

THE Impact Ranking SDG5 Report

5



**GENDER
EQUALITY**



SDG 5 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 place of women, motherhood and childhood. (Article 11, Page 13).

According to the national constitution Article 11: The place of women, motherhood and childhood

(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 different departments and are analyzed interpreted and presented by the author of this report.

Tables

Table No.	Caption	Page
1. A	The Count of Students of the first year from 2020-2021 classified as Females and Males and associated ratio till 2021-2022	6
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	7
1.C	Chart shows the gender equality of the students of the first degree in Medical Sciences, STEM, and Arts, Humanities and Social Studies	8
1. D	Gender of Students in The First Degree in Medical Sciences and Associated Ratio in 2021 – 2022	8
1. E	Gender of Students in The First Degree in Medical Sciences and Associated Ratio in 2022-2023	8
1. F	Gender of Students in The First Degree in STEM and Associated Ratio in 2021 – 2022	9
1. G	Gender of Students in The First Degree in STEM and Associated Ratio in 2022 – 2023	9
1. H	Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2020 – 2021	10
1. I	Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2022-2023	10
2. A	The Count of Graduates of Pharos University for the year 2020-2021, 2021-2022 classified as Males and Females per Faculty and Associated Ratio.	11
3. A	The Females to male's ratio of the total number of postgraduate students 2022-2023 in each university is provided in the following Table.	12
4. A	Total count of Staff Members (Full Time) in each of the 12 Faculties classified as Males & Females and Associated Ratio in 2021 – 2022 and 2022– 2023	13
4. B	Total Count of Assistant Staff (full Time) in each of the 12 Faculties classified as Males & Females and Associated Ratio in 2021 – 2022 and 2022– 2023	14
4. C	The Count of Adjunct professors (Part time) staff members, Assistant Staff and FreeLancer members classified as Females and Males and Associated Ratio	15
5. A	The Count of Superior Positions Staff members at the Faculty and University Council	16
6.A.	The Count of Teaching staff members whom attended course for educational and personal Development	22
7.A	The Count of Students members whom are joined to career and development entrepreneurship center (CDEC)	23
7.B	The Count of Students and Staff members whom registered to career and development entrepreneurship Club	23

I. Students

About 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 male and females in all cases. Data is provided in Appendix 1. Table 1a shows 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.

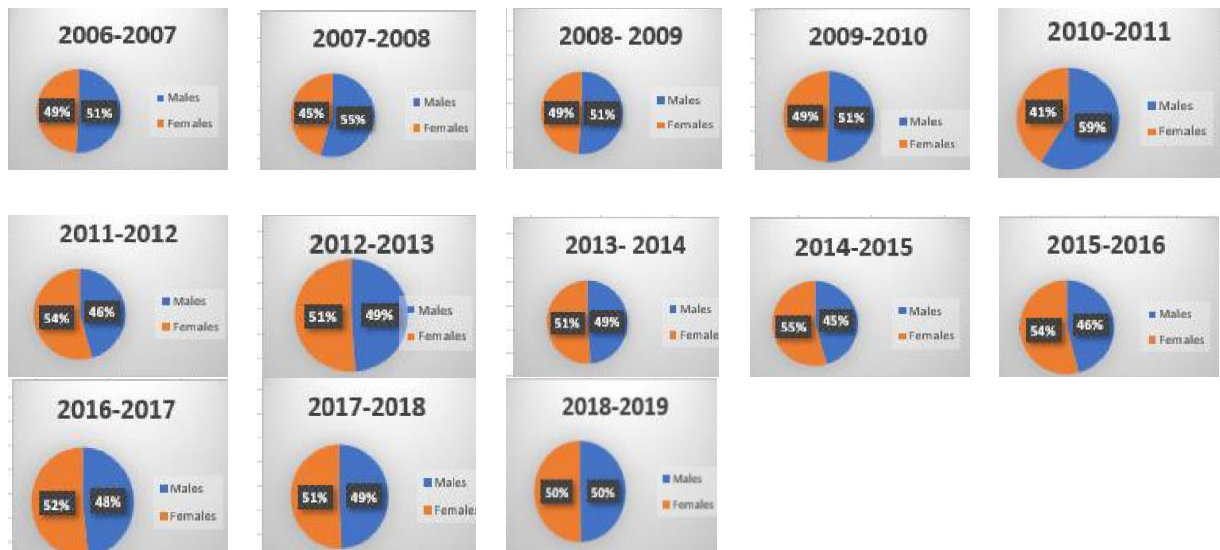


Figure 1. Percentage of Male and Female Students at Pharos University Students since Its Start In 2006 Till 2019

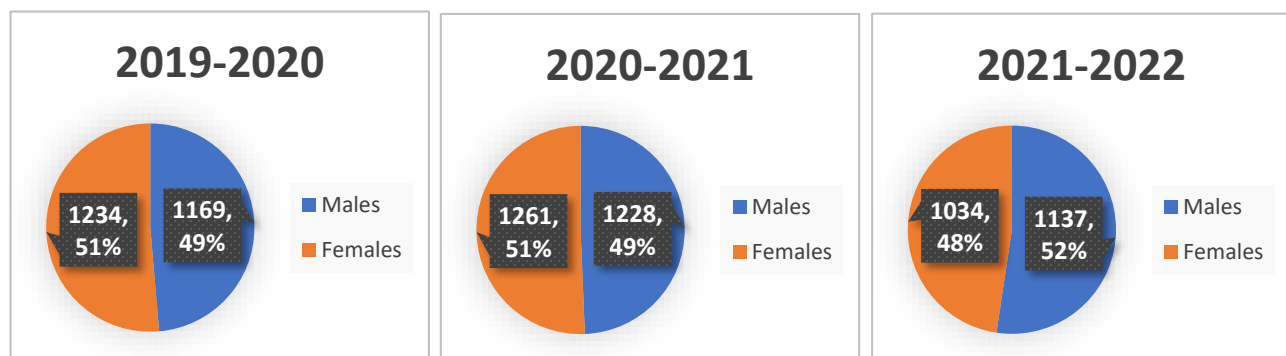
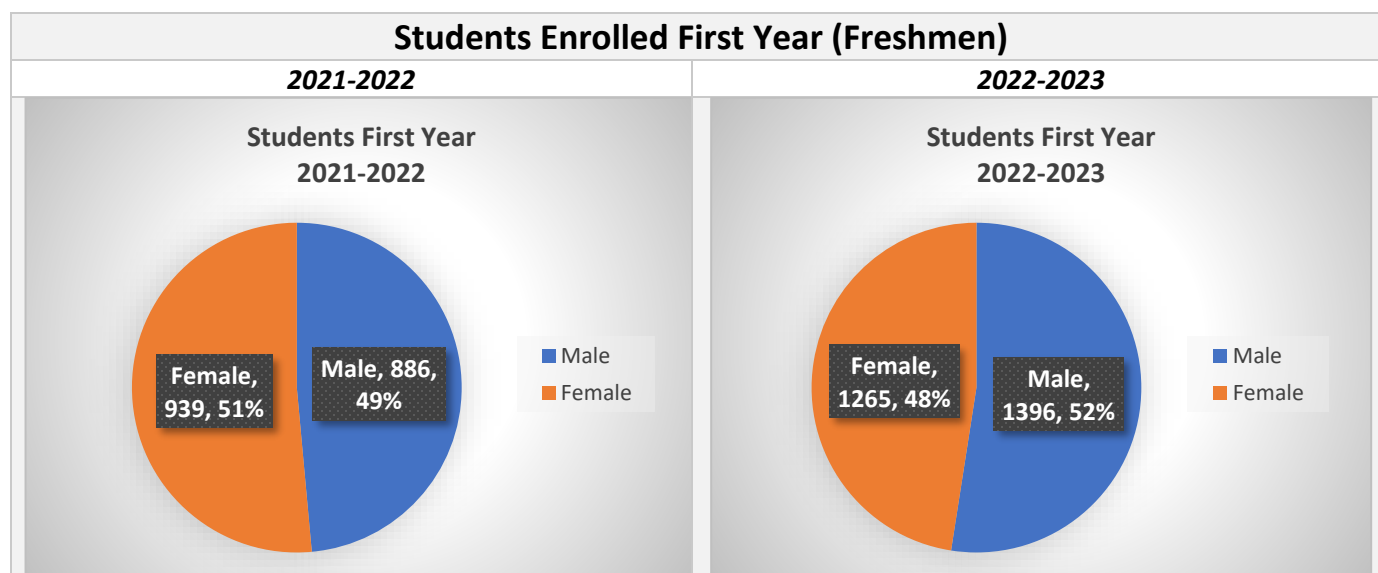


Figure 2. Percentage of Male and Female Students at Pharos University Students in the last three years

	2021 - 2022				2022 - 2023			
Faculty	Male	Female	Total Count	Ratio Male: Female	Male	Female	Total	Ratio Male: Female
<i>Pharmacy and Drug Manufacturing</i>	33	62	95	1:1.88	164	213	377	1:1.3
<i>Dentistry</i>	187	153	340	1:0.82	144	98	242	1:0.68
<i>Engineering</i>	112	29	141	1:0.26	147	43	190	1:0.29
<i>Financial and Administrative Sciences</i>	44	38	82	1:0.86	79	38	117	1:0.48
<i>Languages and Translation</i>	27	125	152	1:4.63	64	175	239	1:2.73
<i>Legal Studies</i>	142	31	173	1:0.22	226	46	272	1:0.2
<i>Tourism and Hotel Management</i>	16	27	43	1:1.69	24	12	36	1:0.5
<i>Physical Therapy</i>	134	158	292	1:1.18	187	192	379	1:1.03
<i>Mass Communication</i>	12	49	61	1:4.08	33	50	83	1:1.52
<i>Applied Health Sciences Technology</i>	47	81	128	1:1.72	77	133	210	1:1.73
<i>Arts and Design</i>	35	137	172	1:3.91	43	170	213	1:3.95
<i>Computer Science and Artificial Intelligence</i>	97	49	146	1:0.51	208	95	303	1:0.46
Total	886	939	1825	1:1.06	1396	1265	2661	1:0.91

Table 1.A The Count of Students of the first year from 2021-2022 classified as Females and Males and associated ratio till 2022-2023





Non-Egyptian Students for academic Year 2022 - 2023

Number of Incoming non-Egyptian students Females	Number of Incoming non-Egyptian students Females	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



The number of Students in Starting a Degree in *Medical Sciences* in 2021 - 2022

Medical Studies	Females	Males	Total	Ratio
Pharmacy	62	33	95	1:1.88
Dentistry	153	187	340	1:0.82
Physical Therapy	158	134	292	1:1.18
Applied health Sciences Technology	81	47	128	1:1.72
Total	454	401	855	1:1.13

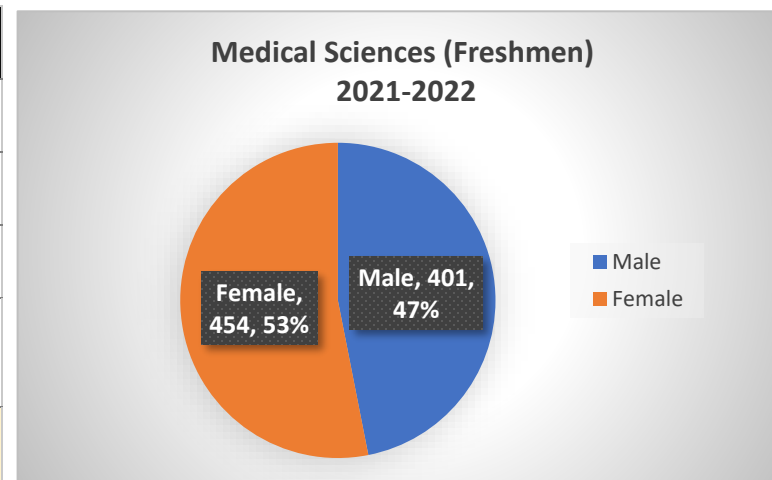


Table 1.D. Gender of Students in the First Degree in Medical Sciences and Associated Ratio in 2021 – 2022

The number of Students in Starting a Degree in *Medical Sciences* in 2022 - 2023

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

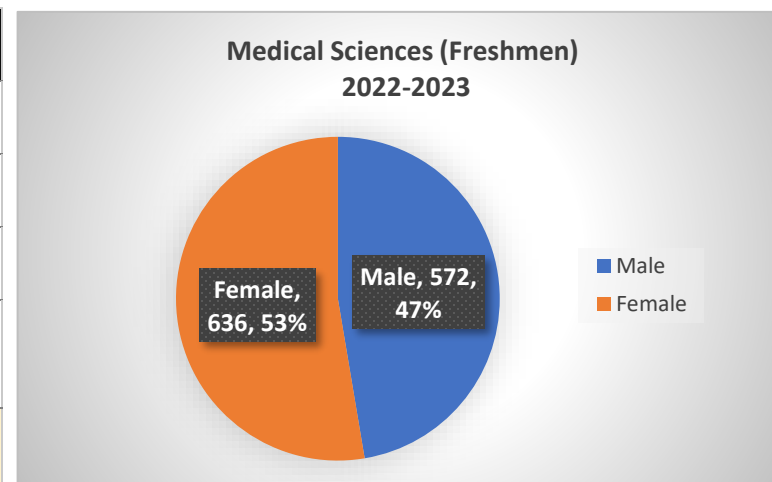


Table 1.E. Gender of Students in the First Degree in Medical Sciences and Associated Ratio in 2022 - 2023



The number of Students in Starting a Degree in *STEM* in 2021 - 2022

Medical Studies	Females	Males	Total	Ratio
Engineering	29	112	141	1:0.26
Artificial Intelligence				
Total	29	112	141	1:0.26

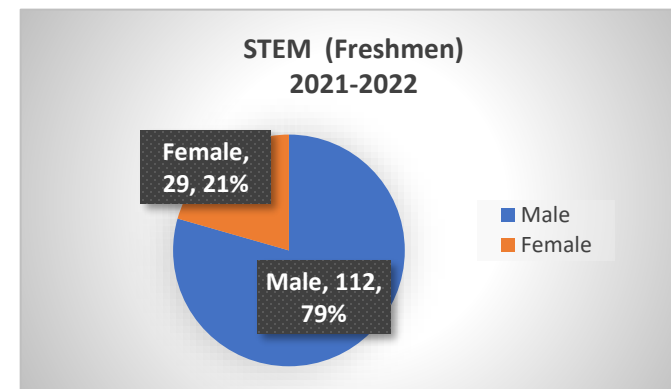


Table 1.F. Gender of Students in The First Degree in STEM and Associated Ratio in 2021 – 2022

The number of Students in Starting a Degree in *STEM* in 2022 - 2023

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

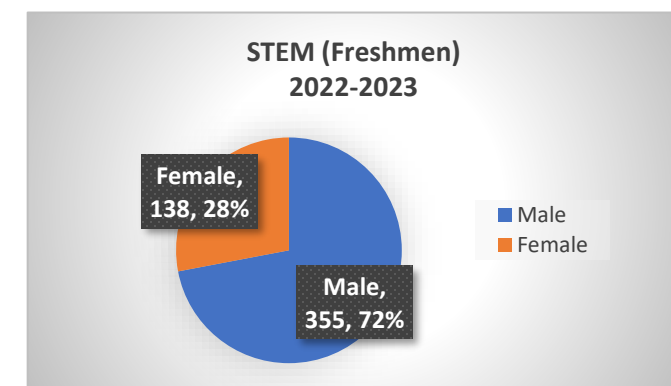


Table 1.G. Gender of Students in The First Degree in STEM and Associated Ratio in 2022 – 2023



The number of Students in Starting a Degree in Arts and Humanities and Social Sciences in 2021 - 2022

Medical Studies	Females	Males	Total	Ratio
Financial and Administrative Sciences	38	44	82	1:0.86
Languages and Translation	125	27	152	1:4.63
Legal Studies	31	142	173	1:0.22
Tourism and Hotel Management	29	28	57	1:1.04
Mass Communication	49	12	61	1:4.08
Arts and Design	137	35	172	1:3.91
Total	409	288	697	1:1.42

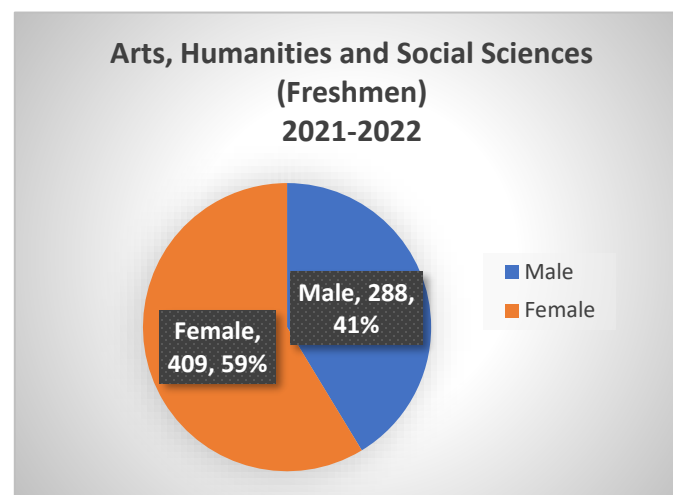


Table 1.H. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2021 – 2022

The number of Students in Starting a Degree in Arts and Humanities and Social Sciences in 2022 - 2023

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

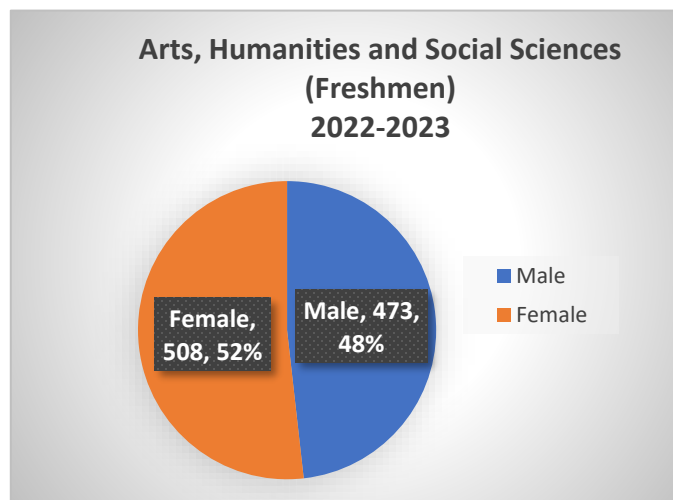


Table 1.I. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2022-2023

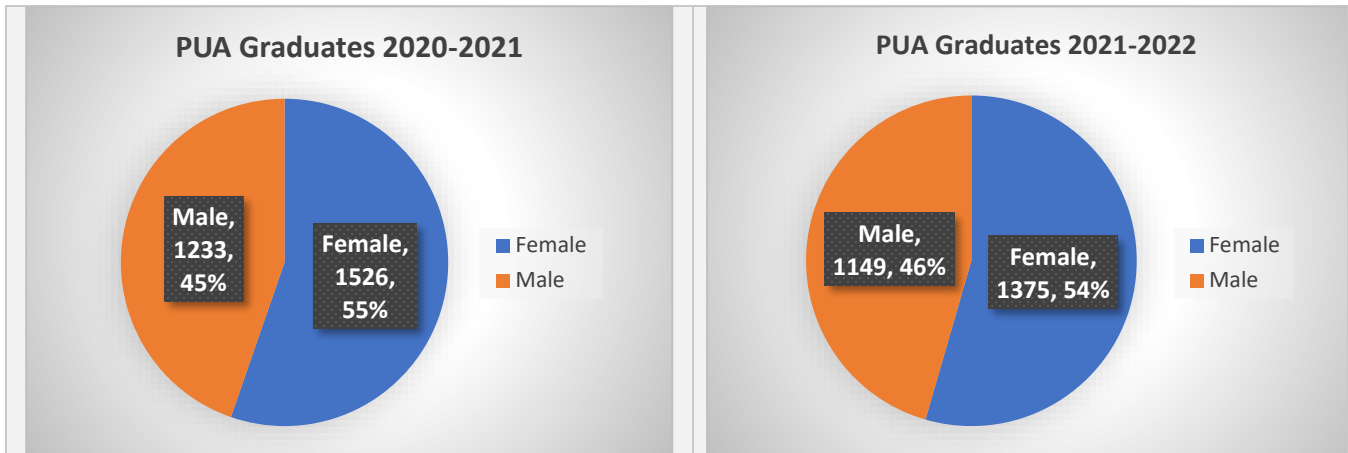
II. Graduates

The graduates of Pharos University for the year 2020-2021 and 2021-2022 (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.

	2020-2021				2021-2022			
FACULTY	Total	Male s	Female s	Ratio Females/ Males	Total	Male s	Female s	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	1:1.2
ENGINEERING	309	240	69	1:3.48	366	274	92	1:3.01
FINANCIAL AND ADMINISTRATIVE SCIENCES	83	50	33	1:1.52	93	57	37	1:1.54
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	1:2.1
TOURISM AND HOTEL MANAGEMENT	45	18	27	1:0.67	83	34	49	1:0.67
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	1:0.59
APPLIED HEALTH SCIENCES TECHNOLOGY	483	206	277	1:0.74	89	55	37	1:1.62
ARTS AND DESIGN	272	76	196	1:0.39	330	76	243	1:0.28
Total number of Graduates	2759	1233	1526	1:0.81	2531	1149	1375	1:0.84

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

Graduates	
2020-2021	2021-2022

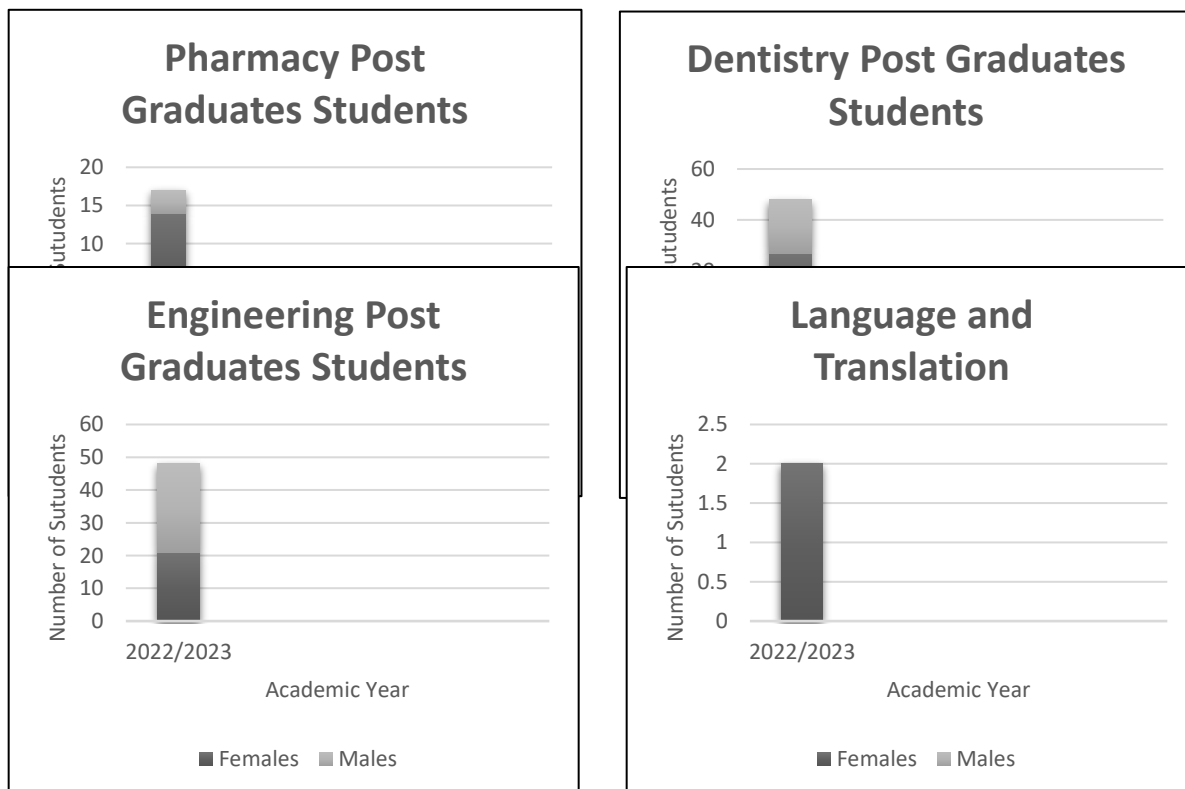


III. Postgraduates

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.

Faculty	Female to Male Ratio
Pharmacy	1:4.7
Dentistry	1:0.6
Engineering	1:1.3
Language and Translation	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.



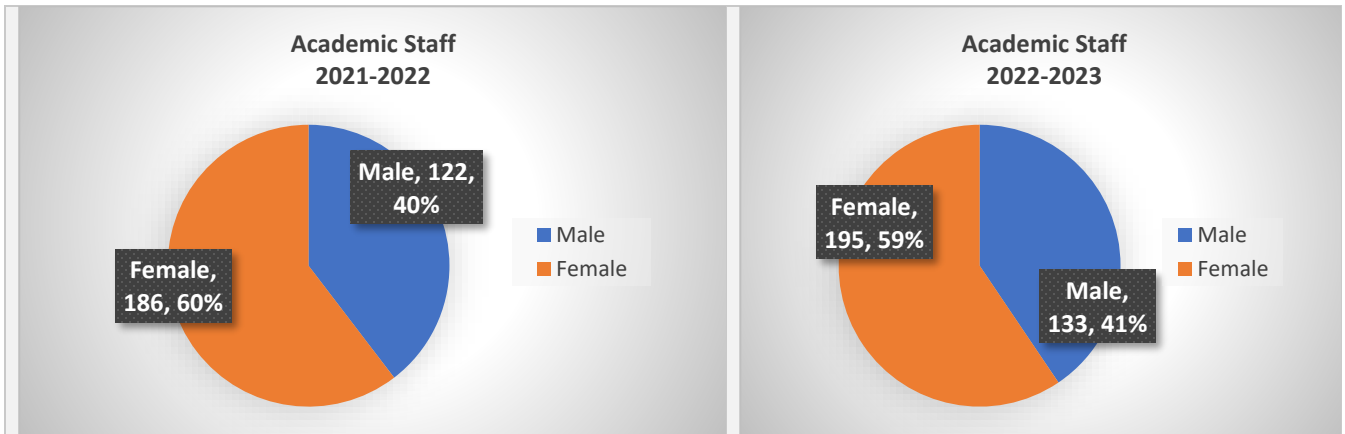
IV. Academic Staff

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.

	2021-2022				2022-2023			
FACULTY	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females / Males
<i>PHARMACY AND DRUG MANUFACTURING</i>	61	13	48	1:0.27	55	13	42	1:0.31
<i>DENTISTRY</i>	54	24	30	1:0.8	55	25	30	1:0.83
<i>ENGINEERING</i>	57	27	30	1:0.9	62	32	30	1:1.07
<i>FINANCIAL AND ADMINISTRATIVE</i>	8	5	3	1:1.67	10	5	5	1:1
<i>LANGUAGES AND TRANSLATION</i>	13	4	9	1:0.44	13	6	7	1:0.86
<i>LEGAL STUDIES AND INTERNATIONAL RELATIONS</i>	8	8	0	-	10	10	0	-
<i>TOURISM AND HOTEL MANAGEMENT</i>	7	5	2	1:2.5	9	7	2	1:3.5
<i>MASS COMMUNICATION</i>	19	7	12	1:3.5	11	6	5	1:1.2
<i>ARTS AND DESIGN</i>	31	2	29	1:0.07	36	2	34	1:0.06
<i>APPLIED HEALTH SCIENCES TECHNOLOGY</i>	9	7	2	1:0.79	33	12	21	1:0.57
<i>PHYSICAL THERAPY</i>	34	15	19	1:0.58	26	10	16	1:0.63
<i>ARTIFICIAL INTELLIGENCE</i>	7	5	2	1:2.5	8	5	3	1:1.67
TOTAL NUMBER OF ACADEMIC STAFF	308	122	186	1:0.66	328	133	195	1:0.68

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

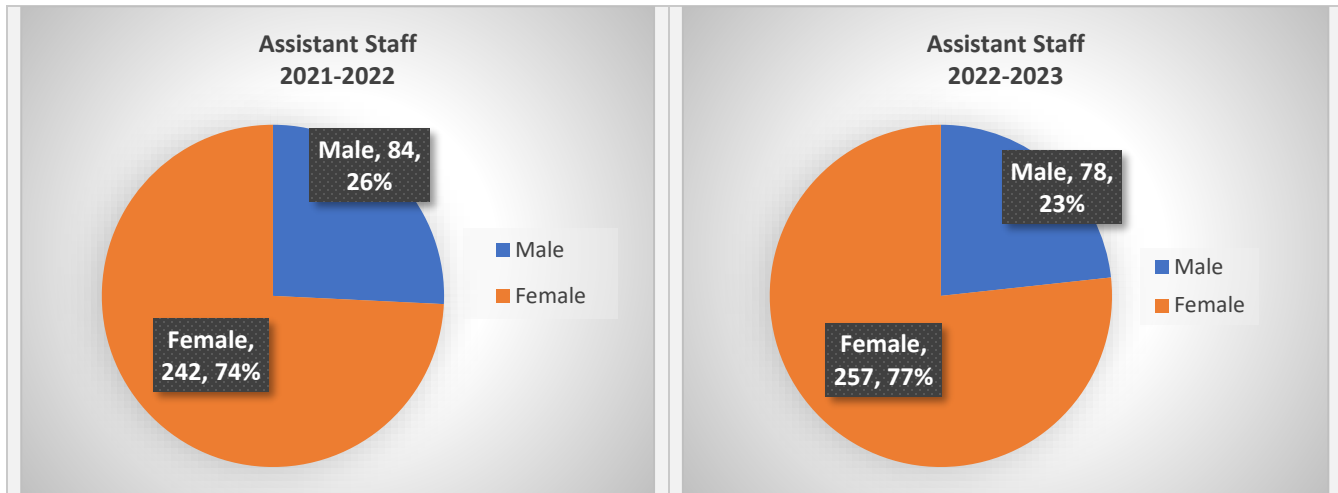
ACADEMIC STAFF	
2021-2022	2022-2023



	2021-2022				2022-2023			
Faculty	Total	Males	Females	Ratio Females/Males	Total	Males	Females	Ratio Females/Males
Pharmacy and Drug Manufacturing	58	7	51	1:0.14	44	4	40	1:0.1
Dentistry	41	15	26	1:0.58	51	13	38	1:0.34
Engineering	69	25	44	1:0.57	62	24	38	1:0.63
Financial and Administrative	11	1	10	1:0.1	10	2	8	1:0.25
Languages and Translation	23	1	22	1:0.05	24	1	23	1:0.04
Legal Studies and International Relations	12	7	5	1:1.4	11	6	5	1:1.2
Tourism and Hotel Management	7	5	2	1:2.5	8	4	4	1:1.1
Mass Communication	13	2	11	1:0.18	15	2	13	1:0.4
Arts and Design	31	2	29	1:0.07	34	2	32	1:0.15
Applied Health Sciences Technology	25	6	19	1:0.32	24	6	18	1:0.33
Physical Therapy	35	13	22	1:0.59	42	12	30	1:0.06
Artificial Intelligence	1	0	1	1:0	10	2	8	1:0.25
Total Number of Assistant Staff	326	84	242	1:0.35	335	78	257	1:0.3

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

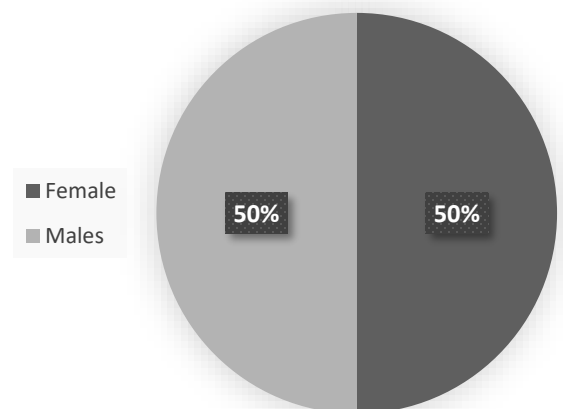
ASSISTANT STAFF	
2021-2022	2022-2023



	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	7.3	11.3	4.6	17.6	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



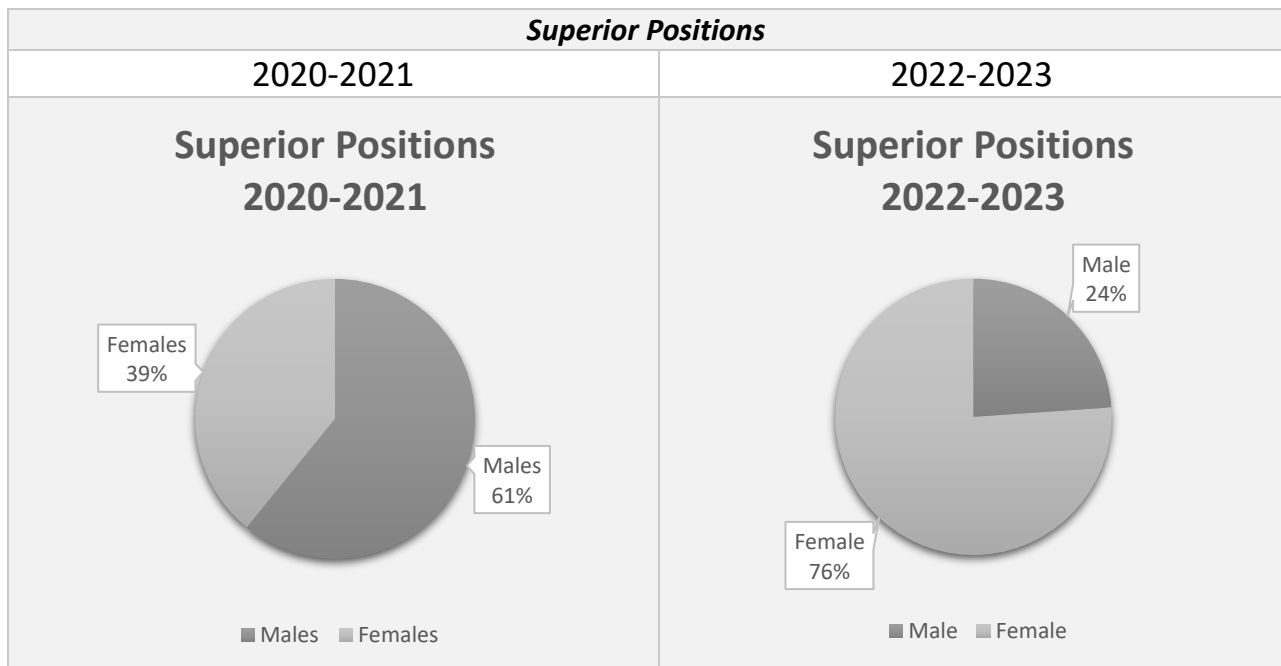
Total Adjunct Staff (2020-2021) = 230

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.

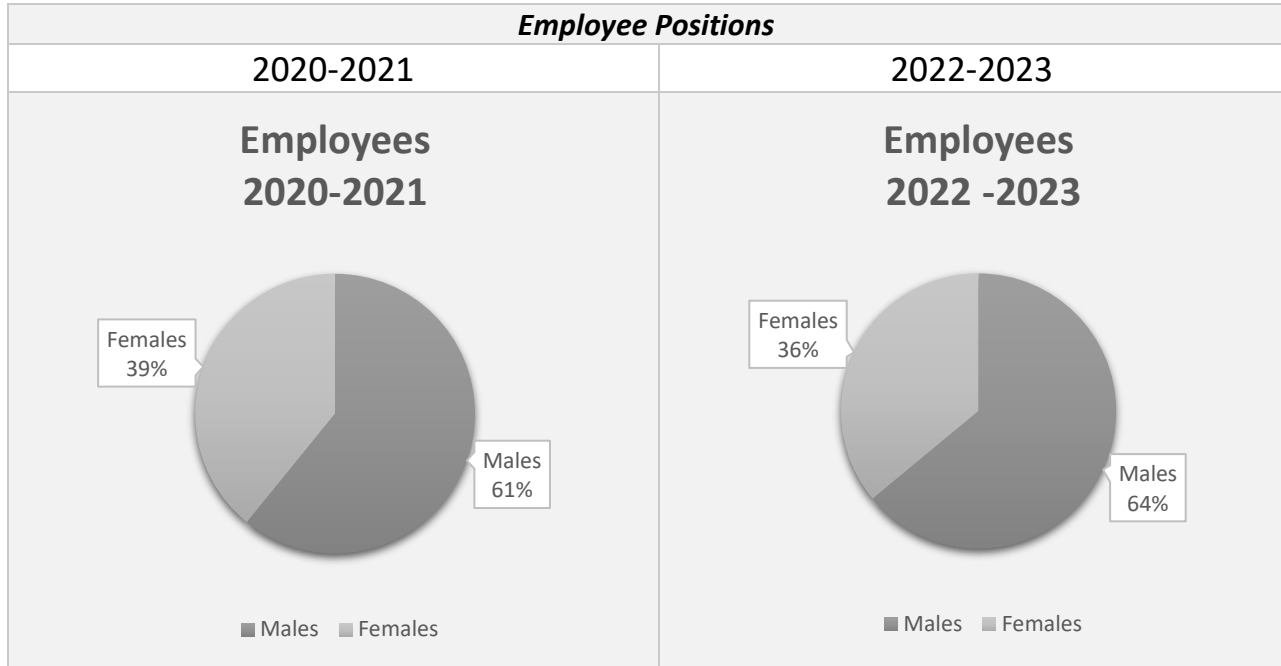
2020-2021					2022-2023			
Position	Males	Females	Total	Ratio Male: Female	Males	Females	Total	Ratio Male: Female
University President	1	0	1	1:0	1	0	1	1:0
Vice Presidents	2	2	4	1:1	3	1	4	1:0.3
Head of Central Quality Assurance Unit	0	1	1	-	1	2	3	1:2
Advisors to the President	2	0	2	1:0	1	0	1	1:0
Deans	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



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 Pharmacy Mother's Day**

The annual Mother's Day celebration

In a loving and intimate atmosphere, the Faculty of Pharmacy at Pharos University held the annual Mother Day celebration on Tuesday, 22/3/2022 to highlight the role of working woman as a great mother too, under the auspices of the Dean of the faculty. The President of the University and Vice President attended, together with the heads of departments, a large number of faculty staff, the assistant staff, and some students.

https://www.facebook.com/permalink.php?story_fbid=713984750524082&id=100057376902874

- **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://www.facebook.com/permalink.php?story_fbid=713984750524082&id=100057376902874)



- ***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/>

- ***PUA Visit Banat Al-Nour Society for Blind Women***

Within the framework of PUA's keenness on societal involvement, and in cooperation between Community Service Committee of the Faculty of Mass Communication and Apex Team, a delegation of faculty members and university students visited the Banat Al-Nour Society for the Blind Women in Alexandria on March 19, 2023. The university delegation was



received by the Society's Chairman, Mrs. Aida, and her deputy, Mrs. Shadia, who presented the history of the Society in serving the visually-impaired girls, and the services provided to them. The university students presented gifts to Society's girls. This activity was directed by Dr. Mazen Al-Qashlan, Community Service and Environmental Development Official, and T. A. Aya Turk, and a number of students interested in community service activities and environmental development.

URL: [PUA Visit Banat Al-Nour Society for Blind Women | Pharos University in Alexandria](#)

- ***Charity Convoy for El Hana Nursing Home***

The Community Service and Environmental Development Committee at the Faculty of Applied Health Sciences Technology launched a charity convoy for El Hana Nursing Home for elderly women on January 9, 2023. This was under the auspices of Prof. Dr. Rajaa Abdel Qader, Dean, and Prof. Dr. Hamdi Al-Wakeel, Vice Dean, with the aim of strengthening PUA's role in community service and environmental development. In addition, assistance, short-term relief aids, in-kind aids, foodstuffs, sweets, and juices were distributed to the guests. The event also set an example for our students to build a generation of volunteers capable of changing society and pushing it forward with the skills they acquired.



URL: [Charity Convoy for El Hana Nursing Home | Pharos University in Alexandria \(pua.edu.eg\)](https://pua.edu.eg)



International Ranking committee

As an appreciation from the university to its Women staff, the Vice dean of the university invited the women staff members, staff assistants and employees to spend a day at Hilton king's ranch resort. The initiative was happily accepted by all the women in the university and the day was much enjoyed.





International Ranking committee

To discover artistic talent)

In the context of the Pharos University Pharmacy Faculty's care to develop and discover the talents of its children. The Faculty of Pharmacy organized under the auspices of the Dean a talent day in which faculty students, both men and women, participated to offer their best singing, poetry, prose, musical instruments to enter joy, optimism and happiness into the hearts of all the faculty and the assistant staff, as well as their student colleagues.



https://www.facebook.com/permalink.php?story_fbid=841554321100457&id=100057376902874

Happy International Women's Day!



International Ranking committee

The English Language Centre Pharos University in Alexandria celebrated female staff members' achievements who have made changes in their fields. These women are an inspiration to us all. Let's continue to support and uplift each other, because when women empower each other, incredible things happen.

<https://www.pua.edu.eg/happy-international-womens-day-toda/>

Celebrating the mothers of outpatient clinics on Mother's Day

Physical Therapy faculty organized a day to celebrate the mother's mother's day with special cases from outpatient pioneers. The day's events began by students distributing cake, food, and sweets to mothers. As well as the distribution of gifts to children with special situations, the playing of Mother's Day songs. That celebration comes in the framework of strengthening the role of the University of Pharos in bringing the joy and joy of patients, especially women mothers of children with special needs. (no personal photos of patients are published; respecting their rights)

<https://www.pua.edu.eg/%d8%a7%d9%84%d8%a7%d8%ad%d8%aa%d9%81%d8%a7%d9%84-%d8%a8%d8%a3%d9%85%d9%87%d8%a7%d8%aa-%d8%a7%d9%84%d8%b9%d9%8a%d8%a7%d8%af%d8%a7%d8%aa-%d8%a7%d9%84%d8%ae%d8%a7%d8%b1%d8%ac%d9%8a%d8%a9-%d9%81%d9%8a/?lang=ar>

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
Pharmacy and Drug Manufacturing	12	46	58	1:3.8
Dentistry	16	24	40	1:1.5



International Ranking committee

<i>Engineering</i>	22	32	54	<i>1:1.45</i>
<i>Financial and Administrative</i>	3	5	8	<i>1:1.66</i>
<i>Languages and Translation</i>	2	5	7	<i>1:2.5</i>
<i>Legal Studies and International Relations</i>	7	0	7	<i>7:0</i>
<i>Tourism and Hotel Management</i>	4	2	6	<i>1:0.5</i>
<i>Mass Communication</i>	7	3	10	<i>1:0.42</i>
<i>Arts and Design</i>	2	30	32	<i>1:15</i>
<i>Applied Health Sciences Technology</i>	14	20	34	<i>1:1.42</i>
<i>Physical Therapy</i>	7	15	22	<i>1:2.14</i>
<i>Artificial Intelligence</i>	3	2	5	<i>1:0.66</i>
Total	99	184	283	<i>1:1.85</i>

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



International Ranking committee

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

E-Club Members	2021/2022	2022/2023
<i>Number of Students that their membership has registered to the club</i>	145	193
<i>Number of Students Family Members</i>	17	24
<i>Number of Staff and Teaching assistants that had been registered to the Club</i>	17	20
<i>Number of Employees that had been registered to the club</i>	2	2
Number of beneficiaries from club activities		
<i>Number of Teaching Staff members and teaching assistant members that had been trained</i>	27	36
<i>Number Students that had been trained</i>	929	1716
<i>Number of Male students that had been participated with the club activities</i>	149	411
<i>Number of Female Students had been participated with the club activities</i>	780	1305
Competitions		
<i>Number of Students participated in the university's internal Competitions</i>	121	189
<i>Number of Students participated in Local Egyptian Competitions</i>	32	24
<i>Number of Students participated International Competitions</i>	56	43
Number of beneficiaries from outside of Pharos University		
<i>Number of beneficiaries</i>	48	61

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

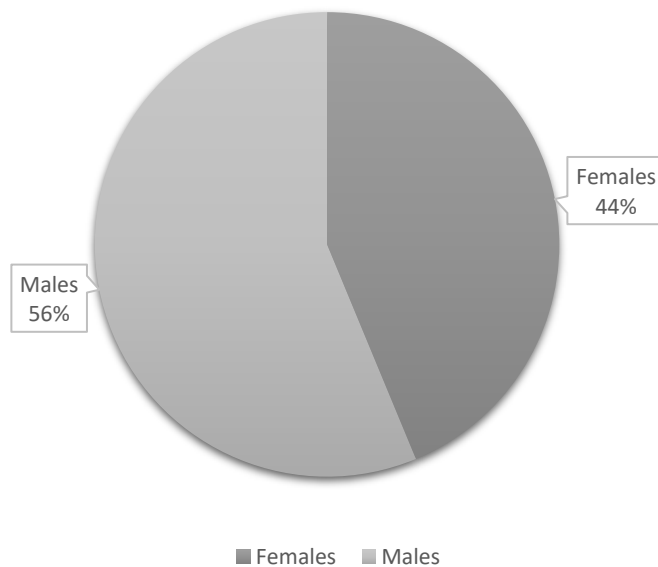
The number of **Graduate Students** Entrepreneur participated in the entrepreneur Fair Knowing that there are many entrepreneurs has more than one project:

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.

Faculty	Male	Female	Total
<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



Courses that Support Gender Equality

No	Faculty in Pharos University	Course name	Course code	SDG of relevance
1	Mass Communication	Introduction to Sociology	GEN 104_M	SDG 1 - SDG 2 - SDG 5
2	Tourism and Hotel Management	Ethics and Human Rights	GEN 103_T	SDG 5 - SDG 10 - SDG 16
3	Tourism and Hotel Management	Legal Issues in Tourism and Hospitality	THM 245	SDG 5 - SDG 8 - SDG 10 - SDG 16
4	Tourism and Hotel Management	Customer Service in Tourism&Hospitality	THM 362	SDG 5 - SDG 12
5	Tourism and Hotel Management	Ecotourism	TM 371	SDG 1 - SDG 3 - SDG 5 - SDG 6 - SDG 10 - SDG 11 - SDG 12 - SDG 15
6	Tourism and Hotel Management	Strategic Tourism Management	TM 415	SDG 1 - SDG 5 - SDG 10
7	Tourism and Hotel Management	International Tourism Planning & Develop	TM 474	SDG 1 - SDG 3 - SDG 5 - SDG 8 - SDG 10 - SDG 11 - SDG 17
8	Arts and Design	Field Training	FT 001	SDG 4 - SDG 5 - SDG 9 - SDG 12
9	Arts and Design	Principles of Engineering Drawing	F 113	SDG 4 - SDG 5
10	Arts and Design	Digital Video	MA 252	SDG 5 - SDG 11 - SDG 16
11	Arts and Design	Digital Photography	MA 361	SDG 4 - SDG 5 - SDG 9 - SDG11
12	Arts and Design	Visual Storytelling	AV 412	SDG 5 - SDG 5 - SDG 3 - SDG 16
13	Arts and Design	Digital Design(1)	FD 351	SDG 5
14	Arts and Design	Geometric Perspective	D 311	SDG 4 - SDG 5
15	Arts and Design	Principles of Architectural Drawing	MD 415	SDG 4 - SDG 5
16	Arts and Design	Graduation Project Research	AV 581	SDG 1 - SDG 5 - SDG 10 - SDG 11
17	Arts and Design	Graduation Project	AV 582	SDG 1 - SDG 5 - SDG 10 - SDG 11
18	Tourism and Hotels Management	Ethics and Human Rights	GEN 103	SDG 5 - SDG 4
19	Pharmacy and Drug Manufacturing	Human Rights and fighting corruption	PGD 101	SDG 5 - SDG 10 - SDG 16
20	Pharmacy and Drug Manufacturing	Human Rights and fighting corruption	PGC 101	SDG 5 - SDG 10 - SDG 16
21	Engineering	Engineering Environment and Society	HU 161!!	SDG 3 - SDG 5 - SDG 6 - SDG 7 - SDG 8 - SDG 9 - SDG 11 - SDG 12 - SDG 13 - SDG 14 - SDG 15 - SDG 17
22	Financial and Administrative Sciences	Islamic Finance	BF858	SDG 1 - SDG 2 - SDG 3 - SDG 4 - SDG 5 - SDG 6 - SDG 7 - SDG 8 - SDG 9 - SDG



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				10 - SDG 11 - SDG 12 - SDG 13 - SDG 14 - SDG 15 - SDG 16 - SDG 17
23	Financial and Administrative Sciences	HRM	BT424	SDG 5
24	Legal Studies and International Transactions	Constitutional laws	LP02	SDG 5 - SDG 10 - SDG 16

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

Registered Students in the First Academic (Freshmen) per Year- 2006-2023				
Year	Males	Females	Total	Males to Females Ratio
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.



International Ranking committee

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



International Ranking committee

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, equivalents 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'.



International Ranking committee

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.