



THE Impact Ranking SDG5 Report

5



**GENDER
EQUALITY**



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SDG5 Gender equality Report

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 is committed to the state Constitution regarding 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 agrees with the UN's statements on the importance of ensuring that all people, including women and girls, have access to quality education, healthcare, and economic opportunity. They're essential to maintaining thriving economies and providing overall benefits to communities and the human race.

Since Pharos University's inception, efforts have been made to ensure that male and female students have equal opportunities to succeed academically.

This report is compiled annually and includes information on the total number of students, postgraduates, full-time employees, and full-time equivalents (FTEs) for part-time employees. To keep up with global norms and guarantee that there is no gender disparity in women enrolment ratio at all levels, Pharos University uses these annual counts to track the percentage of female students. The ratio of male to female students at each grade level is analyzed for internal efficiency to determine if there is a significant gender gap.

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 2022. 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 estimates of the students of the first degree in medical sciences and arts and humanities

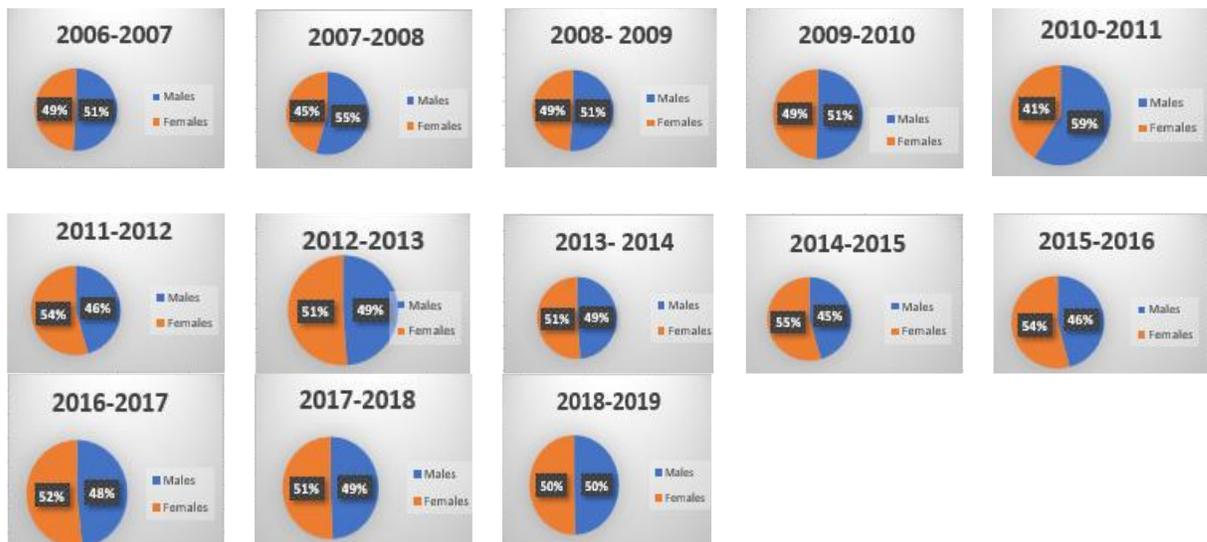


Figure 1. Percentage of Male and Female Students at Pharos University Students Since Its Start In 2006 Till 2019

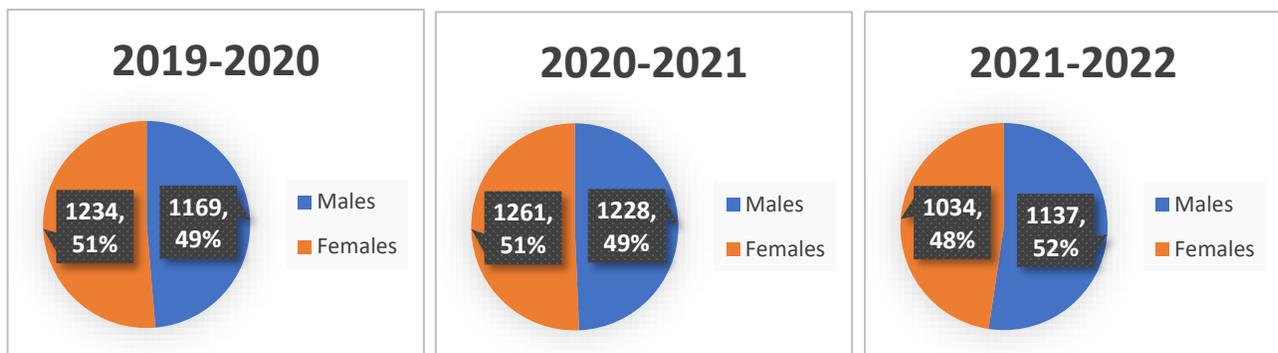


Figure 2. Percentage of Male and Female Students at Pharos University Students in the last three years



2020-2021

2022-2023

<i>Faculty</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>	<i>Ratio Females to Males</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>	<i>Ratio Males to females</i>
<i>Pharmacy and Drug Manufacturing</i>	206	116	322	1.775862:1	164	213	377	1:1.3
<i>Dentistry</i>	144	125	269	1.152:1	144	98	242	1:0.68
<i>Engineering</i>	70	222	292	0.315315:1	147	43	190	1:0.29
<i>Financial and Administrative Sciences</i>	41	105	146	0.390476:1	79	38	117	1:0.48
<i>Languages and Translation</i>	189	56	245	3.375:1	64	175	239	1:2.73
<i>Legal Studies</i>	30	226	256	0.132743:1	226	46	272	1:0.2
<i>Tourism and Hotel Management</i>	14	26	40	0.538462:1	24	12	36	1:0.5
<i>Physical Therapy</i>	247	168	415	1.470238:1	187	192	379	1:1.03
<i>Mass Communication</i>	91	53	144	1.716981:1	33	50	83	1:1.52
<i>Applied health Sciences Technology</i>	81	75	156	1.08:1	77	133	210	1:1.73
<i>Arts and Design</i>	148	56	204	2.642857:1	43	170	213	1:3.95
<i>Artificial Intelligence</i>	-	-	-	-	208	95	303	1:0.46
Total	1261	1228	2489	1.02:1	1265	1396	2661	1:0.91

Table 1.A The Count of Students of the first year from 2020-2021 classified as Females and Males and associated ratio till 2021-2022

Non-Egyptian Students for academic Year 2022 - 2023

Number of Incoming non-Egyptian students Females	Number of Incoming non-Egyptian students Males	Total
30	68	98

Table 1.B The Count of Non-Egyptian Students of the first year from 2022-2023 classified as Females and Males and associated ratio till 2022-2023



Students Enrolled First Year (Freshmen)

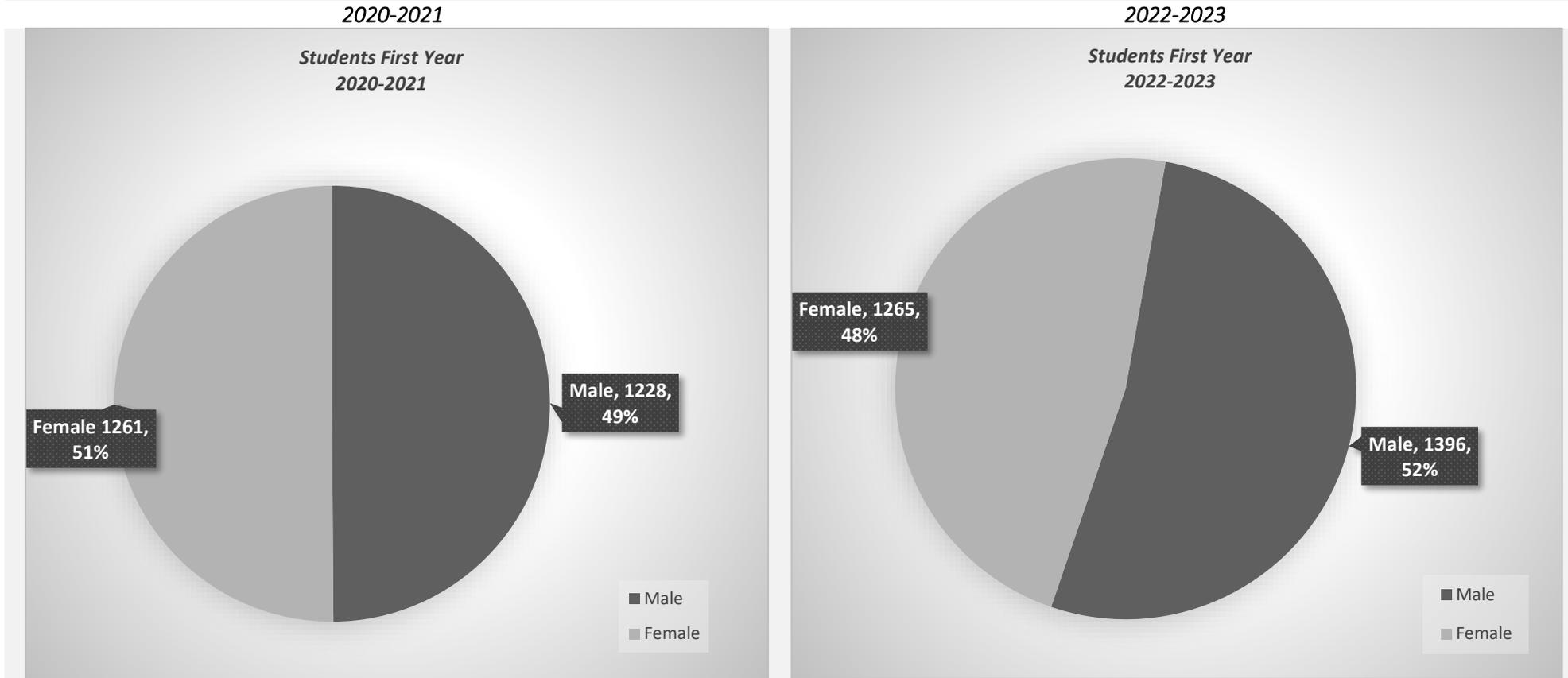


Table 1.C shows the gender equality of the students of the first degree in Medical Sciences, STEM, and Arts, Humanities and Social Studies

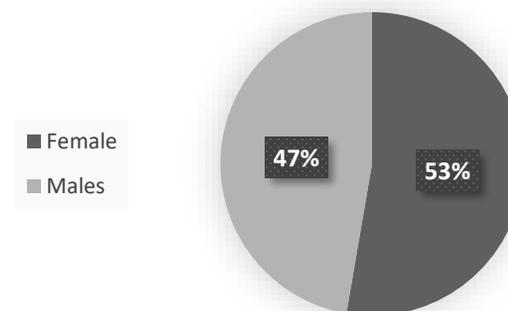


The number of Students in Starting a Degree in Medical Sciences

Medical Studies	Females	Males	Total	Ratio
Pharmacy	108	121	229	1:0.89
Dentistry	118	149	267	1:0.79
Physical Therapy	228	131	359	1:1.74
Applied health Sciences Technology	4	10	14	1:0.4
Total	458	411	869	1:1.11

Table 1.D. Gender of Students in The First Degree in Medical Sciences and Associated Ratio in 2020 – 2021

Females to Males Ratio

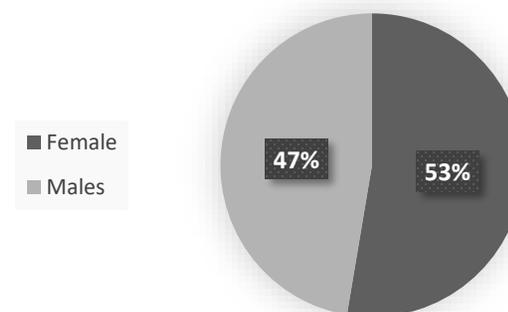


The number of Students in Starting a Degree in Medical Sciences

Medical Studies	Females	Males	Total	Ratio
Pharmacy	213	164	377	1:1.3
Dentistry	98	144	242	1:0.68
Physical Therapy	192	187	379	1:1.03
Applied health Sciences Technology	133	77	210	1:1.73
Total	636	572	1208	1:1.11

Table 1.E. Gender of Students in The First Degree in Medical Sciences and Associated Ratio in 2022 - 2023

Females to Males Ratio



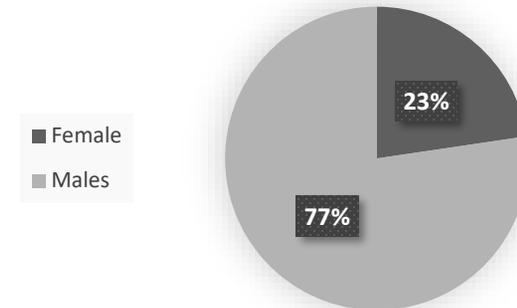


The number of Students in Starting a Degree in STEM

Medical Studies	Females	Males	Total	Ratio
Engineering	91	307	398	1:0.3
<hr/>				
Artificial Intelligence				
Total	91	307	398	1:0.3

Table 1.F. Gender of Students in The First Degree in STEM and Associated Ratio in 2020 – 2021

Females to Males Ratio

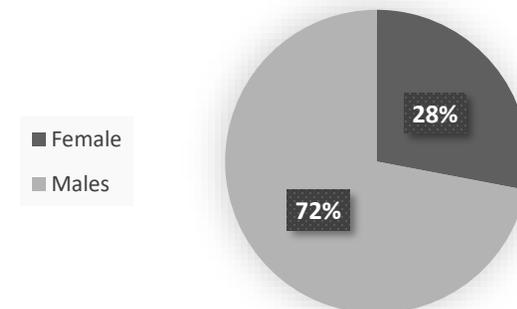


The number of Students in Starting a Degree in STEM

Medical Studies	Females	Males	Total	Ratio
Engineering	43	147	190	1:0.29
<hr/>				
Artificial Intelligence	95	208	303	1:0.46
Total	138	355	493	1:0.39

Table 1.G. Gender of Students in The First Degree in STEM and Associated Ratio in 2022 – 2023

Females to Males Ratio

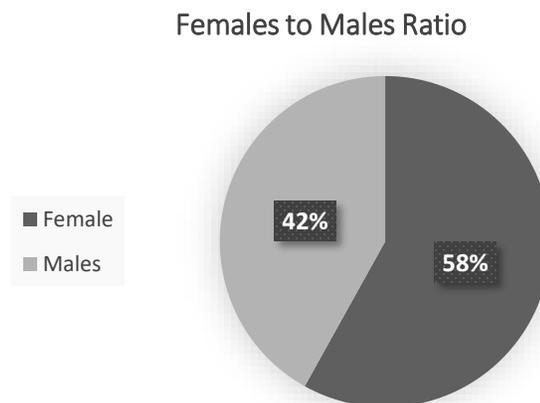




The number of Students in Starting a Degree in Arts and Humanities and Social Sciences

Medical Studies	Females	Males	Total	Ratio
Financial and Administrative Sciences	44	85	129	1:0.52
Languages and Translation	188	60	248	1:3.13
Legal Studies	30	159	189	1:0.19
Tourism and Hotel Management	29	28	57	1:1.04
Mass Communication	147	53	200	1:2.77
Arts and Design	187	66	253	1:2.83
Total	625	451	1076	1:1.39

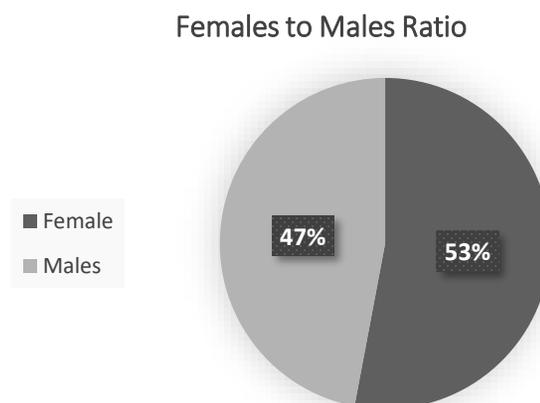
Table 1.H. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2020 – 2021



The number of Students in Starting a Degree in Arts and Humanities and Social Sciences

Medical Studies	Females	Males	Total	Ratio
Financial and Administrative Sciences	38	79	117	1:0.48
Languages and Translation	175	64	239	1:2.73
Legal Studies	46	226	272	1:0.2
Tourism and Hotel Management	29	28	57	1:1.04
Mass Communication	133	77	210	1:1.73
Arts and Design	170	43	213	1:3.95
Total	508	473	981	1:1.07

Table 1.I. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2022-2023





II. Graduates

The graduates of Pharos university for the year 2020-2021 and 2022-2023 (only) are provided in Table 2.a. below. This table shows that the gender ratio males to females is just about right, 1: 0.83, with slight increase in the number of Females over males.

FACULTY	2020-2021				2022-2023			
	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females/ Males
PHARMACY AND DRUG MANUFACTURING	457	178	279	1:0.64	467	189	278	1:0.68
DENTISTRY	414	242	172	1:1.41	415	227	188	1:1.21
ENGINEERING	309	240	69	1:3.48	366	274	92	1:2.98
FINANCIAL AND ADMINISTRATIVE SCIENCES	83	50	33	1:1.52	93	57	36	1:1.58
LANGUAGES AND TRANSLATION	164	32	132	1:0.24	219	42	177	1:0.24
LEGAL STUDIES	68	43	25	1:1.72	61	41	20	1:2.05
TOURISM AND HOTEL MANAGEMENT	45	18	27	1:0.67	83	34	49	1:0.69
PHYSICAL THERAPY	299	99	200	1:0.5	218	84	134	1:0.63
MASS COMMUNICATION	165	49	116	1:0.42	190	70	120	1:0.58
APPLIED HEALTH SCIENCES TECHNOLOGY	483	206	277	1:0.74	89	55	34	1:1.62
ARTS AND DESIGN	272	76	196	1:0.39	330	76	254	1:0.3
Total number of Graduates	2759	1233	1526	1:0.76	2531	1149	1382	1:0.83

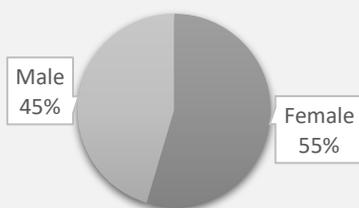
Table 2.A The Count of Graduates of Pharos University for the year 2020-2021, 2022-2023 classified as Males and Females per Faculty and Associated Ratio.

Graduates

2020-2021

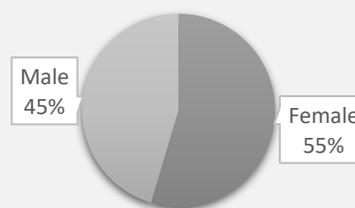
2022-2023

Graduates 2020-2021



■ Female ■ Male

Graduates 2021-2022



■ Female ■ Male

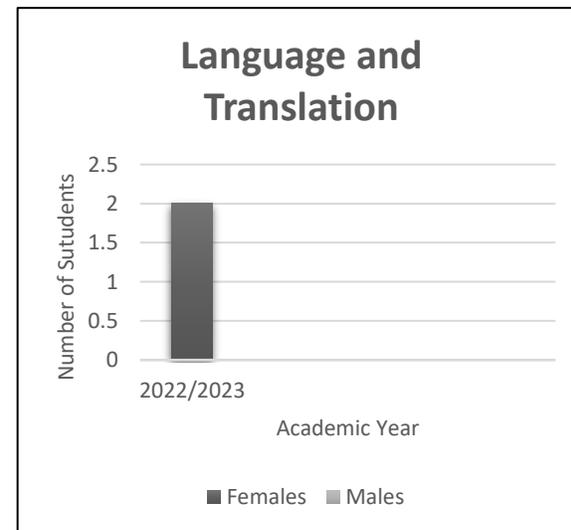
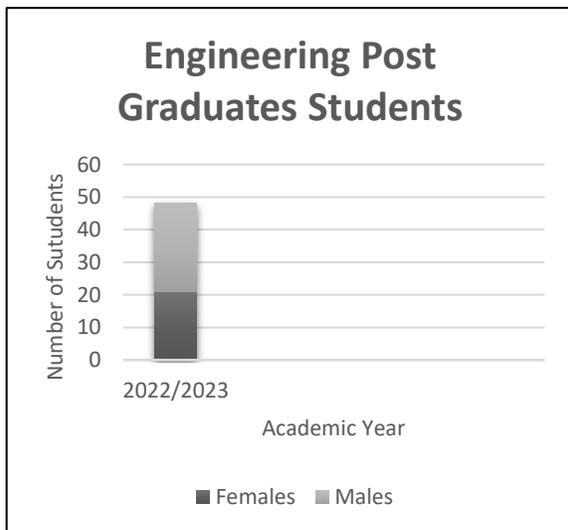
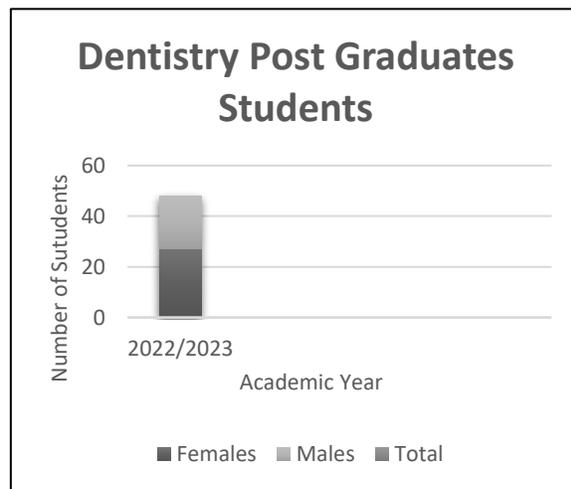
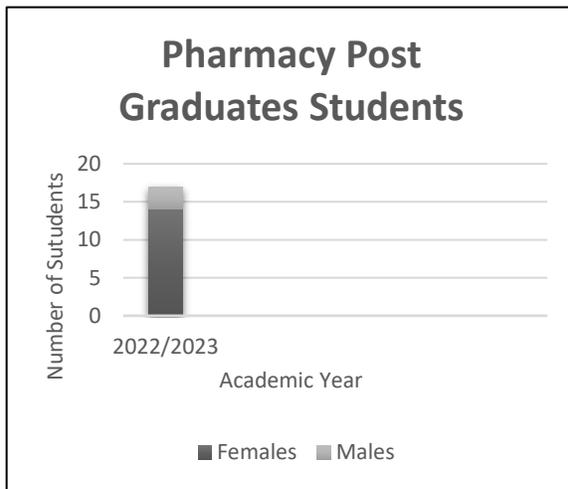


III. Postgraduates

The postgraduate students that are registered in pharos university till the academic year 2022-2023, pharos university received new postgraduate students from the Faculty of Engineering.

<i>Faculty</i>	<i>Female to Male Ratio</i>
<i>Pharmacy</i>	1:4.7
<i>Dentistry</i>	1:0.6
<i>Engineering</i>	1:1.3
<i>Language and Translation</i>	2:0

Table 3.A The Females to male’s ratio of the total number of postgraduate students 2016-2022 in each university is provided in the following Table.





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 2020-2021 and 2022-2023 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.

FACULTY	2020-2021				2022-2023			
	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females/ Males
PHARMACY AND DRUG MANUFACTURING	62	12	50	1:4.17	42	10	32	1:3.2
DENTISTRY	51	26	25	1:0.96	34	19	15	1:0.79
ENGINEERING	58	27	31	1:1.15	46	18	28	1:1.56
FINANCIAL AND ADMINISTRATIVE	10	6	4	1:0.67	8	5	3	1:0.6
LANGUAGES AND TRANSLATION	14	5	9	1:1.8	7	2	5	1:2.5
LEGAL STUDIES AND INTERNATIONAL RELATIONS	9	8	1	1:0.13	7	7	0	1:0
TOURISM AND HOTEL MANAGEMENT	7	5	2	1:0.4	6	5	1	1:0.2
MASS COMMUNICATION	9	5	4	1:0.8	4	3	1	1:0.33
ARTS AND DESIGN	31	5	26	1:5.2	25	2	23	1:11.5
APPLIED HEALTH SCIENCES TECHNOLOGY	39	16	23	1:1.44	26	12	14	1:1.17
PHYSICAL THERAPY	17	4	13	1:3.25	17	6	11	1:1.83
ARTIFICIAL INTELLIGENCE					7	4	3	1:0.75
TOTAL NUMBER OF ACADEMIC STAFF	307	119	188	1:1.58	229	93	136	1:1.46

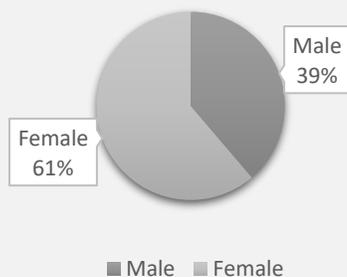
Table 4.A Total count of Staff Members (Full Time) in each of the 12 Faculties classified as Males & Females and Associated Ratio

ACADEMIC STAFF

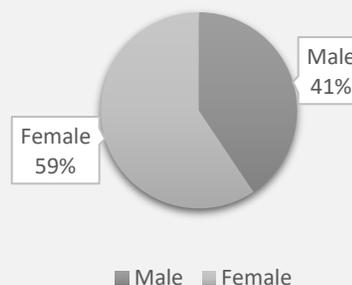
2020-2021

2022-2023

Academic Staff 2020-2021



Academic Staff 2022-2023





FACULTY	2020-2021				2021-2022			
	Total	Males	Females	Ratio Females/Males	Total	Males	Females	Ratio Females/Males
PHARMACY AND DRUG MANUFACTURING	59	7	52	1:7.43	49	5	44	1:8.8
DENTISTRY	34	14	20	1:1.43	36	10	26	1:2.6
ENGINEERING	73	26	47	1:1.81	59	22	37	1:1.68
FINANCIAL AND ADMINISTRATIVE	11	1	10	1:10	11	2	9	1:4.5
LANGUAGES AND TRANSLATION	22	1	21	1:21	26	1	25	1:25
LEGAL STUDIES AND INTERNATIONAL RELATIONS	12	7	5	1:0.71	10	6	4	1:0.67
TOURISM AND HOTEL MANAGEMENT	7	5	2	1:0.4	6	4	2	1:0.5
MASS COMMUNICATION	13	2	11	1:5.5	15	2	13	1:6.5
ARTS AND DESIGN	33	3	30	1:10	26	2	24	1:12
APPLIED HEALTH SCIENCES TECHNOLOGY	25	6	19	1:3.17	24	5	19	1:3.8
PHYSICAL THERAPY	35	13	22	1:1.69	29	11	18	1:1.64
ARTIFICIAL INTELLIGENCE					6	1	5	1:5
TOTAL NUMBER OF ASSISTANT STAFF	324	85	239	1:2.81	297	71	226	1:3.18

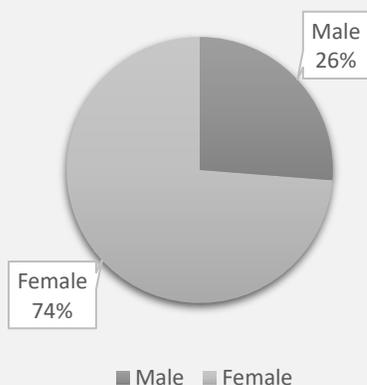
Table 4.B. Total Count of Assistant Staff (full Time) in each of the 12 Faculties classified as Males & Females and Associated Ratio

ASSISTANT STAFF

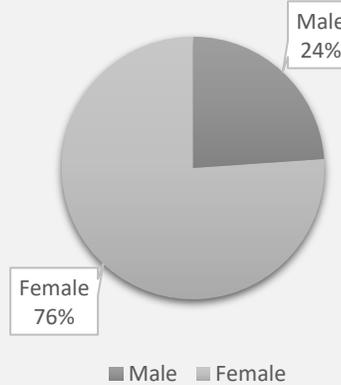
2020-2021

2022-2023

Assistant Staff 2020-2021



Assistant Staff 2022-2023



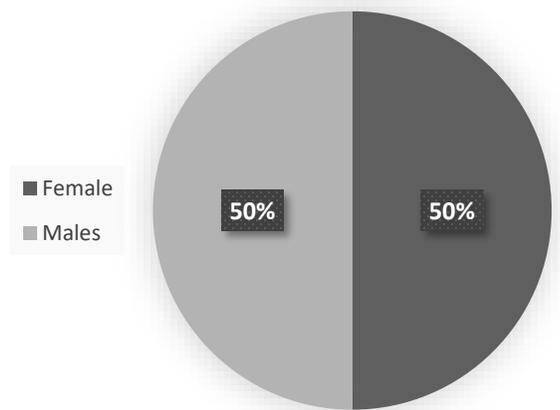


	Professors			Assistant Professors			Lecturers PhD Holders			Assistant lecturers M.Sc. Holders			Demonstrators			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
COUNT	45	18	63	15	8	23	29	16	43	13	21	34	14	51	65	116	114	230
FTE	15	6	21	5	2.6	7.6	9.6	5.3	14.9	4.3	7	11.3	4.6	17	21.6	38.6	38	76.6
M:F RATIO (FTE)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

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

*Adjunct Staff 2020 - 2021
 Females to Males Ratio*

Total Adjunct Staff (2020-2021) = 230





V. Staff Members of Superior positions

Table 5. A. below, shows the counts of staff Members of Superior positions in each of the 12 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: 0.48.

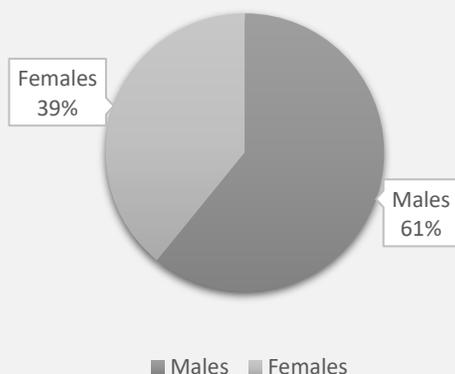
Position	2020-2021			Ratio Male: Female	2022-2023			Ratio Male: Female
	Males	Females	Total		Males	Females	Total	
University President	1	0	1	1:0	1	0	1	1:0
Vice Presidents	2	2	4	1:1	3	1	4	1:0.3
Head of Central Quality Assurance Unit	0	1	1	-	1	2	3	1:2
Advisors to the President	2	0	2	1:0	1	0	1	1:0
Deans	8	3	11	1:0.4	8	4	12	1:0.5
Vice Deans and Head of Departments	29	21	50	1:0.7	48	23	71	1:0.5
Total	42	27	69	1:0.64	62	30	92	1:0.48

Table 5.A. The Count of Superior Positions Staff members at the Faculty and University Council

Superior Positions

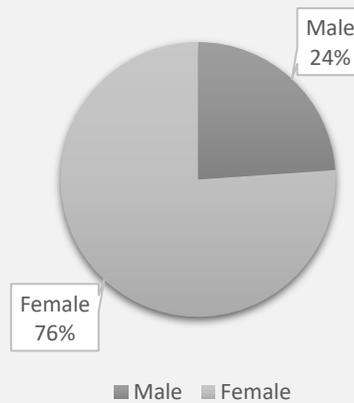
2020-2021

Superior Positions 2020-2021



2022-2023

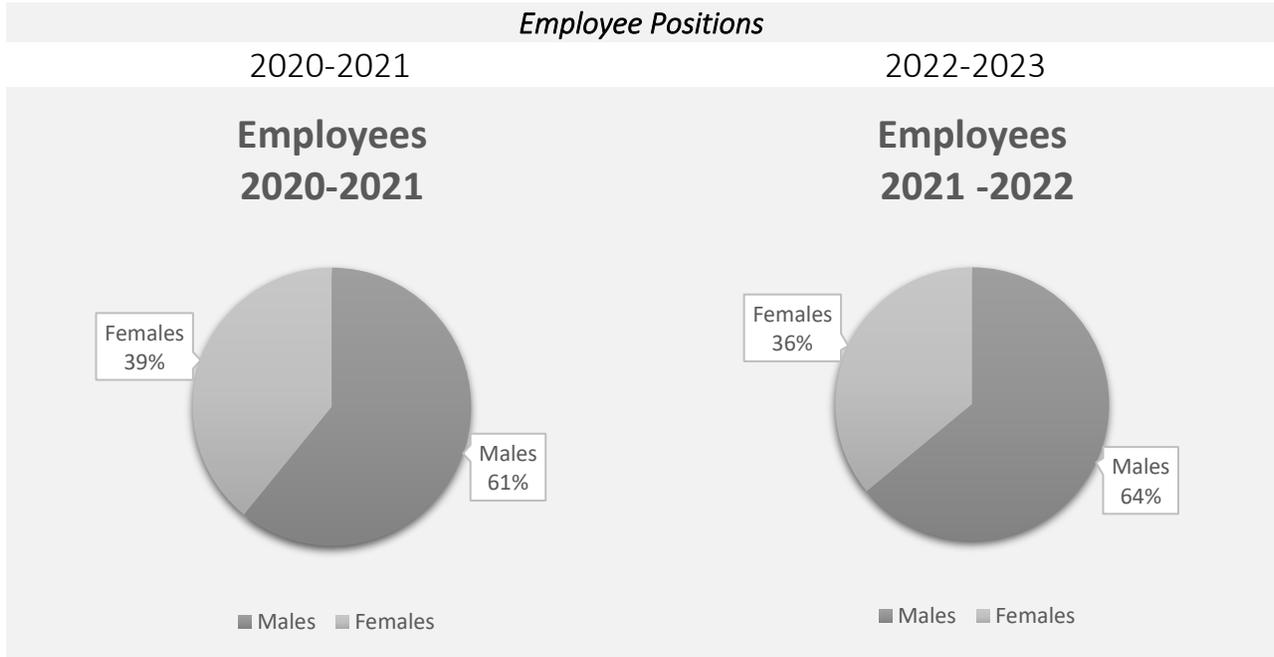
Superior Positions 2022-2023





VI. 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 718 male employees out of a total count of 1122.



VII. Special Women events

- *Faculty of Tourism and Hotel Management a Mother's Day*

The Faculty of Tourism and Hotel Management organized a Mother's Day celebration on Tuesday, March 22, 2022 from 1 pm to 2.30 pm in Room D609 of PUA's theoretical building. The event was opened with a speech delivered by Prof. Dr. Muhammad Nassar, faculty supervisor, where he thanked the female employees for their efforts throughout the year. Later, the mothers working in the faculty were honored for maintaining the cohesion of their families, taking care of their children, and standing against the challenges and difficulties.

URL: [Faculty of Tourism and Hotel Management a Mother's Day | Pharos University in Alexandria \(pua.edu.eg\)](https://pua.edu.eg)



- *Faculty of Engineering Visits a Nursing Home*

Within the framework of Pharos University's keenness to play its role in community service, the Community Service Committee of the Faculty of Engineering, in cooperation with the Student Activities Committee and the Khair Team Family, organized a visit to the Health Improvement Home in Al Ras Al-sawdaa on Sunday, March 27, 2022. The visit was under the supervision of the Activities Department, along with a number of Faculty students and Khair Team Family, with the supervision of Eng. Amr Mamdouh, Teaching Assistant, Department of Mechanical Engineering, Faculty of Engineering. The students celebrated with the home mothers on the occasion of Mother's Day. Further, memorial photos were taken in an atmosphere full of intimacy and affection, while observing all precautionary measures.



URL: <https://www.pua.edu.eg/faculty-of-engineering-visits-a-nursing-home/>

- *Inclusion of an Egyptian Scientist from Pharos University in Alexandria Scientists in the Updated Science Wide Author Databases of Standard Citation Indicators*

The name of Dr. Yousra El-Naggar, Associate professor of Pharmaceutics and Pharmaceutical Technology, has been included in the "Updated Science Wide Author Databases of Standard Citation Indicators" which is based on citation index and H-index, she has obtained her Ph.D. from Alexandria University, and currently is an associate professor in Pharos university in the field of pharmaceutical technology.

Dr. El- Naggar has published 39 research paper in her profession and these publications have received 1177 international citations, Her H- index is 20, according to Scopus database of Elsevier publication firm. Dr. El-Naggar was awarded several national and international awards and medals, the latest and most prestigious is "first class excellence medal from Egyptian presidency" in 2019.



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
11221	Garcia-Perez, Jose Vicente	Universitat Politècnica de València	esp	102	2004	2020	116113	646	13	6.97016	0	0	20	115	43	31
11222	Chen, Xu	Tianjin University	chn	285	1994	2020	116120	702	11	6.84167	0	0	33	116	164	42
11223	Reinhold-Hunek, Barbara	University of Bremen	deu	88	1992	2020	116121	574	12	5.98346	0	0	14	171	67	40
11224	Sun, Young	Chinese Academy of Sciences	chn	165	1999	2020	116125	724	13	5.758172	0	0	27	107	91	48
11225	Mckenna, D. D.	University of Memphis	usa	41	2001	2020	116126	497	9	4.046445	3	8	16	157	20	19
11226	Oikawa, K.	Tohoku University	jpn	208	1994	2020	116127	942	14	5.436183	0	0	41	143	67	27
11227	Rossi, Mauro	Consiglio Nazionale delle Ricerche	ita	87	2007	2020	116128	554	17	6.497619	0	0	14	78	30	21
11228	Dolara, Piero	Università degli Studi di Firenze	ita	230	1971	2016	116129	494	10	4.818996	5	10	47	60	141	22
11229	Chen, Wei Ning	South China University of Technology	chn	103	2005	2019	116130	722	15	6.99524	0	0	15	171	21	19
11230	El-Naggar, Yousra S. R.	Pharos University in Alexandria	egy	31	2009	2020	116131	289	10	5.416697	1	11	12	128	18	18
11231	Sadkot, Ruzana	Emory University School of Medicine	usa	123	1997	2020	116132	452	10	5.988716	6	3	34	96	70	28
11232	Henry, Gerard D.	ArkLaTex Urology	usa	63	2000	2020	116134	266	9	4.936464	1	16	24	106	39	16
11233	Lu, Minghua	Henan University	chn	87	2007	2020	116135	534	13	5.726587	1	5	17	66	29	14
11234	Jodoin, B.	University of Ottawa, Canada	can	107	1998	2020	116136	407	12	6.57619	2	7	10	30	63	25
11235	Amico, S. C.	Universidade Federal do Rio Grande	bra	215	1998	2020	116137	760	14	7.67619	2	0	14	42	142	50
11236	Ehde, D. M.	University of Queensland	aus	139	1991	2020	116138	679	12	6.575397	1	0	27	172	53	26
11237	Ragad, Tarik	Nottingham Trent University	gbg	27	2001	2020	116139	236	7	3.978288	2	67	10	87	19	13
11238	Powell, F. C.	University College Dublin	irl	142	1979	2019	116140	344	9	4.652381	14	18	58	55	117	25
11239	Roy, Krishnendu	Georgia Institute of Technology	usa	115	1996	2019	116142	695	15	6.546522	2	0	9	61	82	46

URL: <https://www.pua.edu.eg/inclusion-of-an-egyptian-scientist-from-pharos-university-in-alexandria-scientists-in-the-updated-science-wide-author-databases-of-standard-citation-indicators/>



VIII. Women Mentoring Schemes

Pharos university is supporting students and staff members through various training programs and Skill set to improve their self-sustain of personal and academic development paths through two departments inside Pharos Institution.

Educational Development Center:

The Education Development Center (EDC) at Pharos University in Alexandria is an academic center concerned with the continuing development of its staff members' skills and understanding in key areas of teaching, learning, assessment and quality assurance. The EDC's main goal is to promote and enhance students' engagement in the learning process and to create an interactive learner-centered atmosphere that ensures the ongoing improvement of students' performance and skills. The Objectives of the **EDC** are:

- Creating a positive learning environment within the institution, in which teaching and learning methods can flourish.
- Helping and encouraging educators to shape and develop their teaching in response to the needs of their learners, their institution, and local and national priorities.
- Meeting the needs of new instructors, trainers and tutors to engage them with confidence, into positive effective roles in education.
- Assisting in the design and implementation of courses curriculum and training programs;
- Assessing students' satisfaction with the educational process and accordingly, the renewal of the faculty educational strategic plan.
- Designing educational activities that advance staff members professional knowledge and skills pertaining to a high-quality educational environment.
- Coordinating the center activities with the activities of other university centers, units and departments to enhance the quality of educational process.

2021-2022				
Faculty	Males Staff Members	Females Staff Members	Total Staff Members	Ratio Male: Female
<i>Pharmacy and Drug Manufacturing</i>	12	46	58	1:3.8
<i>Dentistry</i>	16	24	40	1:1.5
<i>Engineering</i>	22	32	54	1:1.45
<i>Financial and Administrative</i>	3	5	8	1:1.66
<i>Languages and Translation</i>	2	5	7	1:2.5
<i>Legal Studies and International Relations</i>	7	0	7	7:0
<i>Tourism and Hotel Management</i>	4	2	6	1:0.5
<i>Mass Communication</i>	7	3	10	1:0.42
<i>Arts and Design</i>	2	30	32	1:15
<i>Applied Health Sciences Technology</i>	14	20	34	1:1.42
<i>Physical Therapy</i>	7	15	22	1:2.14
<i>Artificial Intelligence</i>	3	2	5	1:0.66
Total	99	184	283	1:1.85

Table 6.A. The Count of Teaching staff members whom attended course for educational and personal Development



2021-2022				
Faculty	Males TA Members	Females TA Members	Total TA's Members	Ratio Male: Female
Pharmacy and Drug Manufacturing	4	48	52	1:12
Dentistry	14	33	47	1:2.35
Engineering	22	39	61	1:1.77
Financial and Administrative	1	10	11	1:0.1
Languages and Translation	0	22	22	0:22
Legal Studies and International Relations	7	5	12	1:0.71
Tourism and Hotel Management	5	2	7	1:0.4
Mass Communication	2	13	15	1:6.5
Arts and Design	3	25	28	1:8.3
Applied Health Sciences Technology	6	22	28	1:3.66
Physical Therapy	11	15	26	1:1.36
Artificial Intelligence	1	6	7	1:6
Total	76	243	319	1:3.19

Table 6.B. The Count of Teaching Assistants members whom attended course for educational and personal Development

The Career Development and Entrepreneurship Center (CDEC)

The career development and entrepreneurship center at Pharos University in Alexandria is committed to provide a solid foundation of career development principles, professional career guidance and employment services to students, alumni and employers through a centralized, comprehensive program.

Number of Students joining Career Development and Entrepreneurship Center:

Academic Year	Males	Females	Total
2020-2021	174	670	844
2021-2022	195	409	604
Total	369	1079	

Table 7.A. The Count of Students members whom are joined to career and development entrepreneurship center (CDEC)

Number of Students and Staff Members and outsiders joining Career Development and Entrepreneurship Club:

Club Members	
Number of Students that their membership has registered to the club	193
Number of Students Family Members	24
Number of Staff and Teaching assistants that had been registered to the Club	22
Number of Employees that had been registered to the club	15
Number of beneficiaries from club activities	
Number of Teaching Staff members and teaching assistant members that had been trained	36
Number Students that had been trained	1180
Number of Male students that had been participated with the club activities	445
Number of Female Students had been participated with the club activities	735
Competitions	
Number of Students participated in the university's internal Competitions	103
Number of Students participated in Local Egyptian Competitions	42
Number of Students participated International Competitions	28
Number of beneficiaries from outside of Pharos University	
Valley of Science and Technology in Zewail City	13
Alexandria Higher Institute of Engineering and Technology	8
University Of Sadat City	20

Table 7.B. The Count of Students and Staff members whom registered to career and development entrepreneurship Club



Entrepreneur fair in December 2021

Number of Participating Projects in Entrepreneur fair in December 2021

23 projects

The number of Entrepreneur participated in the entrepreneur Fair Knowing that there are many entrepreneurs has more than one project:

Males	Females
5	23

The number of **Students** Entrepreneur participated in the entrepreneur Fair Knowing that there are many entrepreneurs has more than one project:

Males	Females
2	9

The number of **Graduate Students** Entrepreneur participated in the entrepreneur Fair Knowing that there are many entrepreneurs has more than one project:

Males	Females
3	14

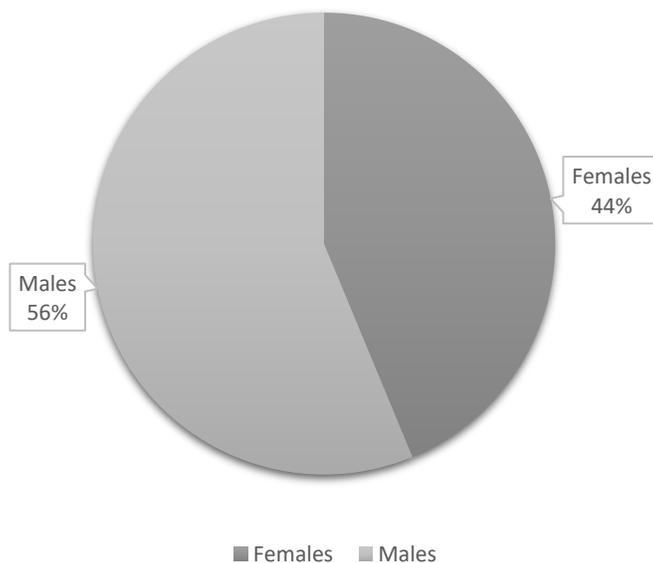


IX. Scholarships

Pharos University offers a number of scholarships every year to enable students continuing their higher education and give access to women to empower in their career. This year 2023 Pharos Offered 32 Scholarship for students and the most of scholarships were awarded at medical sciences and Engineering.

<i>Faculty</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
<i>Pharmacy and Drug Manufacturing</i>	5	3	8
<i>Dentistry</i>	6	2	8
<i>Engineering</i>	4	2	6
<i>Financial and Administrative Sciences</i>			0
<i>Languages and Translation</i>			0
<i>Legal Studies</i>			0
<i>Tourism and Hotel Management</i>			0
<i>Physical Therapy</i>	3	7	10
<i>Mass Communication</i>			0
<i>Applied Health Sciences Technology</i>			0
<i>Arts and Design</i>			0
Total	18	14	32

**Scholarship awarded for undergraduate
in 2022-2023**





Conclusions

1. Women are well presented in all disciplines of the University. They have equal rights and foot 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 workplaces with equal rights to men according to the Women national bylaws (Appendix) <https://www.pua.edu.eg/wpcontent/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 with the annual track measure of the pay scale equity.



Appendix 1

<i>Registered Students in the First Academic (Freshmen) per Year- 2006-2023</i>				
<i>Year</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males to Females Ratio</i>
2006-2007	335	323	658	1:0.96
2007-2008	488	407	895	1:0.83
2008-2009	532	507	1039	1:0.95
2009-2010	555	540	1095	1:0.97
2010-2011	235	164	399	1:0.7
2011-2012	676	809	1485	1:1.2
2012-2013	860	901	1761	1:1.05
2013-2014	928	979	1907	1:1.05
2014-2015	685	1300	1985	1:1.9
2015-2016	1181	1392	2573	1:1.18
2016-2017	1359	1458	2817	1:1.07
2017-2018	1505	1550	3055	1:1.03
2018-2019	1487	1507	2994	1:1.01
2019-2020	1169	1234	2403	1:1.06
2020-2021	1228	1261	2489	1:1.03
2021-2022	1261	1228	2489	1:1.02
2022-2023	1396	1265	2661	1:0.91



Appendix 2

Policy Statements

Item 1 Working and learning environment

Creating a working and learning environment that respects the dignity and rights of all staff and students, and where individuals would realize their full potential. In this context Pharos University has issued a non-smoking policy in its premises.

The objective of this statement is promoting an environment and culture in which bullying, and harassment are unacceptable.

The University regards any incident of harassment or bullying as a serious crime and will respond promptly and sensitively to formal complaints and where appropriate take disciplinary action, including dismissal or expulsion from the University.

Item 2. Academic standards and integrity

Item 2.1. Integrate the goals of equitable access and successful participation for all learners and develop specific objectives and strategies for achieving excellence.

The objective of this statement is Implementation of basing judgments concerning the admission, education, and employment of individuals upon their qualifications and abilities by: (a) Fully adhering to and applying the principle of fairness in all dealings and interactions with members of the academic community; b) Establishing clear standards, practices and monitoring procedures concerning hiring, promotion, and dismissal.

The university regards any action of unfair judgement as a serious action and will take legal actions according to affirmative action under national laws and regulations

Item 2.2. Upholding of academic integrity and independence based on the principle of the honesty and openness.

The objective of this statement is avoiding fraud of any kind, including plagiarism, dissemination of knowledge free from internal institutional censorship and from all external pressures from social movements, lobbies, and groups that compromise or threaten this principle, deliberate fabrication or falsification of data, unauthorized duplication, piracy of thesis, reports or projects, and the use of ghost writers and unwarranted co-authorship

The university regards any action of fraud, including plagiarism as a serious matter and will take the legal actions according to university code of ethics.

Item 2.3. Fair management of intellectual property rights and facilitating and rewarding implementation of the principles of open access.

The objective of this statement is putting in place a clear, comprehensive and fair legal framework to regulate intellectual property rights and to prevent internal and external abuses.

Unfair actions and internal and/or external abuses will cause serious counteractions from the university administration that may lead to dismissal or expulsion from the University.



Item 2.4. Strict keenness on the integrity of the teacher-student relationship and protection of the pedagogical relationship between teacher and student from influences or activities that can interfere with learning and personal development.

The objective of this statement is the integrity of the teacher-student relationship is the foundation of the University's educational mission. This relationship vests considerable trust in the teacher, who, in turn, bears authority and accountability as a mentor, educator, and evaluator.

The university regards any incident of unequal institutional power inherent in this relationship as interfering with personal development of the students and heightens vulnerability of the student and the potential for coercion. The university will act seriously accordingly

Item 3. Quality education

Providing high quality education to undergraduate and postgraduate students and follow the university code of ethics with academic integrity and ethical conduct of research, free and open dissemination of knowledge, and solidarity with and fair treatment of international partners.

The objective of this statement is putting in place clear and transparent internal mechanisms for quality enhancement and disseminating information regularly on performance and achievements both internally and externally to the wider community

Violating the quality standards set by the university will be counteracted by serious consequences, including dismissal or expulsion from the University.

Item 4. Conflict of Interest

Seeking the highest standards of openness, probity and accountability, and conduct of affairs in a responsible manner.

The objective of this statement is to prevent bribery and other improper conduct, e.g., a conduct that create suspicion of any conflict between official duty and private interest, actions influenced by a benefit, or actions that induce or reward someone to perform a role or function improperly.

The University regards any incident of bribery and improper conduct as a serious matter and will respond promptly and take disciplinary action, including dismissal or expulsion from the University.

Item 5. Gender equality

Shaping a gender equality policy with favorable stand for gender equality regarding pay scale equity, and gender pay gaps, and encouragement of women, that provides equal access for female students to achieve full access to academic excellence and compatible aspects of quality higher education

The objective of this statement is adhering to the gender equality, with no discrimination what's so ever in admissions, educational programs, workspace or employment on account of gender, race, color, religion, age, disability, national or ethnic origin. Refer to women bylaws in Appendix

The university regards any action of discrimination as lawbreaking, and will take legal actions according to affirmative action under national laws and regulations



Item 5.1 The University is committed to providing a safe environment for all its employees free from discrimination on any ground and from harassment at work including sexual harassment.

Item 5.2 The University will operate a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment.

Any person found to have sexually harassed another will face disciplinary action, up to and including dismissal from employment. All complaints of sexual harassment will be taken seriously and treated with respect and in confidence. No one will be victimized for making such a complaint.

Item 5.3 sexual harassment can be dealt with through the normal university's complaints procedure, University is increasingly adopting specific complaints procedures to deal with sexual harassment to respond better to the needs of victims and to ensure that investigations are carried out properly.

Through the following Url: <https://complaints.pua.edu.eg/Account/Login?ReturnUrl=%2F>

Individuals who deal with sexual harassment complaints should be trained specifically on this issue and on the nature of sexual harassment. Further, victims of sexual harassment may want to resolve the matter in different ways. Some may be happy with an informal resolution and for the matter to stop, others may want more formal measures. In addition, informal resolution mechanisms may be inappropriate where the allegation is serious or where the harasser is also the victim's supervisor. It is important that the university complaints procedures reflect these different needs and ways of resolving conflict.

Item 6. Fairness

Item 6.1. Commitment to equivalent rights of workers and leveled-pay scale equity to all staff and faculty in accordance with the living wages, and with no forced labor, no modern slavery nor child labor, with complete recognition of unions and labor rights including women.

The objective of this statement is to implement a fair employment practice, equivalent rights of workers (including outsourcing) and ensuring that all complaints and appeals on employee rights are heard and dealt with fairly and in a timely and transparent manner with no discrimination in workspace based on religion, originality, gender or age.

The university regards any action of discrimination as lawbreaking and will take legal actions according to affirmative action under the university code of ethics and national law of labor.

Item 6.2. Institutionalization of staff and students with disabilities and avoiding discrimination and prejudice which prevents accessing education on equal terms for others.

The objective of this statement is being compliant with the human rights laws that seek placing obligations to respect, protect, and fulfil the right to education to students with disabilities, through the implementation of 'inclusive education'.



Discrimination of students with disabilities rights to education and their inclusive education will be faced by serious consequences from the university administration and may lead to dismissal or expulsion.

Item 7. Transformation to sustainability.

Commitment to pursuing sustainable development within and through the university and to reassessing higher education and its role in the transition to more sustainable societies and building synergies and collaboration in the search for effective and innovative approaches to solving today's as well as future sustainable development challenges. The university as a body initiate in conferences and cross-sectoral dialogue and involve stakeholders and NGOs about SDGs.

The objective of this statement is Commitment to offering an open, interactive and collaborative forum for discussion and action, to raise awareness and advocate for changes needed changes in higher education to best serve the goals of sustainable development, (SDGs) as well as building international linkages and cooperation on the basis of core values of academic freedom, institutional autonomy and related local and global responsibilities to society.

Being uncompliant with the commitment to pursue sustainable development issue will be regarded as interfering with personal development of the students, and the university administration will act accordingly

Item 8. Internationalization of Higher education

Affirming Academic Values in Internationalization of Higher Education.

The objective of this statement is to seek the substantial benefits of the internationalization of Higher education. Benefits of Internationalization include international collaboration and publication on SDGS

The university draws the attention to potentially unintended consequences, with a view to alerting the need to act to ensure that the outcomes of internationalization are positive and of reciprocal benefit to the university and the countries concerned.

Endorsement

Prof. Mahmoud Mohy El Din

Pharos University President

Policies reviewed updated and accepted in 2022 and inclined with the strategic plan 2021-2025



Appendix 3

Women Bylaws to Support their Participation at Work

According to the law 12 for the year 2003 submitted by law of labor and the bylaws of Pharos University the following policy was set:

1. The rules of labor are applied with no women discrimination (item 88 of the law 12 for the year 2003).
2. Women are not to work between 7pm and 7am to ensure fulfilling her domestic responsibilities outside working time (item 88 of the law 12 for the year 2003).
3. Women are not to work in any job that would expose her to any harmful actions healthily or ethically or any type of hard work that is indicated in item 90 of law 12 for the year 2003.
4. For pregnant woman who already spent 10 months in duty at the University, she has the right for 90 days maternity leave with full salary provided that a medical/health certificate is provided. The maternity leave will not be given more than twice during the total work period (item 91 of law 12 for the year 2003).
5. For the following two years after maternity leave, the working women have the right of having rest periods per day (each for ½ hour) for baby feeding during the working time. She also has the right to combine the two rest periods and have one full hour per day. The full salary still applies (item 93 of law 21 for the year 2003).
6. The working women has the right to obtain a sabbatical leave (without salary) for two consecutive years after delivery for baby care. This can be repeated only twice during the total work period.
7. For institution having more than 100 working women in one premise, to establish a nursery for baby care of women working in this institution. This should abide with the rules and situations set by the minister in charge (item 96 of law 12 for the year 2003).
8. These bylaws should be available at the University boards in visible areas (item 95 of law 21 for the year 2003).
9. For all sectors and administrative departments to abide to this law.