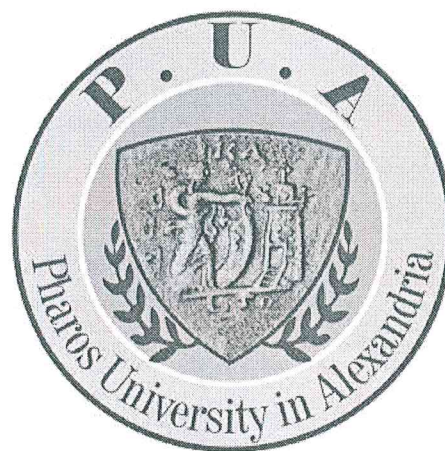


Gender Report 2018- 2019



Compiled by: *Boshra Salem, Prof.*

Advisor, Pharos University in Alexandria

SDG5 Gender equality

Sustainable Development Strategy (Egypt's Vision 2030) entails a strategic vision, which is to provide a high quality education and training system for all, without discrimination. With this vision, students and trainees are provided with the necessary skills to help them think creatively and empower them technically and technologically; and contribute to the development of proud, creative, responsible and competitive citizens who accept diversity and differences, are proud of their country's history, and are eager to build its future and can complete with regional and international entities.

Pharos university believes in what came in the statements of the UN, that providing women and girls has equal access to education, health care, decent work. They fuel sustainable economies and benefit societies and humanity at large.

Since the foundation of Pharos University, there has been an attention given to the gender equality of students. This is an annual report that provides data on the count of students, postgraduates, staff and assistant staff both full and part time (Part time staff is presented in terms of Full time equivalent (FTE)), as well as employees. These counts are used to monitor gender in Pharos University, and therefore, monitor the number of female each year, in order to keep pace with the international standards and to ensure that there is no gender disparity in women enrolment ratio at all levels. Internal Efficiency of student's ratio at each level is carefully examined to indicate whether there is a significant disparity between male and female students.

All the data presented in this report is supplied by managers of from different department and are analyzed interpreted and presented by the author of this report.

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I. Students

With regard to students, Figure 1 below shows the percentage of male and female students at Pharos university students since its start in 2006 till 2019. This Figure shows a fair distribution between make and females in all cases. Data of provide in Appendix 1.

Table 1a show the total number of students enrolled for the first degree in 2018-2019 and Table 1.b. the gender equality estimate of the students of the first degree in medical sciences and arts and humanities

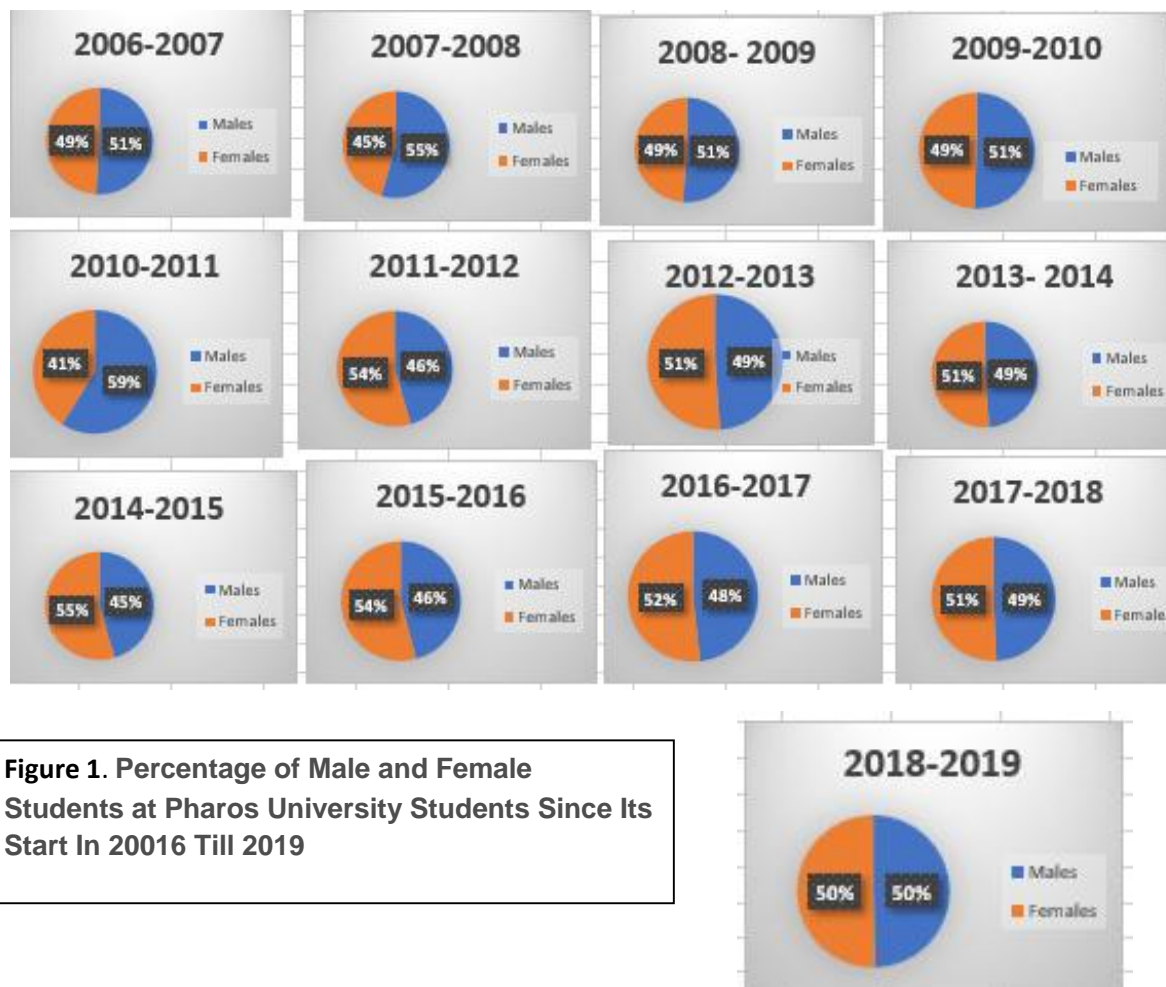


Figure 1. Percentage of Male and Female Students at Pharos University Students Since Its Start In 2006 Till 2019

Table 1 .a The Count of Students of the first year 2018-2019 classified as Females and Males and associated ratio

Faculty	Females	Males	Total	Ratio Males to females
Pharmacy and Drug Manufacturing	318	197	515	1: 1.61
Dentistry	208	242	450	1: 0.86
Engineering	130	427	557	1: 0.30
Financial and Administrative Sciences	32	63	95	1: 0.5
Languages and Translation	199	66	265	1: 3
Legal Studies	31	129	160	1: 0.24
Tourism and Hotel Management	44	38	82	1: 16
Physical Therapy	191	134	325	1: 1.43
Mass Communication	129	84	213	1; 1.53
Applied health Sciences Technology	19	24	43	1: 0.79
Arts and Design	206	83	289	1: 2.5
Total	1507	1487	2994	1: 1.01

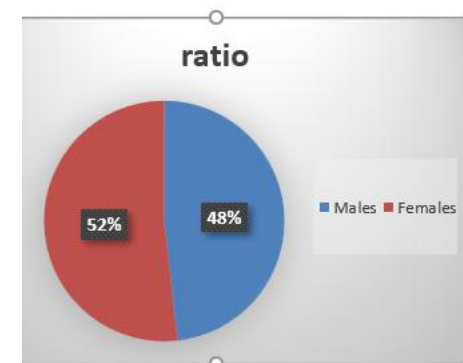


TABLE 1.b. Gender of Students in the First Degree in Medical Sciences and Arts and Humanities and Associated Ratio

	Medical Studies	Females	Males	Total
	Pharmacy	318	197	515
	Dentistry	208	242	450
	Physical Therapy	191	134	325
	Applied health Sciences Technology	19	24	43
		736	597	1333
	Art/ Humanity + Social Studies	Females	Males	Total
	Architectural	72	47	119
	Financial and Administrative Sciences	32	63	95
	Languages and Translation	199	66	265
	Legal Studies	31	129	160
	Tourism and Hotel Management	44	38	82
	Mass Communication	129	84	213
	Arts and Design	206	83	326
		713	510	1223
	Gender Ratio (Males: Females)			
	Medical Studies	1 : 1.23		
	Art/ Humanity + Social Studies	1 : 1.4		

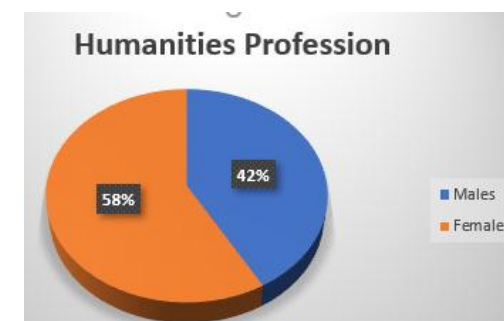
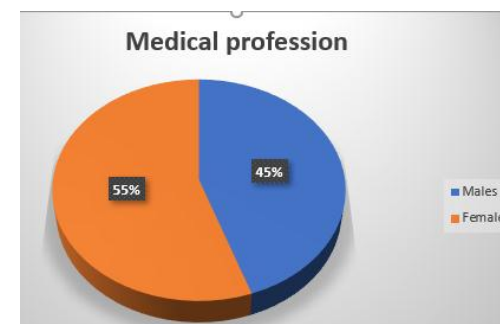


Table 1.c. shows the students of different specializations that are still in the bachelor's degree, about to graduate. To these students, a number of pending students from different levels are added. These students either dropped an academic term or did not pass some subjects and therefore does not achieve the number of credits that allows them to be transferred to the higher level.

Table 1.c. Gender of Bachelor – level Students In Medical Sciences and Arts And Humanities. (Note Pending Students are Those Pending To Graduate from Different Study Levels)				
		Females +Pending	Males + Pending	Total +pending
	Medical Studies			
	Pharmacy	273 +1	177 +4	450+6
	Dentistry	177+ 4	209+20	386+24
	Physical Therapy	191 + 9	96 +12	287 +21
	Applied health Sciences Technology	235 + 20	182 +23	417+43
	Subtotal	876+34	644 +59	1540 +94
	Art/ Humanity + Social Studies	Females + Pending	Males +Pending	Total + Pending
	Architectural	29 + 3	27+6	46 + 9
	Financial and Administrative Sciences	41+7	59+18	100 + 25
	Languages and Translation	133 + 16	33+ 7	166+23
	Legal Studies	42 + 4	112 +6	154 + 10
	Tourism and Hotel Management	34 + 6	31 + 7	65 + 13
	Mass Communication	99 + 14	44+11	143+ 25
	Arts and Design	146 + 11	74+6	250 +17
	subtotal	524 + 61	380 +61	904 + 122
		1400 +95	1024 + 122	2464
	Grand total			2444 + 216

II. Graduates

With regard to graduates of Pharos university for the year 2018-2019 are provided in Table 2.a. below. This table shows that the gender ratio males to females is just about right, 1: 1.31, with slight increase in the number of Females over males.

Table 2.a The Count of Graduates of Pharos University for the year 2018 -2019 classified as Males and Females per Faculty and Associated Ratio.

#	Faculty	Females	Males	Total	Ratio Females/ Males
1	Pharmacy and Drug Manufacturing	301	166	467	1: 1.81
2	Dentistry	192	233	425	1: 0.82
3	Engineering	59	237	296	1: 0.25
4	Financial and Administrative Sciences	30	58	88	1: 0.52
5	Languages and Translation	94	16	110	1: 5.88
6	Legal Studies	10	25	35	1: 0.40
7	Tourism and Hotel Management	13	8	21	1: 1.63
8	Physical Therapy	209	96	305	1: 2.18
9	Mass Communication	77	33	110	1: 2.33
10	Applied health Sciences Technology	237	116	353	1: 2.04
11	Arts and Design	126	42	168	1: 3.00
	Total	1348	1030	2378	1 : 1.31

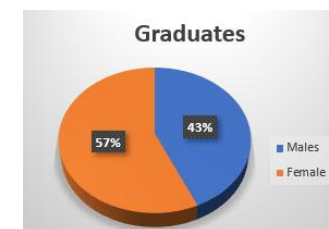


Table 2.b. is showing the graduates of the first degree (Bachelor) in different specializations, classified by Gender. This Table shows that generally females are exceeding males in the medical and Humanities, but STEM

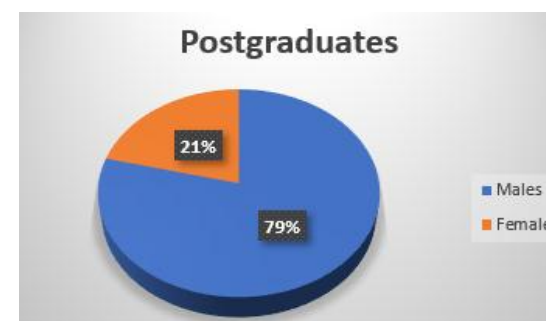
Table 2.b. Gender of First-Degree graduates (Bachelor) In Medical Sciences, Arts and Humanities, and STEM					
		Females	Males	Total	Ratio
	Medical Studies				
	Pharmacy	301	166	467	
	Dentistry	192	233	415	
	Physical Therapy	209	96	305	
	Applied health Sciences Technology	237	116	353	
	Subtotal	939	611	1550	1: 1.5
	Art/ Humanity + Social Studies				
	Architectural	28	26	54	
	Financial and Administrative Sciences	30	58	88	
	Languages and Translation	10	25	35	
	Legal Studies	94	16	110	
	Tourism and Hotel Management	13	8	21	
	Mass Communication	77	33	110	
	Arts and Design	126	42	168	
	subtotal	378	208	586	1: 1.89
	STEM	31	211	242	1: 0.14
	Grand total			2378	

III. Postgraduates

With regard to the postgraduate students that are registered in the year 2018-2019, they are 3 students in Pharmacy including only 1 female, and 8 students in Dentistry including 3 Females. Adding these to the postgraduates of the previous year (as they did not graduate yet), the total number of postgraduate students is presented in Table 3 below.

TABLE 3. The Count of Postgraduate Students for The Academic Year 2017/2019 And Associated Ratio

Faculty Name	Females			Male			Total	Ratio Male : Female
	2017-2018	2018-2019	Total	2017-2018	2018-2019	Total		
Pharmacy and Drug Manufacturing	1	1	2	9	2	11	13	1: 0.18
Dentistry	3	3	6	14	5	19	25	1: 0.32
Total	4	4	8	13	7	30	38	1: 0.27



IV. Academic Staff

With regard to staff members and assistant staff (full time) , the estimates are provided in Table 4 a and b, with associated Ratios for the academic year 2018-2019. These two tables show that females in the staff members and assistant staff counts are both slightly higher in females than males. Both estimates conform with the gender equality policy of Pharos University

Table 4.a Total count of Staff Members (Full Time) in each of the 11 Faculties classified as Males & Females and Associated Ratio

Faculty	Total Count	Male	Female	Ratio Male : Female
Pharmacy and Drug Manufacturing	54	10	44	1: 4.4
Dentistry	35	11	24	1: 2.18
Engineering	51	27	24	1: 0.88
Financial and Administrative	12	9	3	1: 0.33
Languages and Translation	12	4	8	1: 2
Legal Studies and International Relations	9	9	0	0
Tourism and Hotel Management	8	4	4	1: 1
Mass Communication	11	6	5	1: 0.83
Arts and Design	16	4	12	1: 3
Applied Health Sciences Technology	35	16	19	1: 1.18
Physical Therapy	14	5	9	1: 1.8
Total	257	105	152	1: 1.44



Table 4.b. Total Count of Assistant Staff (full Time) in each of the 11 Faculties classified as Males & Females and Associated Ratio

Faculty	Total count	Male	Female	Ratio (Males : Females)
Pharmacy and Drug Manufacturing	80	17	63	1: 3.70
Dentistry	87	28	59	1: 2.10
Engineering	66	23	43	1: 1.86
Financial and Administrative	19	2	17	1: 8.5
Languages and Translation	15	1	14	1: 14
Legal Studies and International Relations	8	2	6	1: 3
Tourism and Hotel Management	8	5	3	1: 0.6
Mass Communication	13	2	11	1: 5.5
Arts and Design	45	2	43	1: 21.5
Applied Health Sciences Technology	60	13	47	1: 3.61
Physical Therapy	47	13	34	1: 2.61
Total	448	108	340	1: 3.14



The total count of staff members and assistant staff is 705, with 213 males and 492 females. These accounts for the ratio (Male : female) of 1: 2.3.

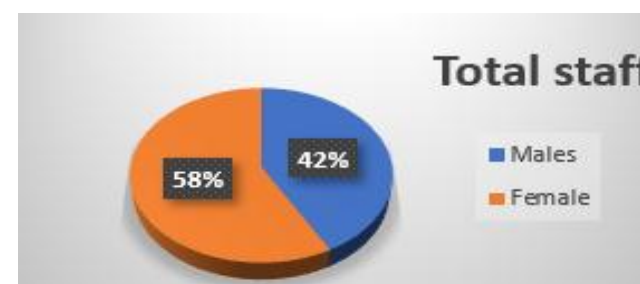


Table 4.c. The Count of Adjunct professors (Part time) staff members, Assistant Staff and Free Lancer members classified as Females and Males and Associated Ratio

	Staff members									Assistant Staff						Free Lancers		
	Professors			Assistant Professors			Lecturers PhD Holders			Assistant lecturers M.Sc. Holders			Demonstrators					
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
count	44	22	66	16	8	24	27	22	49	5	27	32	9	26	35	64	67	161
FTE	14.6	7.3	22	5.3	2.6	8	9	7.3	16.3	1.6	9	10.6	3	8.6	11.6	21.3	22.3	53.7
M:F Ratio (FTE)	1: 0.5			1: 0.5			1: 0.8			1: 5.6			1: 2.9			1:1.05		

Total Adjunct Staff = 337, of which 165 are Males, and 172 are females

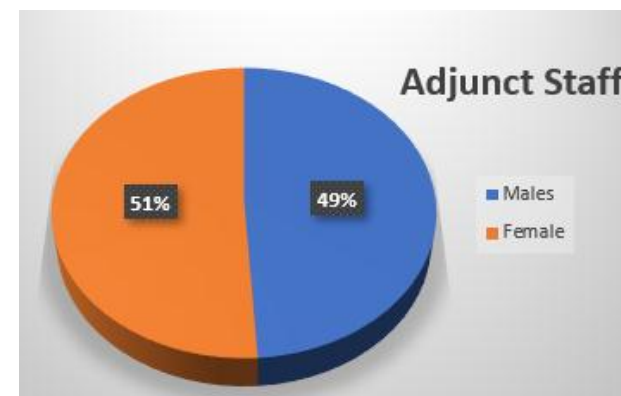


Table 5. a. below, shows the counts of staff Members of Superior positions in each of the 11 Faculty Councils Faculties classified as Males & Females. These counts include deans, head of Departments, professors and assistant professors. The total count satisfies the gender ratio (male to female) of 1: 0.9.

Table 5. a The Count of superior positions - Faculties level and associated Ratio

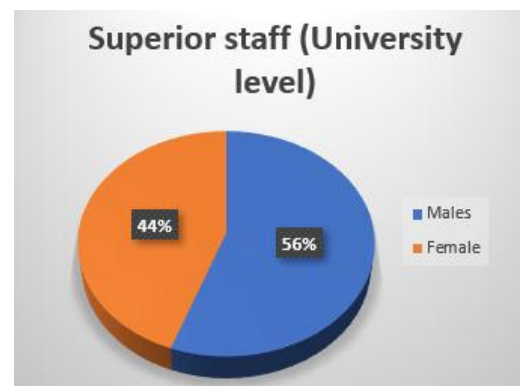
Faculty	Total Number	Males	Female	Rates
Pharmacy and Drug Manufacturing	13	3	10	1: 3.33
Tourism and Hotel Management	13	8	5	1: 0.65
Legal Studies and International Relations	4	4	0	0
Languages and Translation	18	7	11	1: 1.57
Financial and Administrative	11	8	3	1: 0.37
Engineering	44	25	19	1: 0.76
Dentistry	15	6	9	1: 1.5
Arts and Design	9	2	7	1; 3.5
Applied Health Sciences Technology	29	13	16	1: 1.23
Physical Therapy	7	3	4	1: 1.33
Mass Communication	19	10	9	1: 0.9
Total	182	89	93	1: 1.05



Table 5.b. shows the count of superior positions on the level of entire University level. The gender ratio (males to females) in this case is 1: 0.8

Table 5.b. The Count of superior positions - University level and Associated Ratio

Position	Males	Females	Total	Ratio
University President	1	0	1	0
Vice Presidents	2	1	3	1 : 0.5
Head of Central Quality Assurance Unit	0	1	1	1: 0
Advisors to the President	1	1	2	1: 1
Deans	6	5	11	1: 0.83
Total	10	8	18	1: 0.8

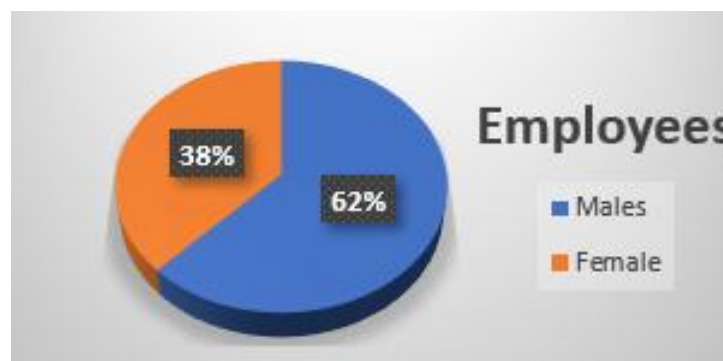


V. Employees

Finally, the gender distribution of the employees in the university is presented in Table 6 below. This Table shows that Male employees are about double the female employees. The main reason for this disparity is the position of male employees in the security section of the university. They constitute 138 male employee out of a total count of 142.

Table 6. The total count of Employees classified as Females and Males and associated Ratio

Position count	Females	Males	Total	Ratio (Males: females)
Total Administrative positions	267	597	864	1: 0.45
Specialized Lab. Technicians	81	43	124	1: 1.89
Outpatient clinic	46	12	58	1: 3.83
Total	394	652	1046	1: 0.60



Conclusions

1. **Women are well presented in all disciplines of the University. They have equal rights and foot to men to men in education rights, jobs, research and participation in all activities.**
2. **Women are included in senior jobs at the administrative faculty and university levels.**
3. **Women in Pharos University are subject to maternity and paternity policies that support their inclusion in all work places with equal rights to men according to the Women national bylaws**
(Appendix) <https://www.pua.edu.eg/wp-content/uploads/2019/12/Policy-Statements-2018.pdf>
4. **Women in Pharos University are on equal pay scale equity including commitment to elimination of gender pay gaps in accordance to the annual track measure of the pay scale equity.**

Appendix 1

Registered Students in the First Academic (freshmen) per Year- 2006-2018				
Year	Males	Females	Total	Males to Females Ratio
2006-2007	335	323	658	1 : 0.96
2007-2018	488	407	895	1 : 0.83
2008- 2019	532	507	1039	1 : 0.95
2009-2010	555	540	1095	1 : 0.97
2010-2011	235	164	399	1 : 0.70
2011-2012	676	809	1485	1 : 1.20
2012-2013	860	901	1761	1 : 1.04
2013- 2014	928	979	1907	1 : 1.05
2014-2015	1085	1300	2385	1 : 1.20
2015-2016	1181	1392	2573	1 : 1.17
2016-2017	1359	1458	2817	1 : 1.07
2017-2018	1505	1550	3055	1 : 1.03
2018-2019	1487	1507	2994	1 :01