



H. M. Mohyeldin

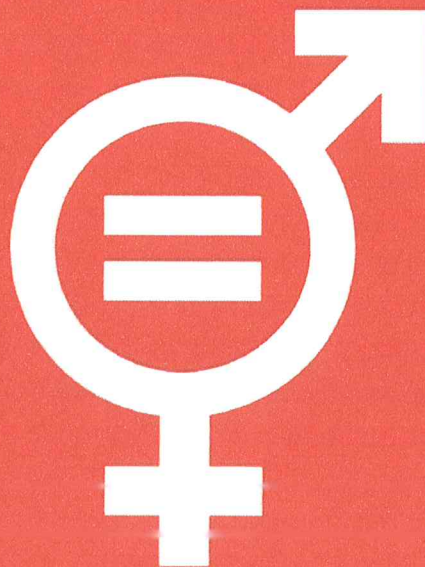


THE IMPACT RANKING

SDG5

GENDER EQUALITY

**5 GENDER
EQUALITY**



Gender Report 2019-2020



Compiled by: *Boshra Salem, Prof.*
Dean, Postgraduate studies, and research

Pharos University in Alexandria


M. M. Mohy
The signature is in blue ink and is written over the logo. The logo is a circular emblem with a blue border. Inside the border, the text 'جامعة فاروس بالإسكندرية' (Pharos University in Alexandria) is written in Arabic. Below the border, the text 'University Alexandria' is written in English. The signature is written in a cursive style.

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 compete with regional and international entities.

Pharos University is committed to the state Constitution regarding the The place of women, motherhood and childhood. (Article 11, Page 13). According to the national constitution Article 11: The place of women, motherhood and childhood ([http: https://www.constituteproject.org/constitution/Egypt_2014.pdf](https://www.constituteproject.org/constitution/Egypt_2014.pdf)). It states that

- “the state commits to achieving equality between women and men in all civil, political, economic, social, and cultural rights in accordance with the provisions of this Constitution.
- Equality regardless of gender The state commits to taking the necessary measures to ensure appropriate representation of women in the houses of parliament, in the manner specified by law.
- It grants women the right to hold public posts and high management posts in the state, and to appointment in judicial bodies and entities without discrimination. First chamber representation quotas and Second chamber representation quotas
- The state commits to the protection of women against all forms of violence, and ensures women empowerment to reconcile the duties of a woman toward her family and her work requirements.
- The state ensures care and protection and care for motherhood and childhood, and for breadwinning, and elderly women, and women most in need”

Pharos university also 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 2020

Table 1 .a The Count of Students of the first year 2018-2019 classified as Females and Males and associated ratio 2019-2020

Faculty	Females	Males	Total	Ratio Males to females
Pharmacy and Drug Manufacturing	108	121	289	1:0.89
Dentistry	118	149	267	1:0.79
Engineering	91	307	398	1:0.3
Financial and Administrative Sciences	44	85	129	1:0.52
Languages and Translation	188	60	248	1:3
Legal Studies	30	159	189	1:0.2
Tourism and Hotel Management	29	28	57	1:1
Physical Therapy	228	131	359	1:1.7
Mass Communication	147	53	200	1:2.8
Applied health Sciences Technology	4	10	14	1:0.4
Arts and Design	187	66	253	1:2.8
Total	1234	1169	2403	1:1

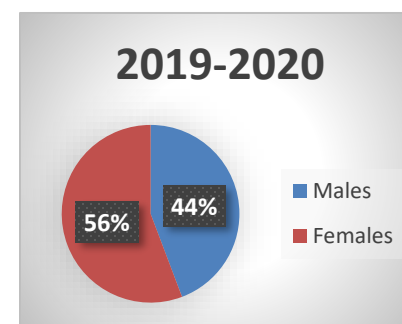
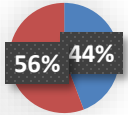
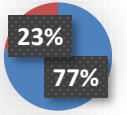
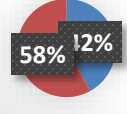


Table 1.B. GENDER OF STUDENTS IN THE FIRST DEGREE IN MEDICAL SCIENCES, STEM AND ARTS AND HUMANITIES AND ASSOCIATED RATIO

	Medical Studies	Females	Males	Total	Medical Sciences (First degree Students)...  ■ Males ■ Females	Ratio
	Pharmacy	168	121	289		
	Dentistry	118	149	267		
	Physical Therapy	228	131	359		
	Applied health Sciences Technology	4	10	14		
Total		518	411	929		1:1.26
TOTAL	STEM STUDENTS	91	307	398	Stem Students First degree 2019-2020  ■ Males ■ Females	1:0.3
	Art/ Humanity + Social Studies	Females	Males	Total		
	Financial and Administrative Sciences	44	85	129	Arts and Humanities + Social Sciences Students of the first...  ■ Males ■ Females	1: 2.8
	Languages and Translation	188	60	248		
	Legal Studies	30	159	189		
	Tourism and Hotel Management	29	28	57		
	Mass Communication	147	53	200		
	Arts and Design	187	66	253		
TOTAL		625	451	1076		

II. Graduates

The graduates of Pharos university for the year 2019-2020 (only) 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. The Count of Graduates of Pharos University for the year 2019-2020 classified as Males and Females per Faculty and Associated Ratio.

#	Faculty	Females	Males	Total	Ratio Females/ Males
1	Pharmacy and Drug Manufacturing	280	181	461	1: 1.5
2	Dentistry	176	220	396	1: 11.25
3	Engineering	59	225	284	1: 0.27
4	Financial and Administrative Sciences	41	65	106	1: 0.63
5	Languages and Translation	136	27	163	1: 5.04
6	Legal Studies	14	51	65	1: 0.28
7	Tourism and Hotel Management	26	19	45	1: 1.37
8	Physical Therapy	193	102	295	1: 1.90
9	Mass Communication	103	37	140	1: 2.8
10	Applied health Sciences Technology	254	172	426	1: 48
11	Arts and Design	149	66	215	1: 2.26
		2596	1165	1431	1: 2.23

Graduates of the year 2019-2020



III. Postgraduates

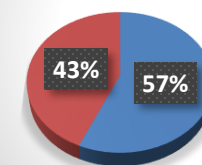
The postgraduate students that are registered in pharos university till the academic year 2019-2020, Table 3 below.

In the academic year 2019-2020, pharos university received new postgraduate students from the Faculty of Engineering

Table 3. THE COUNT OF POSTGRADUATE STUDENTS FOR THE ACADEMIC YEAR TILL THE ACADEMIC YEAR 2019-2020 AND ASSOCIATED RATIO

FACULTY NAME	Females				Male				Total	Ratio Male : Female
	2017- 2018	2018 - 2019	2019- 2020	Total	2017- 2018	2018- 2019	2019- 2020	Total		
PHARMACY AND DRUG MANUFACTURING	1	1	9	11	9	2	3	13	24	1: 0.18
DENTISTRY	3	3	8	14	14	5	24	19	33	1: 0.32
ENGINEERING			5	5			3		8	1: 1.6
TOTAL	4	4	23	8	13	7	30	30	38	1: 0.8

Post graduate student till 2019-2020



■ Males
■ Females

IV. Academic Staff

The staff members and assistant staff (full time) , the estimates are provided in Table 4 a and b, with associated Ratios for the academic year 2019-2020. These two tables show that females in the staff members and assistant staff counts are both slightly higher in females that 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

<i>Faculty</i>	<i>Total Count</i>	<i>Male</i>	<i>Female</i>	<i>Ratio Male : Female</i>
<i>Pharmacy and Drug Manufacturing</i>	139	26	113	1: 4.3
<i>Dentistry</i>	120	54	66	1: 1.2
<i>Engineering</i>	137	57	80	1: 1.4
<i>Financial and Administrative</i>	23	7	16	1: 2.3
<i>Languages and Translation</i>	36	5	31	1: 6.2
<i>Legal Studies and International Relations</i>	18	10	8	1: 0.8
<i>Tourism and Hotel Management</i>	15	6	9	1: 1.5
<i>Mass Communication</i>	27	7	20	1: 2.8
<i>Arts and Design</i>	68	6	62	1: 10.3
<i>Applied Health Sciences Technology</i>	82	24	58	1: 2.4
<i>Physical Therapy</i>	47	14	33	1: 2.36
<i>Total</i>	712	216	496	1: 2.23

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

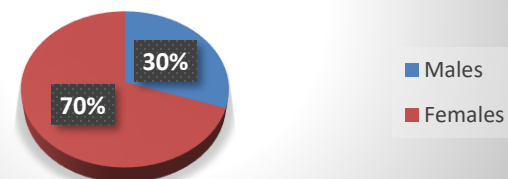


Table 4.b. Total Count of Assistant Staff (full Time) in each of the 11 Faculties classified as Males & Females and Associated Ratio

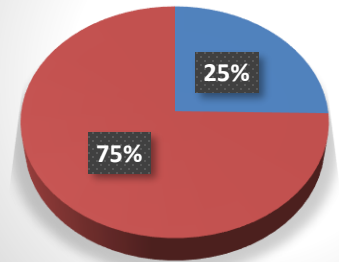
Faculty	Total count	Male	Female	Ratio (Males : Females)	<p>Assistant staff 2019-2020</p>  <p>■ Males ■ Females</p>
Pharmacy and Drug Manufacturing	81	16	65	1: 4	
Dentistry	75	32	43	1: 1.3	
Engineering	85	30	55	1: 1.8	
Financial and Administrative	16	2	14	1: 7	
Languages and Translation	25	2	23	1: 11.5	
Legal Studies and International Relations	10	2	8	1: 4	
Tourism and Hotel Management	8	2	6	1: 3	
Mass Communication	17	3	14	1: 4.6	
Arts and Design	45	3	42	1: 14	
Applied Health Sciences Technology	43	10	33	1: 3.3	
Physical Therapy	34	9	25	1: 2.7	
Total	439	111	328	1: 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

	Professors			Assistant Professors			Lecturers PhD Holders			Assistant lecturers M.Sc. Holders			Demonstrators			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
count	45	18	63	15	8	23	29	16	43	13	21	34	14	51	65	116	114	230
FTE	15	6	21	5	2.6	7.6	9.6	5.3	14.9	4.3	7	11.3	4.6	17	21.6	38.6	38	76.6
M:F Ratio (FTE)	1: 0.4			1: 0.5			1: 0.5			1: 1.6			1: 3.6			1: 0.9		

Total Adjunct Staff = 230

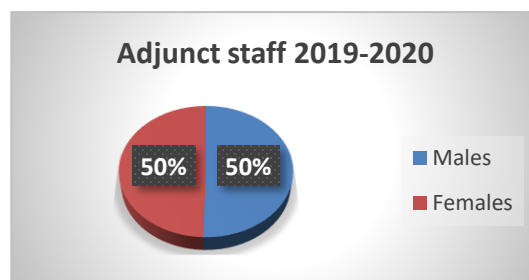


Table 5. a. below, shows the counts of staff Members of Superior positions in each of the 11 Faculty Councils Faculties classified as Males & Females. These counts include deans, head of Departments, professors and assistant professors. The total count satisfies the gender ratio (male to female) of 1: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

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

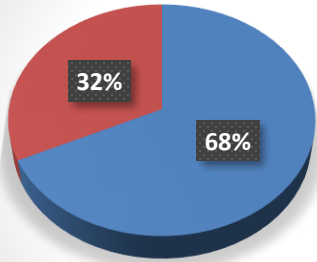
Faculty	Total Number	Males	Female	Ratio	<p>Superior position Ratio 2019-2020</p>  <p>■ Males ■ Females</p>
Pharmacy and Drug Manufacturing	5	2	3	1:	
Dentistry	33	17	16	1:	
Engineering	46	42	4	1:	
Financial and Administrative	5	3	2	1:	
Languages and Translation	6	4	2	1:	
Legal Studies and International Relations	1	1	0	1:	
Tourism and Hotel Management	3	0	3	1:	
Physical Therapy	13	11	2	1:	
Mass Communication	2	1	1	1:	
Applied Health Sciences Technology	4	1	3	1:	
Arts and Design	13	7	6	1:	
Total	131	89	42		

Table 5.b. shows the count of superior positions on the level of entire University 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	1:0
Vice Presidents	2	2	4	1:1
Head of Central Quality Assurance Unit	0	1	1	1:1
Advisors to the President	2	0	2	2:0
Deans	7	4	11	1:0.5
Vice deans and Head of Departments	29	21	50	1:0.7
Total	41	28	69	1:1.3

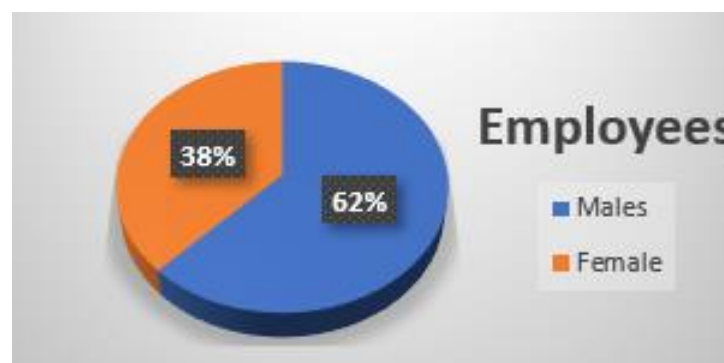


V. Employees

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	1:0.9
2007-2018	488	407	895	1: 0.83
2008- 2019	532	507	1039	1: 0.96
2009-2010	555	540	1095	1: 0.9
2010-2011	235	164	399	1: 0.7
2011-2012	676	809	1485	1: 19
2012-2013	860	901	1761	1: 1.04
2013- 2014	928	979	1907	1: 1
2014-2015	1085	1300	2385	1: 1.2
2015-2016	1181	1392	2573	1: 1.18
2016-2017	1359	1458	2817	1: 1.07
2017-2018	1505	1550	3055	1: 1.02
2018-2019	1487	1507	2994	1: 1.01
2019-2020	1169	1234	2403	1: 1.105