



Pharos University in Alexandria
Vice President for Graduate Studies & Research
International Ranking committee



THE Impact Ranking SDG8 Report

8

Decent Work and Economic Growth



M. H. Mohamed



SDG 8. Decent Work and Economic Growth

8.1 Research on Economic Growth and Employment

8.1.1 Decent Work and Economic Growth: (The proportion of a university's publications appear in the top 10% of journals. It is intended to reflect on excellence of academic output.)

Pharos University researchers published 54 papers in the top 10% of journals (CiteScore).

8.1.2 Decent Work and Economic Growth: Publications: (The number of publications looks at the scale of research output from a university around decent work and economic growth.)

Pharos University researchers published 8 papers on Decent Work and Economic Growth.

No.	TITLE/YEAR/AUTHORS	DOI
1	A flexible ergonomic redesign of the sewing machine workstation 2020 Research Journal of Textile and Apparel	10.1108/RJTA-10-2019-0050
	Eladly, A.M. Abou-Ali, M.G. Sheta, A.M. EL-Ghlomy, S.H.	
	Alexandria University	
2	Smart and Incremental Model to Build Clustered Trending Topics of Web Documents 2020 Advances in Intelligent Systems and Computing	10.1007/978-3-030-14118-9_87
	Abou-Of, M.A. Saad, H.M. Darwish, S.M.	
	Alexandria University	
3	Posture deviation of head and neck in heavily using smart phone adolescents: An observational cross sectional study 2020 Fizjoterapia Polska	-
	Wahba, A.Y.E. Abdelazeem, F.H. Elshafey, M.A.M.	
	Cairo University	



No.	TITLE/YEAR/AUTHORS	DOI
4	Predicting Stock Market Trends for Japanese Candlestick Using Cloud Model 2020 Advances in Intelligent Systems and Computing	10.1007/978-3-030-44289-7_59
	Madbouly, M.M. Elkholy, M. Gharib, Y.M. Darwish, S.M.	
	Alexandria University	
5	Effect of stretching exercises in treatment of muscle strain: A systematic review 2020 Fizjoterapia Polska	-
	Hassan, K.A. Abdelrahman, M.A. Fayaz, N.A. Abdelkader, N.A.	
	Cairo University	
6	Sustainable Touristic path toward cultural identity 2020 Journal of Engineering Research	10.21608/erj.2020.145854
	Ragheb, R.A. Naguib, I.M.	
	Pharos University in Alexandria	
7	Efficacy of Kinesio Taping and Postural Correction Exercises on Levator Scapula Electromyographic Activities in Mechanical Cervical Dysfunction: A Randomized Blinded Clinical Trial 2020 Journal of Manipulative and Physiological Therapeutics	10.1016/j.jmpt.2019.05.010
	Elabd, A.M. Ibrahim, A.R. Elhafez, H.M. Hussien, H.A. Elabd, O.M.	
	Delta University for Science and Technology Umm Al-Qura University Cairo University	
8	Investigating the status of egyptian entrepreneurship in an era of revolution and reforms 2020 Proceedings of the European Conference on Innovation and Entrepreneurship, ECIE	10.34190/EIE.20.002
	Ragab, Y. Ragab, M. Monaghan, S.	
	Trinity College Dublin	



8.2 Employment Practice

8.2.1 Employment practice living wage (Pay all staff and faculty at least the living wage)

PUA pays all staff and faculty at least the living wage.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2020/11/adjusted-Core-Values.pdf>

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

8.2.2 Employment practice unions (Recognize unions and labor rights (freedom of association and collective bargaining) for all)

PUA recognize unions & labor rights (freedom of association & collective bargaining) for all, including women & international staff.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2020/11/adjusted-Core-Values.pdf>

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

8.2.3 Employment policy on discrimination (Have a policy on ending discrimination in the workplace)

PUA have a policy on ending discrimination in the workplace.

Evidence url:

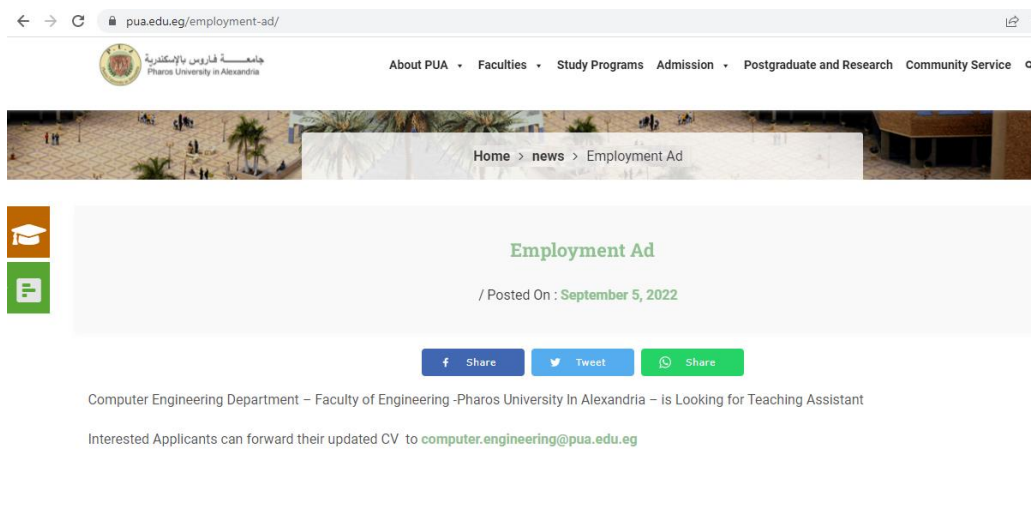
<https://www.pua.edu.eg/wp-content/uploads/2020/11/adjusted-Core-Values.pdf>



Evidence url:

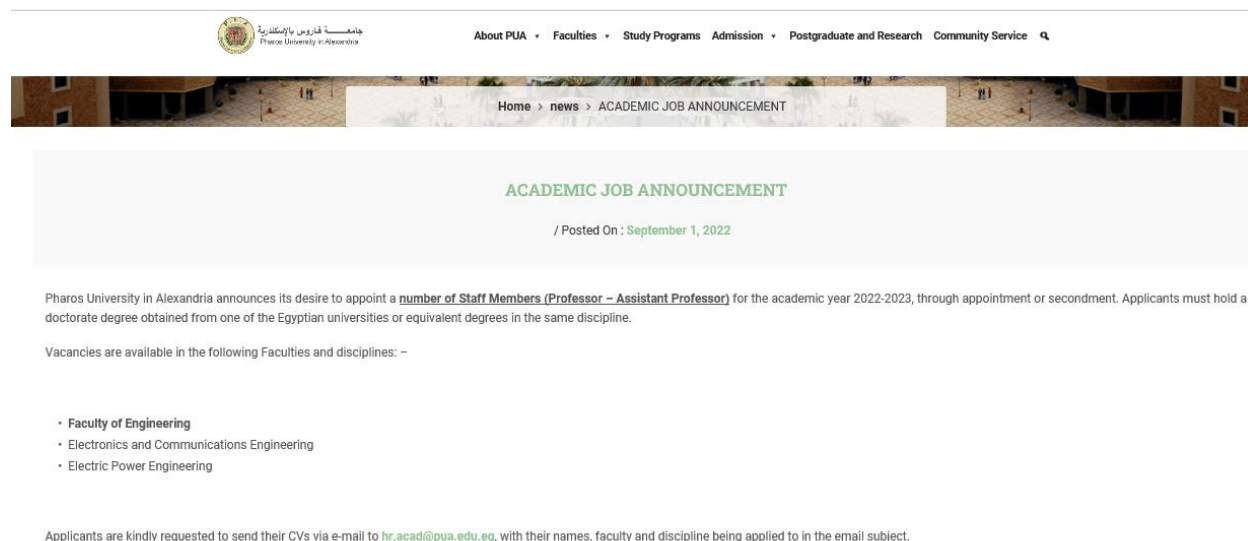
<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

In addition, PUA's employment opportunity advertisement shows no bias or discrimination actions.



Evidence url:

<https://www.pua.edu.eg/employment-ad/>





Evidence url:

<https://www.pua.edu.eg/academic-job-announcement/>

Furthermore, PUA supports all efforts and initiatives against discrimination, for example:

A graduation project 2020/2021 titled: Your word makes a difference | A campaign against bullying, produced by students of the Public Relations Department at the Faculty of Mass Communication, Pharos University.



**Your word makes a difference | A
campaign against bullying, produced
by students of the Public Relations
Department at the Faculty of Mass
Communication, Pharos University**

Evidence url:

<https://www.pua.edu.eg/faculty-of-mass-communication/graduation-projects-for-the-academic-year-2020-2021/>



8.2.4 Employment policy modern slavery (Have a policy commitment against forced labor, modern slavery, human trafficking, and child labor)

PUA have a policy commitment against forced labor, modern slavery, human trafficking, and child labor.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

In addition, as part of the University's concern for the health and safety, the University initiated an online excuses system regarding the procedures for medical excuses Corona and the mechanism of medical procedures for staff and students (in case of infection with the Corona virus).

Evidence url:

<https://www.pua.edu.eg/%d8%a7%d8%b9%d9%84%d8%a7%d9%86-%d9%87%d8%a7%d9%85-%d8%a8%d8%ae%d8%b5%d9%88%d8%b5-%d8%a7%d8%ac%d8%b1%d8%a7%d8%a1%d8%a7%d8%aa-%d8%a7%d9%84%d8%a7%d8%b9%d8%b0%d8%a7%d8%b1-%d8%a7%d9%84%d8%b7%d8%a8%d9%8a/>

8.2.5 Employment practice equivalent rights outsourcing (Have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties)

PUA have a policy on guaranteeing equivalent rights of workers when outsourcing activities to third parties.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>



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)

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

8.2.7 Tracking pay scale for gender equity (Measurement or tracking pay scale gender equity)

PUA have a policy on pay scale equity including a commitment to measurement and elimination of gender pay gaps.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>

<https://www.pua.edu.eg/wp-content/uploads/2022/11/SDG-5-Report-Final.pdf>

8.2.8 Employment practice appeal process (Have a process for employees to appeal on employee rights and/or pay)

PUA have a process for employees to appeal on employee rights and/or pay. In addition, there is a special section at the administration department for appeals of all types.

Evidence url:

<https://www.pua.edu.eg/wp-content/uploads/2020/11/adjusted-Core-Values.pdf>



8.3 Employees

- the actual number of employees: 1122

8.4 Proportion of students taking work placements

8.4.1 Indicator: Proportion of students with placements

- the number of students in all years and of all programs: 11582
- the number of students with work placements (required as part of the course) of more than a month: 8921

PUA pays a lot of attention to the quality of its graduates. Therefore, PUA is keen to secure distinguished training opportunities for students. One of its endeavors to do so is organizing regular job and training fairs, inviting reputable industry organizations to select and hire trainees from all faculties and disciplines.

جامعة فاروس بالإسكندرية
Pharos University in Alexandria

About PUA • Faculties • Study Programs • Admission • Postgraduate and Research • Community Service

5th Job Fair

/ Posted On : July 19, 2022

Prof. Dr. Mahmoud Mohy El-din, PUA's President, launched the Fifth job fair, which was organized by the Faculty of Tourism and Hotel Management.

This fair comes within PUA's endeavor to provide job opportunities for its graduates, and to implement training partnerships with various tourism companies and hotel chains in Alexandria.

The fair witnessed a large presence of industry men and Faculty's cooperation partners, represented by 20 tourism companies and hotels. As well as representatives of the Ministry of Tourism and the Tourism Promotion Authority in Alexandria.

Accordingly, the Faculty administration extends its sincere thanks and appreciation to all those who thankfully participated in the job fair. As well as for the support provided to promote the level of training in the Faculty, and facilitating the graduates' access to proper job opportunities.

Evidence url:

<https://www.pua.edu.eg/5th-job-fair/>



In addition, various partnerships and agreements with industry organizations are in place to increase the training and employment opportunities for our students and graduates.



Protocol on Cooperation Between PUA and Alexandria Mineral Oils Company (AMOC)

/ Posted On : February 13, 2022

A prestigious delegation from Alexandria Mineral Oils Company (AMOC) headed by Chem. Ehab Ahmed Abdul Halim, Chairman and Managing Director, visited PUA on early Monday 07/02/2022. It included Mrs. Hala Wagih, Assistant Director for Training and Human Resources Development, Mrs. Rania Al Maleki, Director-General for Media and External Affairs, Eng. Mohammad Abdul Razaq, Director-General of the Public Administration for Chemical Labs, along with other leading staff members. The delegation was welcomed in PUA's Grand Hall by Prof. Dr. Ramadan Abu Al Ella, Vice-president for Community Services and Environment Development, Prof. Dr. Mohamed Gaber Abou Ali, Dean of the Faculty of Engineering, Prof. Dr. Gamal Behiry, Dean of the Faculty of Computer Science and Artificial Intelligence, Prof. Dr. Mohammad Yahia Al Mekki, Faculty of Engineering, as well as other faculty members of the Faculty of Engineering.

Both Parties have tackled the prospects of mutual cooperation in training fields, and participation in solving the technical issues, to which PUA can contribute in finding practical solutions. Accordingly, both parties have agreed on making optimal use of their respective capabilities in a manner compliant with the state's strategy in terms of connecting industrial institutions and productions sites, with the Egyptian Scientific and Academic Institutions to achieve the developmental objectives of the Egyptian society. To achieve that, a protocol on cooperation has been signed by Prof. Dr. Ramadan Abu Al Ella, as PUA's Vice-president for Community Services and Environment Development and Chem. Ehab Ahmed Abdul Halim, as Chairman and Managing Director of Alexandria Mineral Oils Company (AMOC).



Evidence url:

<https://www.pua.edu.eg/protocol-on-cooperation-between-pua-and-alexandria-mineral-oils-company-amoc/>



8.5 Proportion of employees on secure contracts

8.5.1 Indicator: Proportion of employees on secure contracts

- the (Full Time Equivalent) number of employees: 1122
- the (Full Time Equivalent) number of employees on contracts of over 24 months: 1098.

In addition to the above-mentioned activities to achieve decent work and economic growth, PUA is paying a lot of attention to this point, and that can be seen in the following activities:

The courses in the table below addresses the topic of economic growth. These courses are 7 courses, and are delivered for undergraduates in 4 faculties:

No	Faculty in Pharos University	Course name	Course code	SDG of relevance	Topics in each course
1	Applied Health Sciences Technology	Lab Management	MLLM-101	SDG 8	Green procedures and procurements
2	Tourism	Human Resource Management	THM 261	SDG 8	Economic growth and enterprises
3	Tourism	Industry Internship (1), (2), (3) and (4)	HM 391, HM392, HM 493, and HM 494	SDG 8	Economic growth and partnership with tourism companies
4	Mass communication	Electronic marketing	PRAD (205)	SDG 8	Introducing the concept of e-marketing, market definition and division, marketing environment, and how to identify and study consumer



No	Faculty in Pharos University	Course name	Course code	SDG of relevance	Topics in each course
5	Business	International Economics	BF 636	SDG 8	The course focuses on international economic relations and its sustainability
6	Business	Corporate Finance	BF533	SDG 8	The course introduces the sustainable finance systems in corporates for entrepreneurs.
7	Business	Entrepreneurship	BT 637	SDG 8	Think tank and incubators