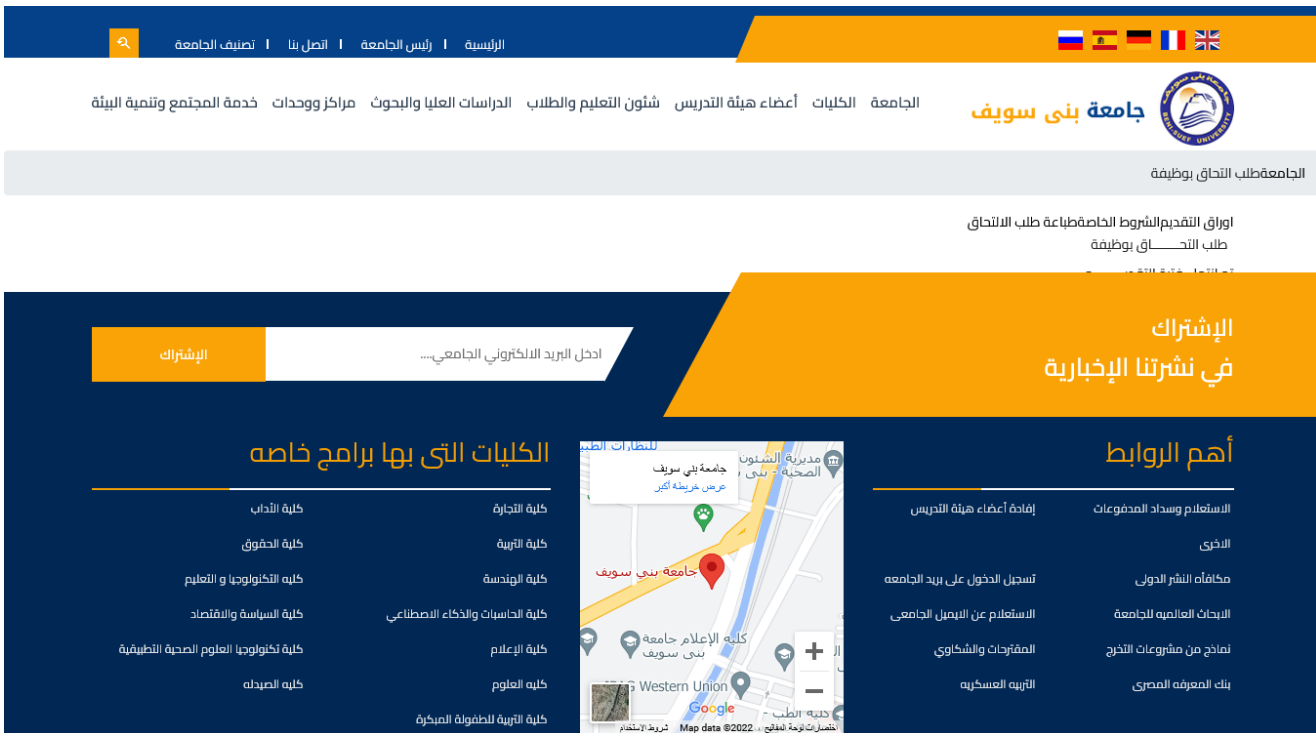
<https://kanonmisr.com/ar/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%A7%D9%84%D8%B9%D9%85%D9%84-pdf-%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%B1%D9%82%D9%85-12-%D9%84%D8%B3%D9%86%D8%A9-2003-%D8%A8%D8%B5%D9%8A%D8%BA%D8%A9-pdf/>

<https://www.ohchr.org/ar/instruments-mechanisms/instruments/discrimination-employment-and-occupation-convention-1958-no-111>

3. Beni-Suef University announces its need for available jobs, through its website. The university sets a number of conditions and required papers that must be met to apply for available jobs, the application must be made through the university's website and the job application shall not exceed the specified period.

<https://www.etufnews.com/archives/40544>

https://www.bsu.edu.eg//BSU_Jobs.aspx?cat_id=1&fbclid=IwAR3XUt4yn8-ObXjzyzgJOU3c6tqbnl_pohhH3wT_vL1GNOXwILq_D2F4_cw



The screenshot shows the Beni-Suef University website. At the top, there is a navigation bar with a search icon and links for 'الرئيسية' (Home), 'رئيس الجامعة' (University President), 'اتصل بنا' (Contact Us), and 'تصنيف الجامعة' (University Classification). Below this, there is a horizontal menu with links for 'الجامعة' (University), 'الكليات' (Colleges), 'أعضاء هيئة التدريس' (Faculty Members), 'شؤون التعليم والطلاب' (Education and Students Affairs), 'الدراسات العليا والبحوث' (Postgraduate Studies and Research), 'مراكز ووحدات' (Centers and Units), and 'خدمة المجتمع وتنمية البيئة' (Community Service and Environmental Development). The main content area features a search bar, a 'الجامعة طلب التحاق بوظيفة' (University Job Application) button, and a list of job application requirements. A sidebar on the left contains a list of faculties and their respective departments. A central map shows the location of Beni-Suef University. A right sidebar contains a list of 'أهم الروابط' (Important Links) such as 'إفادة أعضاء هيئة التدريس' (Faculty Members' Assistance), 'تسجيل الدخول على بريد الجامعة' (University Email Login), and 'المقترحات والشكاوي' (Proposals and Complaints).

The BSU website used for job application



Decent work and Economic growth (SDG 8)

SDG 8.2.4 Employment policy modern slavery

Have a policy commitment against forced labour, modern slavery, human trafficking and child labour

The government of the Egyptian Arabic Republic has formulated different laws stipulating regulations and policies to prevent human trafficking and protect the rights and interests of victims. Based on these laws, BSU is committed to follow these regulations and policies and to avoid any situations that involve forced labor, modern slavery, or human trafficking. The regulations formulated, regularly revised and followed by BSU, are stated below:

1. The human body is inviolable, and assaulting, mutilating, or mutilating it is a crime punishable by law. It is forbidden to trade in its organs, and it is not permissible to perform any medical or scientific experiment on it without its free and documented consent. **(Article 60 - of the Egyptian Constitution of 2012, amended in January 2014).**
2. All forms of slavery, servitude, oppression, forced exploitation of human beings, sex trade, and other forms of human trafficking are prohibited. **(Article 89 - of the Egyptian Constitution of 2012, amended in January 2014).**
3. Anyone is considered to have committed the crime of human trafficking when he deals in any way with a natural person, including selling, offering for sale, buying, promising, using, transporting, delivering, harboring, receiving or receiving, whether inside the country or across its national borders, if this is done by The use of force, violence, or the threat of it, or by means of kidnapping, fraud, or deception, or the abuse of power, or the exploitation of a situation of vulnerability or need, or the promise to give or receive sums of money or benefits in exchange for obtaining the consent of a person to trade in another person over whom he has control All of this if the transaction is for the purpose of exploitation in any form, including exploitation in prostitution and other forms of sexual exploitation, exploitation of children in that and in pornography, forced labor or service, slavery or practices similar to slavery, exclusion, begging, or eradication of human organs or tissues, or part thereof. **(Article 2- of Law No. 64 of 2010 to combat trafficking in persons)**
4. Whoever commits the crime of human trafficking shall be punished with temporary hard labor and a fine of not less than fifty thousand pounds and not more than two hundred thousand pounds, or a fine equal to the value of the benefit he received, whichever is greater. **(Article 5 - of Law No. 64 of 2010 to combat trafficking in persons).**
5. Work is a right, a duty, and an honor guaranteed by the state. No citizen may be compelled to work, except by virtue of a law, to perform a public service, for a specified period, and for a fair consideration, without prejudice to the basic rights of those assigned to work. **(Article 12 - of the Egyptian Constitution of 2014, amended for the year 2012).**

6. Solidarity with Egypt's Convention No. 105 of the International Labor Organization regarding the abolition of forced labor in 1958 concerning human rights.
7. Solidarity with Egypt's Convention No. 182 of the International Labor Organization regarding the worst forms of child labor in 2002.
8. It is prohibited to employ a child before he reaches fifteen full Gregorian years, and it is also prohibited to train him before he reaches thirteen Gregorian years. **(Article 64 - Child Law No. 12 of 1996, as amended by Law No. 126 of 2008).**
9. The university is interested in encouraging students and its employees to practice various activities, and to enhance their values of belonging, community participation, and volunteer work to upgrade villages and regions that need the services and efforts of their youth.



The comprehensive voluntary convoy to the village of Aboutet, Al Wasta Center,



The comprehensive voluntary convoy to the village of Ashment on Monday,



The comprehensive voluntary convoy to the villages of Sades and Harbashant within the "Decent Life" initiative in 10/13/2021



A workshop on strengthening the role of Egyptian public universities in the fight against violence against woman



Celebrating the International Day of Persons with Disabilities

References

- 1) <https://marsd.daamdth.org/2018/02/28/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%B1%D9%82%D9%85-12-%D9%84%D8%B3%D9%86%D8%A9-1996-%D8%A8%D8%A7%D8%B5%D8%AF%D8%A7%D8%B1-%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%A7%D9%84%D8%B7%D9%81%D9%84-%D9%88%D8%A7%D9%84/>
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Decent work and Economic growth (SDG 8)

SDG 8.2.3 Employment policy on discrimination

Have a policy on ending discrimination in the workplace (including discrimination based on religion, sexuality, gender, age)

BSU fully follows governmental laws that are based on the basic human rights of equal employment chances for all. Where, the hiring of faculty and staff at BSU is based only on professional abilities and experiences and has never been based on race, religion, political affiliation, hometown, place of birth, gender, sexual orientation, marriage, appearance, or physical and mental disabilities or for any reasons. BSU governing laws and regulations that confirm fairness and equality, prevent workplace discrimination and create a friendly working environment are elaborated upon below:

1. Citizens are equal according to the law, and they are equal in rights, freedoms and public duties, without discrimination between them on the grounds of religion, or creed, gender, origin, colour, language, disability, social level, political or geographical affiliation, or for any other reason. Discrimination and incitement to hatred is a crime punishable by law and the state is obligated to take the necessary measures to eliminate all forms of discrimination. (**Article 53 of Constitution 2014**).
2. Without prejudice to the provisions of Law No. 39 of 1975 regarding the rehabilitation of the disabled, everyone who is able and willing to work must submit an application to have his name registered with the competent administrative authority in the jurisdiction of which his place of residence is located, indicating his age, profession, qualifications and experience. This authority shall record those applications with serial numbers upon their receipt and give the applicant a certificate of such registration without opposite. The data that must be included in the certificate referred to in the previous paragraph shall be determined by a decision of the competent minister. (**Article 12 - Labor Law No. 12 of 2003**)
3. The state is committed to guaranteeing the rights of persons with disabilities and dwarves in terms of health, economic, social, cultural, recreational, athletic and educational levels, providing them with job opportunities, allocating a percentage of them to them, preparing public facilities and the surrounding environment, and exercising all their rights and integrating them with other citizens, pursuant to the principles of equality, justice and equal opportunities. (**Article 81 –The Egyptian Constitution of 2012, amended in January 2014**).
4. All provisions regulating the employment of workers apply to working women, without discrimination between them when their working conditions are similar. (**Article 88- of Labor Law No. 12 of 2003**).



5. A worker who has spent ten months in the service of an employer or more is entitled to a maternity leave of ninety days with compensation equal to the comprehensive wage, including the period preceding and following delivery, provided that she submits a medical certificate indicating the likely date of delivery. A worker may not be employed during the forty-five days following childbirth (**Article 91- of Labor Law No. 12 of 2003**).
6. The female worker in the establishment that employs fifty workers or more shall have the right to obtain leave without pay for a period not exceeding two years, in order to take care of her child. (**Article 94- of Labor Law No. 12 of 2003**).
7. The worker is entitled to unpaid leave to care for her child for a maximum of two years at a time and three times throughout her working life. (**Article 70- of Law No. 47 of 1978 regulating civil servants in the country according to the latest amendments 2012**).
8. A working woman may request to do work for half of the official working days calculated on the days of the week, month or year, and the administrative authority must respond to this request. Article 2 stipulates that the female worker, in addition to her legal entitlement, shall receive half of the incentives, group rewards, and extraordinary efforts received by her peers. (**Articles 1 and 2 of the Prime Minister's Decision No. 187 of 2000 regarding the benefits granted to working women who work half-time. In this regard, Circular Book No. 2 of 2000 was issued regarding the executive rules regulating the decision**).
9. The worker may terminate the work contract, whether it is for a fixed or indefinite period, because of her marriage, pregnancy, or childbearing, without affecting her rights according to the provisions of this law or the provisions of the Social Insurance Law. The female worker who wishes to terminate the contract for the reasons indicated in the preceding paragraph shall notify the employer in writing of her desire to do so within three months from the date of the conclusion of the marriage contract or the establishment of pregnancy, or from the date of delivery, as the case may be. (**Article 128 of Labor Law No. 12 of 2003**).
10. Public jobs are a right for citizens on the basis of competence, without favoritism or mediation, and an assignment to those in charge of them to serve the people. The state grants their rights and protection, and performing their duties in caring for the interests of the people and they can't be dismissed without a disciplinary method, unless in the cases specified by law. (**Article 14 – The Egyptian Constitution of 2012, amended in January 2014**)
11. The state is committed to preserving the rights of workers, and works to build balanced labor relations between the two parties to the production process, and guarantees methods of collective negotiation, working to protect workers from work hazards and the availability of occupational health, safety and security conditions, and it is forbidden to separate them, arbitrarily, all in the manner regulated by law. (**Article 13 - The Egyptian Constitution of 2012, amended in January 2014**)
12. The state is committed to achieving equal opportunities for all citizens, without discrimination. (**Article 9 of the Egyptian Constitution of 2012, amended in January 2014**).

13. Discrimination in wages due to differences in gender, origin, language, religion or creed is prohibited. (**Article 35 - Labor Law No. 12 of 2003**)
14. It is permissible, in the case of extreme necessity, according to the urgent work requirements in some units, to have job divisions in one financial grade, between which the scientist moves without resulting in a material advantage before being promoted to a job in the higher financial grade. (**Article 10 - Law No. 47 of 1978 regarding civil servants in the state and its executive regulations, as amended by Law No. 504 of 2000**).
15. Solidarity with Egypt's Convention No. 111 of the International Labor Organization regarding discrimination in employment and occupation in 1963.



Two people with special needs have been appointed to the position of computer specialist in the audio-visual library at the Faculty of Arts



The victory of the first student with special needs to lead the Student Union



Dr. Omnia Mohsen, member of the National Council for Disability Affairs - member of the branch of the National Council for Women in Beni-Suef on behalf of the challenger, is the director of the Disability Service Unit at BSU, despite her incomplete disability in both feet.



The President of Beni-Suef University honors the retired employees

مكتب خدمات أعضاء هيئة التدريس والعاملين بالكلية

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خدمات المكتب

مشروع اسكان اعضاء هيئة التدريس والعاملين بالكلية

خدمات العاملين

1-أجازة الوضع

2-أجازة رعاية طفل

3-أجازة مرافقة الزوج الزوجة

4-الاجازة الخاصة لرعاية الاسرة

5-الأجازة العارضة

6-الأجازة المرضية

7-الإذن

8- الإعارة

9-الأجازة الإعتيادية

10- المأمورية

11-رصيد الاجازات

An image showing some vacations entitled as maternity, family care, husband accompanying, sick, or regular vacation that are offered by the office concerned with the services of faculty members and employees of the Faculty of Science



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Decent work and Economic growth (SDG 8)

SDG 8.2.2 Employment practice unions

Recognize unions and labour rights (freedom of association and collective bargaining) for all, including women and international staff

BSU recognizes and supports the union and labour rights (freedom of association and collective bargaining) of all our faculty, staff, and students. The specific implementation measures are as follows:

1. BSU complies with regulations under the Trade Union Law and the Civil Service Law and provide all faculty, staff and students the right to freedom of association and collective bargaining. In addition, several meetings and committees have been established allowing faculty, staff and students to express their personal opinions and questions related to the development of university affairs, their personal rights and interests. They can express this through their participation in different campus organizations, or through representation by members of committees of relevant organizations, who have been elected within democratic procedures.
2. There are different meetings, committees, and other related organizations in BSU and their target functions and names are as follows;
 - a) **Maintenance of human rights and campus security that is performed through:**
 - i. General Administration of Occupational Safety and Health
 - ii. General Administration of Environmental Projects
 - iii. Complaints and Suggestions Examination Committee
 - iv. Survey Committees
 - v. Student Union Committees
 - vi. Center for Integrity, Transparency and Anti-Corruption Study
 - vii. Women's Research and Studies Center at Faculty of Mass Communication
 - viii. The legal clinic at Faculty of Law
 - ix. Disability Challenge Service Unit
 - x. The Unit to Combat Violence Against Women under the auspices of the National Council for Women
 - xi. Expatriates Administration



b) The development of various university affairs that is performed through different meetings and committees such as:

- i. Meetings on matters related to different departments/institutions/centres/units
- ii. Meetings of the various university colleges
- iii. Meetings on academic matters
- iv. Meetings on student affairs
- v. Meetings on university affairs
- vi. Meetings on administrative matters
- vii. Meetings on administrative coordination
- viii. Committee for the Development of the Graduate Studies Sector at Beni-Suef University
- ix. Quality Assurance Unit Committees
- x. Beni-Suef University (IRB-BSU) Scientific Research Ethics Committee.

c) Matters relating to faculty appointment and improvement of teaching effectiveness that is performed through:

- i. Conducting the necessary training courses for the promotion of faculty members at the FLDP Center for Capacity Development of Faculty Members and Leaders
- ii. Meeting of faculty affairs Committee (University level)
- iii. Meeting of the University Council to promote faculty members and the supporting body
- iv. Meeting of the Higher Committee of the Software Design and Development and Artificial Intelligence Unit
- v. Meeting of members of club of faculty members at Beni-Suef University

d) Management of fund providing social assistances that is performed through:

- i. Meeting of the University Council with members of the General Administration of Youth Welfare
- ii. Meeting of the University Council with members of the Language and New Programs Administration at the university
- iii. Meeting of the University Council with members of Disability Challenge Service Unit
- iv. Meeting of the University Council with members of the Social Solidarity Unit

e) International academic cooperation and exchange that is performed through:

- i. Meeting of International Cooperation and External Relations Unit



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Decent work and Economic growth (SDG 8)

SDG 8.2.1 Employment practice living wage

Pay all staff and faculty at least the living wage, defined as the local living wage (if government defines this) or the local financial poverty indicator for a family of four (expressed as an hourly wage)

Beni-Suef University formulates labor conditions in accordance with law No. 12 of 2003 “The Unified Labor Law” and other government labor-related laws and regulations and has reasonable salary regulations for faculties and staffs. The monthly salary of faculties and staffs are higher than the minimum monthly basic salary set by the government. The payment basis and amounts are explained as follows:

1. According to Article 34 of Labor Law; the National Council for Wages shall be established under the chairmanship of the Minister of Planning, to be concerned with setting the minimum wage at the national level, taking into account living expenses and by finding the means and measures that ensure a balance between wages and prices.
<https://kanonmiser.com/ar/%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%A7%D9%84%D8%B9%D9%85%D9%84-pdf-%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86-%D8%B1%D9%82%D9%85-12-%D9%84%D8%B3%D9%86%D8%A9-2003-%D8%A8%D8%B5%D9%8A%D8%BA%D8%A9-pdf/>
2. The Civil Service Law for staff involves the following;
 - a. According to Article (36): job wages for positions are determined according to tables no. (1, 2, 3) attached to this law. The employee shall be entitled to his wages from the date he takes over the work, unless he is retained in the armed forces, in which case he shall be entitled to his wages from the date of appointment.
 - b. According to Article (37): the employee is entitled to an annual periodic bonus on the first of July following the expiration of a year from the date of filling the position or from the date of entitlement of the previous periodic bonus, at a rate of 7% of the salary, provided that this percentage is reviewed on a regular basis..
https://www.minia.edu.eg/spedu/files/7_law.pdf
3. Rules for the application of salaries and allowances for faculty members in the Universities Organization Law (Issue 28 repeated on July 14, 2012) , involve the following;
 - a. When appointing faculty members, assistant teachers or teaching assistants who were occupying positions in the government, public authorities or the public sector, they keep the last salary they received in these positions if it is more than the beginning of the salary of the job they are appointed to and provided that the salary retained does not exceed the end of The scheduled link for the degree.

- b. Whoever is appointed to a faculty position in one of the colleges and institutes established outside the governorates of Cairo, Alexandria and Giza is granted a special allowance from the allowances for the job he is appointed to.
- c. The annual periodic increment shall be due on the first of January following the date on which one year has passed since the appointment to a faculty position or the position of assistant teacher, or from the date on which one year has passed since the entitlement of the previous periodic increment.

<https://www.du.edu.eg/files/%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%AA%D9%86%D8%B8%D9%8A%D9%85%20%D8%A7%D9%84%D8%AC%D8%A7%D9%85%D8%B9%D8%A7%D8%AA%20%D8%A7%D9%84%D9%85%D8%B5%D8%B1%D9%8A%D8%A9.pdf>

١٤ - الجريدة الرسمية - العدد ٢٨ (مكرر) في ١٤ يولية سنة ٢٠١٢

٣ - عند تعيين أعضاء هيئة التدريس أو مدرسين مساعدين أو معيدين ممن كانوا يشغلون وظائف في الحكومة أو الهيئات العامة أو القطاع العام فإنهم يحتفظون بأخر مرتب كانوا يتقاضونه في هذه الوظائف إذا كان يزيد على بداية مربوط الوظيفة التي يعينون عليها وبشرط ألا يتجاوز المرتب المحتفظ به عن نهاية الربط المقرر للدرجة .

واعتباراً من تاريخ نفاذ القانون تسوى طبقاً لهذا الحكم مراتب أعضاء هيئة التدريس والمدرسين المساعدين والمعيدين الحاليين من موظفي الهيئات العامة أو القطاع العام وذلك دون صرف أى فروق عن الماضى .

٤ - يمنح من يعين فى وظيفة من وظائف هيئة التدريس فى جامعة أسيرط أو طنطا أو المنصورة أو فسرع جامعة القاهرة بالخرطوم أو فى إحدى الكليات والمعاهد المنشأة خسارج محسافنظسات القاهرة والإسكندرية والجيزة عسلاوة خاصة من علاوات الوظيفة المعين فيها .

٥ - ينقل أعضاء هيئة التدريس والمعيدين إلى وظائف الجدول المرافق بمراتبهم الحالية وترفع مراتب أعضاء هيئة التدريس والمعيدين الذين تقل مراتبهم الحالية عن بداية ربط الوظائف إلى تلك البداية .

٦ - تستحق البدلات المحددة قرين كل وظيفة فى جدول المراتب لكل من يصدر قرار تعيينه فى إحدى الوظائف الواردة بالجدول .

٧ - لا يخضع بدل الجامعة وبدل التمثيل ويسدل العمسادة ويسدل وكالة الكلية ويسدل رئاسسة القسم المحددة فى جدول المراتب للضرائب ويسرى الخفض المقرر بالقانون رقم ٣٠ لسنة ١٩٦٧ وتعديلاته على جميع البدلات المحددة بالجدول .

جدول مرتبات والبدلات لأعضاء هيئة التدريس والوظائف المعاونة بالجامعات

العلوة الدورية المستحقة	المرتبات الإضافية المستحقة			الربط المالي للوظيفة	الوظيفة
	بدل تمثيل	بدل خاص	بدل جامعة		
جنيه	جنيه	جنيه	جنيه	جنيه	(أ) أعضاء هيئة
ربط ثابت	2000	_____	_____	2928	رئيس الجامعة
ربط ثابت	1500	_____	_____	2603	نائب رئيس الجامعة
_____	_____	300	450	_____	عميد
_____	_____	180	450	_____	وكيل كلية
_____	_____	120	450	_____	رئيس مجلس قسم
75	_____	_____	450	- 1680 2430	أستاذ
72	_____	----	360	- 1368 2064	أستاذ مساعد
60	_____	_____	252	- 1020 1788	مدرس
					(ب) وظائف معاونة لأعضاء هيئة التدريس
36	_____	_____	174	- 756 1440	مدرس مساعد
72 في السنة الأولى ثم 24 كل سنة بعد ذلك	_____	_____	108	- 576 1176	معيد

Table of salaries and allowances for faculty members and supporting positions at the university



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