

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.**