



Pharos University in Alexandria
Vice President for Graduate Studies & Research
International Ranking Committee

THE Impact Ranking SDG 5 Report

SDG

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.



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I. Students

About students, Figure 1 below shows the percentage of male and female students at Pharos University since its start in 2006 till 2019, and Figure 2 shows the percentage for the last 5 years (2019 – 2024). This Figure shows a fair distribution between males and females in all cases. Data is provided in Appendix 1. Table 1. A shows the total number of students enrolled for the first degree in 2022-2023 and 2023-2024, and Tables 1. C to 1.H. illustrate the gender equality estimates of the students of the first degree in Medical Sciences, STEM, and Arts and Humanities.

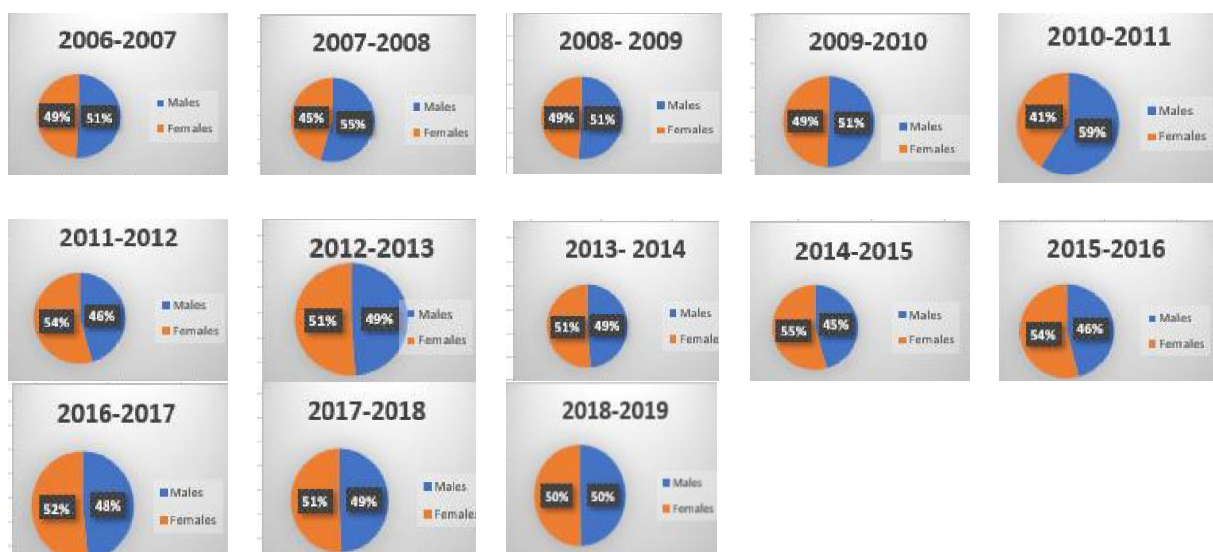


Figure 1. Percentage of Male and Female Students at Pharos University Students since Its Start In 2006 Till 2019

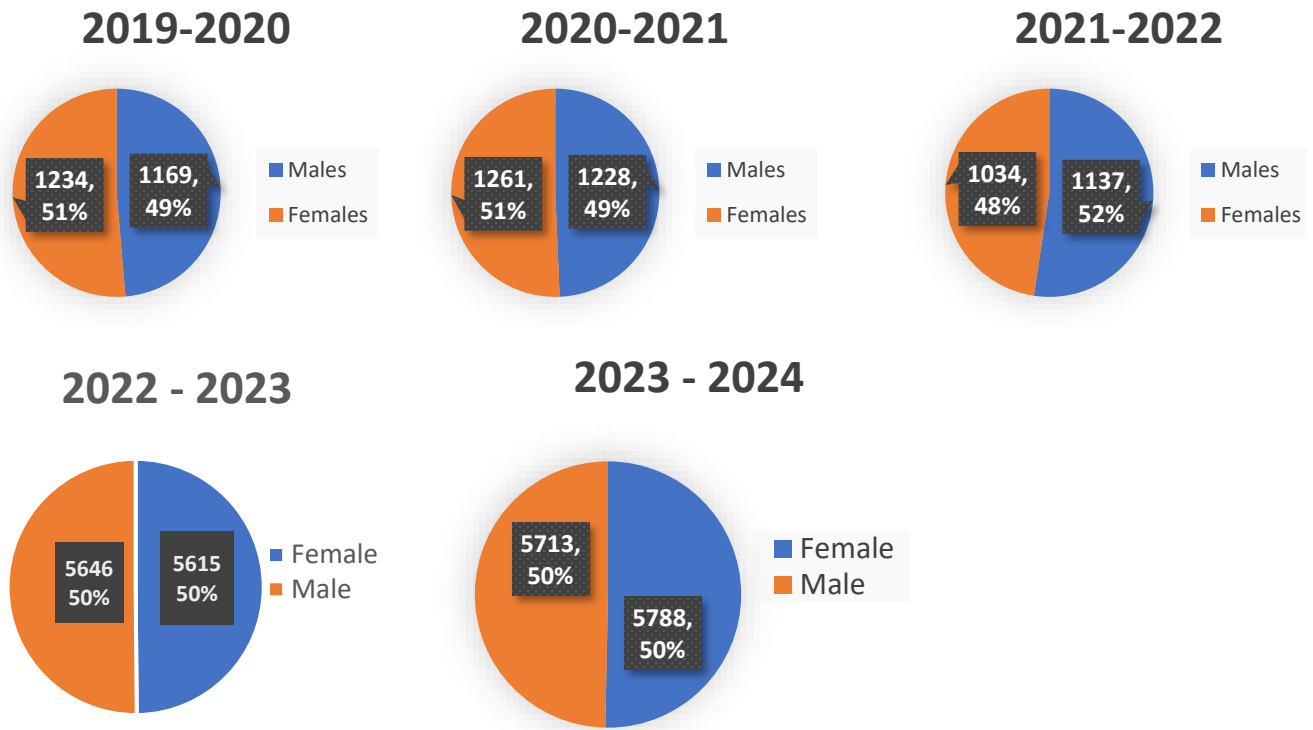
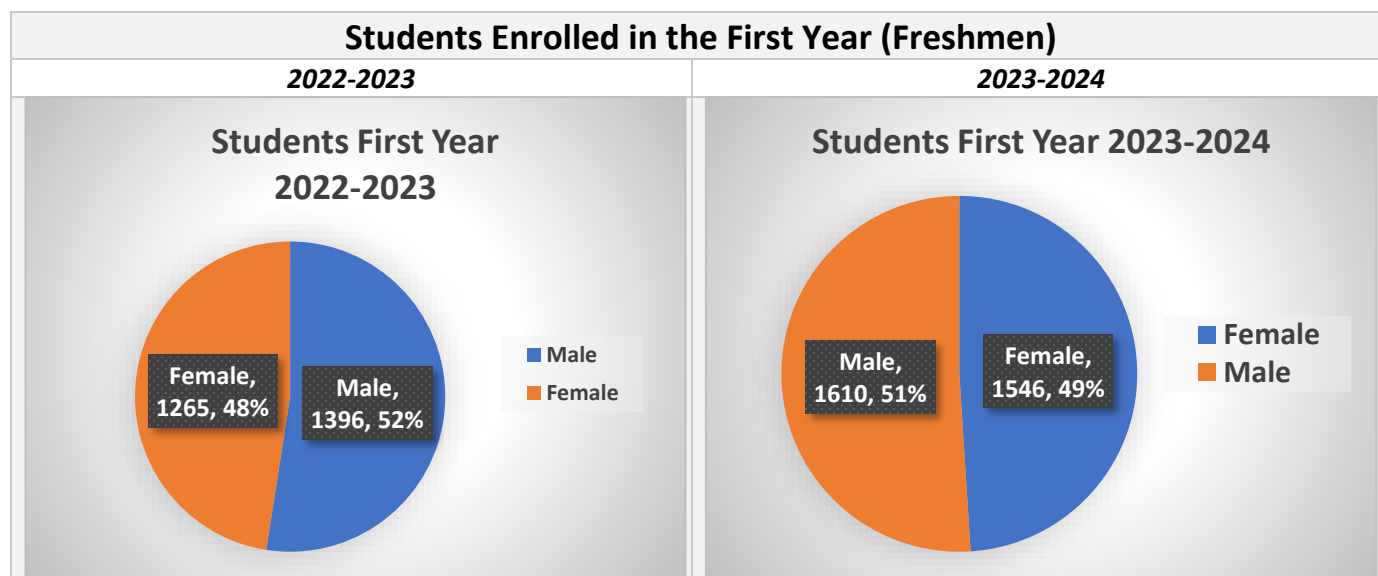


Figure 2. Percentage of Male and Female Students at Pharos University in the last three years



	2022 – 2023				2023 - 2024			
Faculty	Male	Female	Total Count	Ratio Male: Female	Male	Female	Total Count	Ratio Male: Female
<i>Pharmacy and Drug Manufacturing</i>	161	213	374	1:1.32	225	288	513	1:1.28
<i>Dentistry</i>	204	142	346	1:0.7	167	130	297	1:0.78
<i>Engineering</i>	194	26	220	1:0.13	181	40	221	1:0.22
<i>Financial and Administrative Sciences</i>	80	36	116	1:0.45	56	21	77	1:0.38
<i>Languages and Translation</i>	64	211	275	1:3.3	54	191	245	1:3.54
<i>Legal Studies</i>	224	30	254	1:0.13	209	26	235	1:0.12
<i>Tourism and Hotel Management</i>	17	25	42	1:1.47	13	20	33	1:1.54
<i>Physical Therapy</i>	189	191	380	1:1.01	198	230	428	1:1.16
<i>Mass Communication</i>	38	76	114	1:2	33	67	100	1:2.03
<i>Applied Health Sciences Technology</i>	77	133	210	1:1.73	117	237	354	1:2.03
<i>Arts and Design</i>	40	135	175	1:3.38	35	125	160	1:3.57
<i>Computer Science and Artificial Intelligence</i>	352	177	529	1:0.5	322	171	493	1:0.53
Total	1640	1395	3035	1:0.85	1546	1610	3156	1:0.96

Table 1.A The Count of Students of the first year from 2022-2023 classified as Females and Males and associated ratio till 2023-2024





Non-Egyptian Students

Academic Year 2022 - 2023			Academic Year 2023 - 2024	
	Female	Male	Female	Male
Pharmacy	4	4	4	4
Dentistry	11	24	11	23
Engineering	3	6	3	6
Financial and Administrative Sciences	0	3	0	2
Languages and Translation	3	0	3	0
Legal Studies & International Transactions	2	0	2	0
Tourism and Hotels Management	1	0	1	0
Physical Therapy	1	2	1	3
Mass Communication	0	1	0	1
Applied Health Sciences Technology	2	8	2	8
Arts and Design	3	0	3	0
Computer Science and Artificial Intelligence	0	2	0	2
Total	30	50	30	49

Table 1.B The Count of Non-Egyptian Students from 2022-2023 classified as Females and Males till 2023-2024



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

<i>Medical Sciences</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>	<i>Ratio</i>
<i>Pharmacy</i>	213	161	374	1:1.32
<i>Dentistry</i>	142	204	346	1:0.7
<i>Physical Therapy</i>	191	189	380	1:1.01
<i>Applied Health Sciences Technology</i>	133	77	210	1:1.73
Total	679	631	1310	1:1.08

Medical Sciences Freshmen 2022-2023

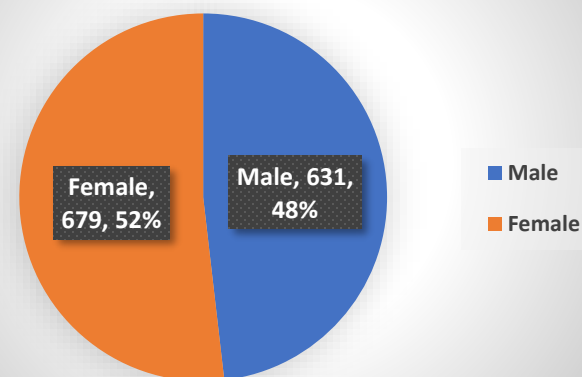


Table 1.C. Gender of Students in the First Degree in Medical Sciences and Associated Ratio in 2022 – 2023

The number of Students Starting a Degree in *Medical Sciences* in 2023 - 2024

<i>Medical Sciences</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>	<i>Ratio</i>
<i>Pharmacy</i>	288	225	513	1:1.28
<i>Dentistry</i>	130	167	297	1:0.78
<i>Physical Therapy</i>	230	198	428	1:1.16
<i>Applied Health Sciences Technology</i>	237	117	354	1:2.03
Total	885	707	1592	1:1.25

Medical Sciences Freshmen 2023-2024

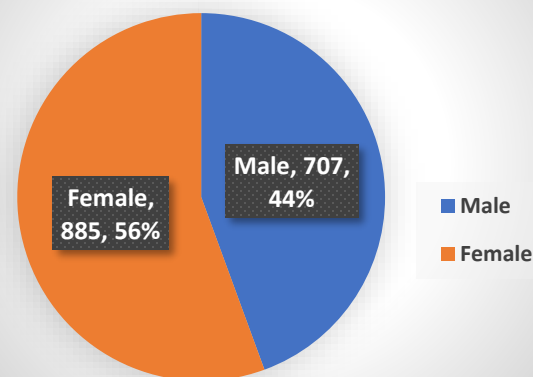


Table 1.D. Gender of Students in the First Degree in Medical Sciences and Associated Ratio in 2023 - 2024



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

STEM	Females	Males	Total	Ratio
Engineering	26	194	220	1:0.13
Computer Science and Artificial Intelligence	177	352	529	1:0.5
Total	203	546	749	1:0.37

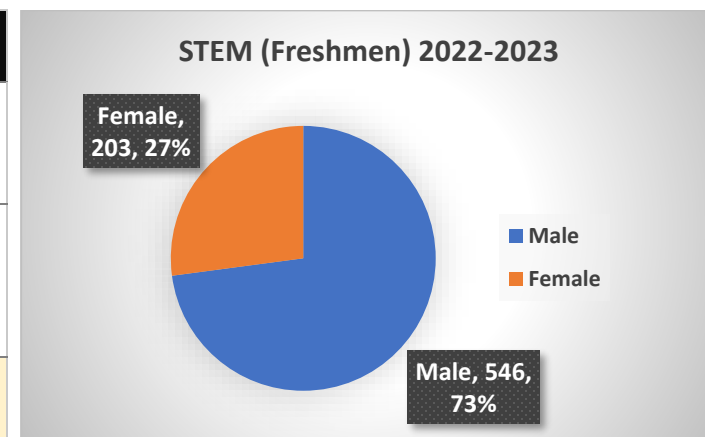


Table 1.E. Gender of Students in The First Degree in STEM and Associated Ratio in 2022 – 2023

The number of Students Starting a Degree in **STEM** in 2023 - 2024

STEM	Females	Males	Total	Ratio
Engineering	40	181	221	1:0.22
Computer Science and Artificial Intelligence	171	322	493	1:0.53
Total	211	503	714	1:0.42

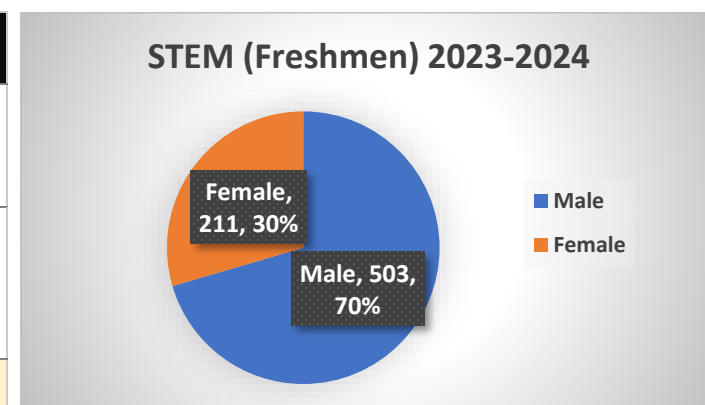


Table 1.F. Gender of Students in The First Degree in STEM and Associated Ratio in 2023 – 2024



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

Arts and Humanities	Females	Males	Total	Ratio
Financial and Administrative Sciences	36	80	116	1:0.45
Languages and Translation	211	64	275	1:3.3
Legal Studies	30	224	254	1:0.13
Tourism and Hotel Management	25	17	42	1:1.47
Mass Communication	76	38	114	1:2
Arts and Design	135	40	175	1:3.38
Total	513	463	976	1:1

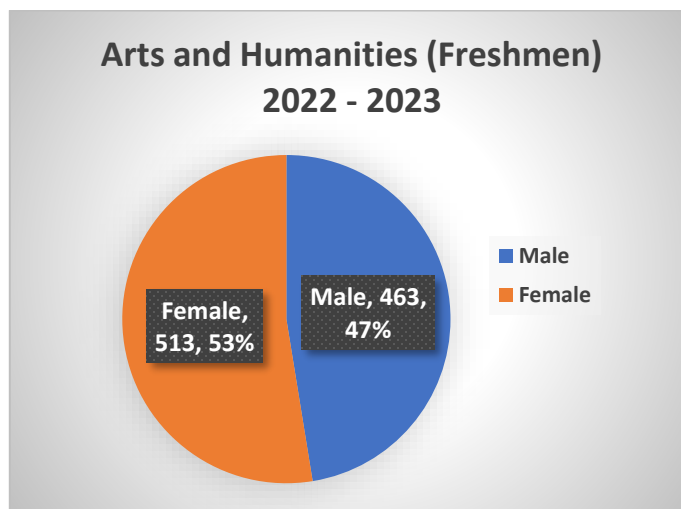


Table 1.G. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2022 – 2023

The number of Students Starting a Degree in Arts and Humanities and Social Sciences in 2023 - 2024

Arts and Humanities	Females	Males	Total	Ratio
Financial and Administrative Sciences	21	56	77	1:0.38
Languages and Translation	191	54	245	1:3.54
Legal Studies	26	209	235	1:0.12
Tourism and Hotel Management	20	13	33	1:1.54
Mass Communication	67	33	100	1:2.03
Arts and Design	125	35	160	1:3.57
Total	450	400	850	1:1.13

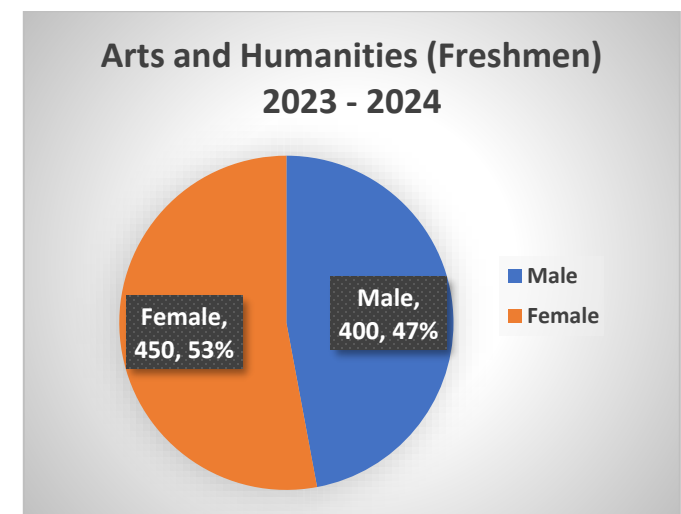


Table 1.H. Gender of Students in The First Degree in Arts and Humanities and Associated Ratio in 2023-2024

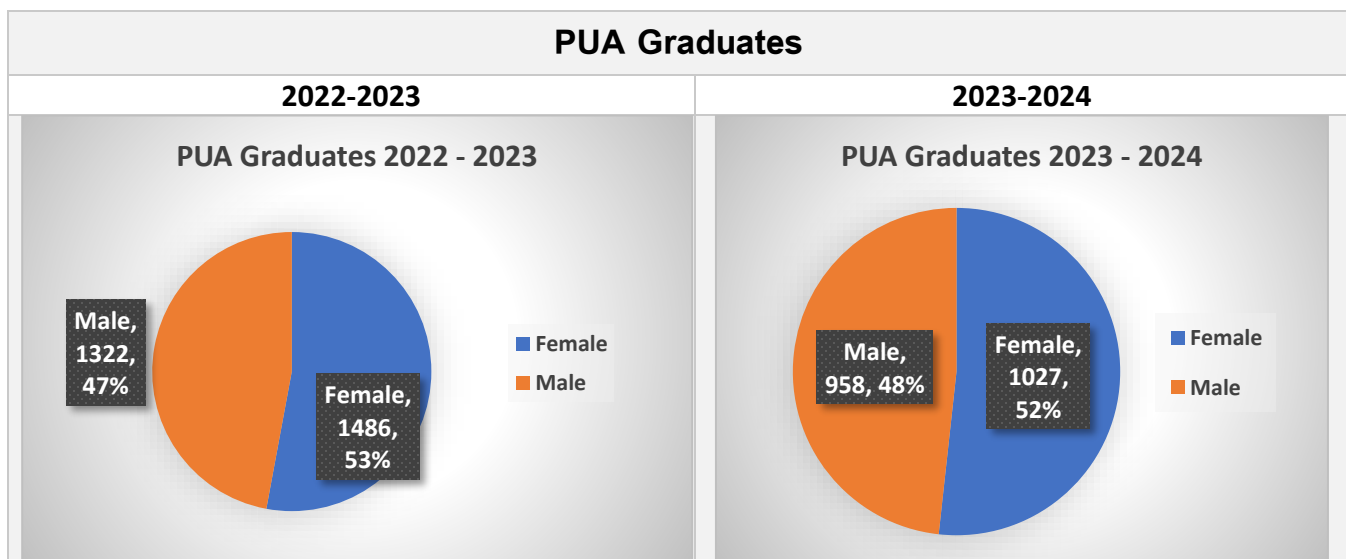


II. Graduates

Table 2. A. below provides the Pharos University graduates for the years 2022-2023 and 2023-2024 (only). This table shows the gender ratio of males to females, with a slight increase in the number of females over males.

	2022-2023				2023-2024			
FACULTY	Total	Males	Females	Ratio Females/ Males	Total	Male s	Female s	Ratio Females/ Males
<i>PHARMACY AND DRUG MANUFACTURING</i>	513	186	327	1:1.76	61	35	26	1:0.68
<i>DENTISTRY</i>	452	250	202	1:0.81	287	163	124	1:1.2
<i>ENGINEERING</i>	471	359	112	1:0.31	406	300	106	1:3.01
<i>FINANCIAL AND ADMINISTRATIVE SCIENCES</i>	109	63	46	1:0.73	90	57	33	1:1.54
<i>LANGUAGES AND TRANSLATION</i>	234	50	184	1:3.68	157	27	130	1:0.24
<i>LEGAL STUDIES</i>	113	88	25	1:0.28	105	87	18	1:2.1
<i>TOURISM AND HOTEL MANAGEMENT</i>	82	40	42	1:1.05	40	23	17	1:0.67
<i>PHYSICAL THERAPY</i>	320	128	192	1:1.5	361	119	242	1:0.63
<i>MASS COMMUNICATION</i>	203	53	150	1:2.83	120	32	88	1:0.59
<i>APPLIED HEALTH SCIENCES TECHNOLOGY</i>	44	27	17	1:0.63	104	42	62	1:1.62
<i>ARTS AND DESIGN</i>	267	78	189	1:2.42	254	73	181	1:0.28
Total number of Graduates	2808	1322	1486	1:1.12	1985	958	1027	1:2.07

Table 2.A The Count of Graduates of Pharos University for 2022-2023, 2023-2024 classified as Males and Females per Faculty and Associated Ratio.



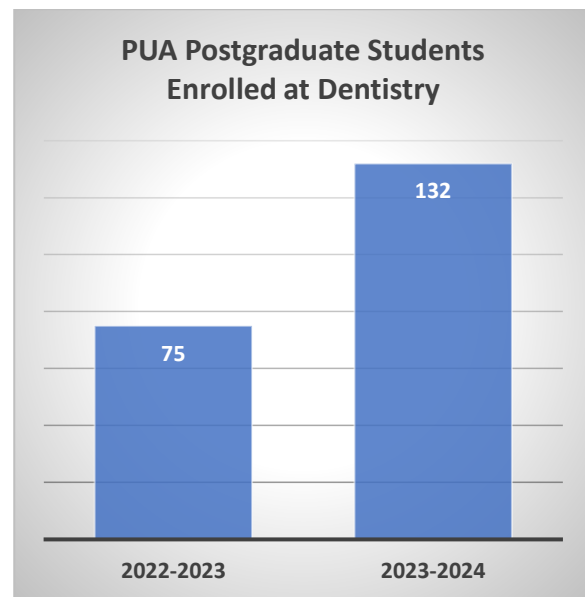
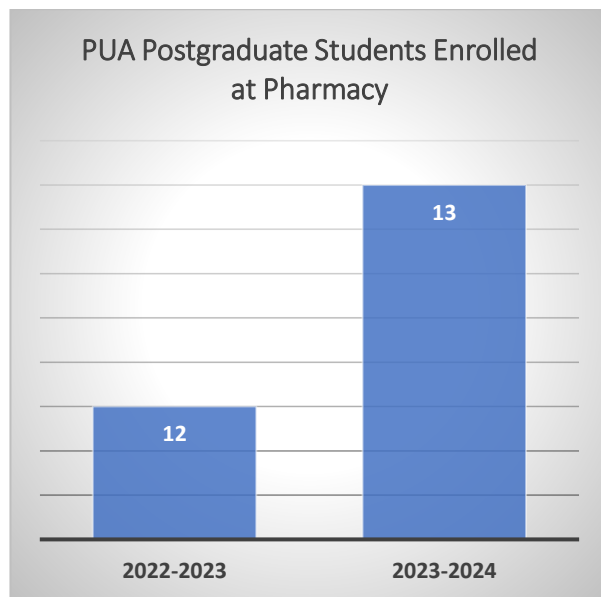


III. Postgraduates

Postgraduate students that are registered in Pharos University till the academic years 2022-2023 and 2023-2024, Pharos University received new postgraduate students from the Faculty of Engineering.

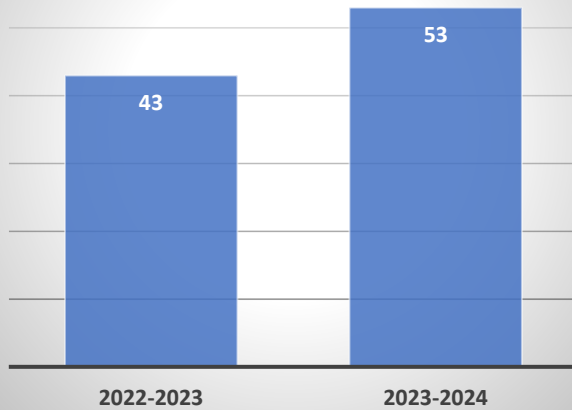
	2022-2023				2023-2024			
FACULTY	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females/ Males
<i>PHARMACY AND DRUG MANUFACTURING</i>	12	2	10	1:0.2	13	2	11	1:0.18
<i>DENTISTRY</i>	75	52	23	1:2.26	132	90	42	1:2.14
<i>ENGINEERING</i>	43	14	29	1:0.48	53	17	36	1:0.47
<i>FINANCIAL AND ADMINISTRATIVE SCIENCES</i>	0	0	0	0	10	7	3	1:2.33
<i>LANGUAGES AND TRANSLATION</i>	2	0	2	1:0	9	1	8	1:0.13
<i>ARTS AND DESIGN</i>	0	0	2	0	12	2	10	1:0.2
Total number of Graduates	132	68	64	1:1.06	229	119	110	1:1.08

Table 3.A The Females to male's ratio of the total number of postgraduate students from 2016-2017 until 2022-2023 and 2023-2024 in each faculty is provided in the following Table.

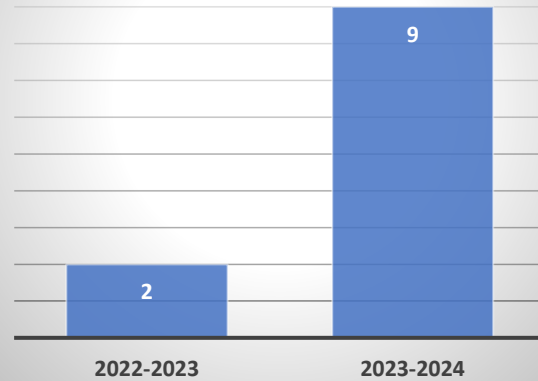




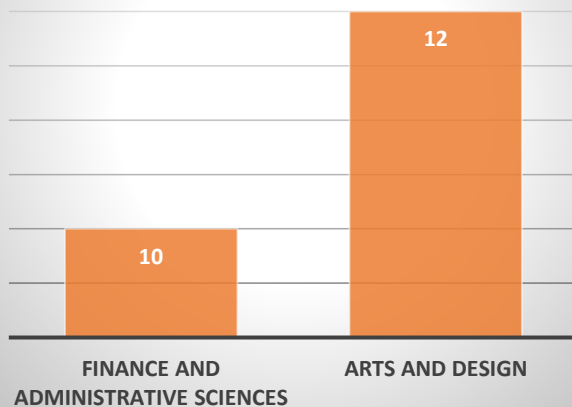
**PUA Postgraduate Students Enrolled
at Engineering**



**PUA Postgraduate Students
Enrolled at Languages and
Translation**



**PUA Postgraduate Students Enrolled
at Languages and Translation 2023 -
2024**



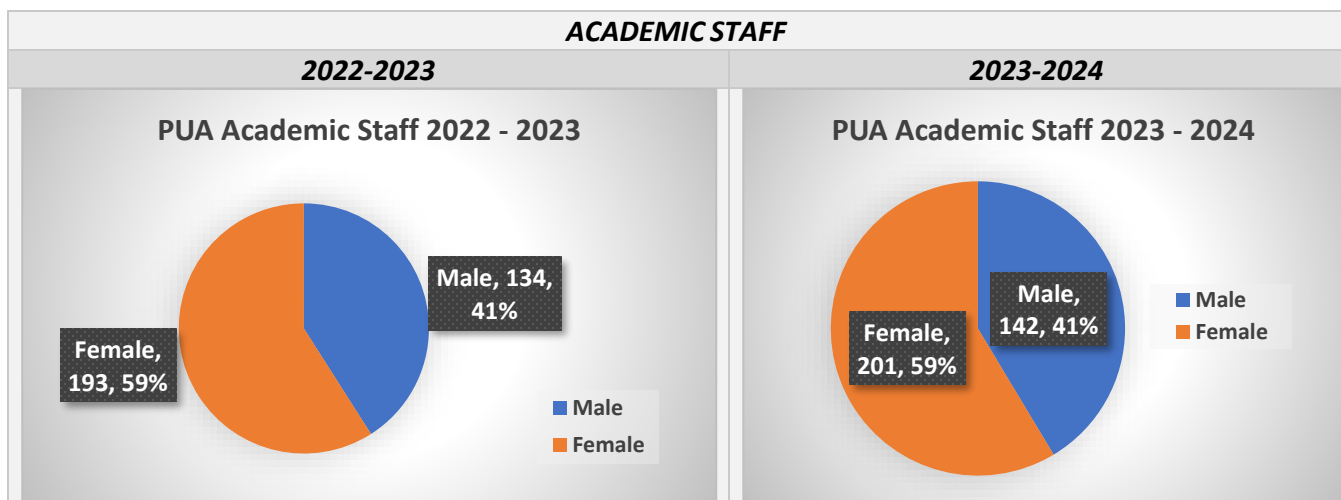


IV. Academic Staff

The estimates for staff members and assistant staff (full-time) are provided in Tables 4. A and B, with associated Ratios for the academic years 2022-2023 and 2023-2024. These two tables show that the staff member and assistant staff counts are slightly higher for females than for males. Both estimates conform to Pharos University's gender equality policy.

	2022-2023				2023-2024			
<i>FACULTY</i>	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females / Males
<i>PHARMACY AND DRUG MANUFACTURING</i>	55	13	42	1:3.23	52	11	41	1:3.73
<i>DENTISTRY</i>	55	25	30	1:1.2	55	22	33	1:1.5
<i>ENGINEERING</i>	62	32	30	1:0.94	76	42	34	1:0.81
<i>FINANCIAL AND ADMINISTRATIVE</i>	10	5	5	1:1	10	5	5	1:1
<i>LANGUAGES AND TRANSLATION</i>	13	6	7	1:1.17	13	6	7	1:1.17
<i>LEGAL STUDIES AND INTERNATIONAL RELATIONS</i>	10	10	0	1:0	11	11	0	1:0
<i>TOURISM AND HOTEL MANAGEMENT</i>	9	7	2	1:0.29	10	7	3	1:0.43
<i>PHYSICAL THERAPY</i>	26	10	16	1:1.6	25	8	17	1:2.13
<i>MASS COMMUNICATION</i>	11	6	5	1:0.83	12	7	5	1:0.71
<i>APPLIED HEALTH SCIENCES TECHNOLOGY</i>	32	13	19	1:1.46	35	13	22	1:1.69
<i>ARTS AND DESIGN</i>	36	2	34	1:17	35	4	31	1:7.75
<i>COMPUTER SCIENCE AND ARTIFICIAL INTELLIGENCE</i>	8	5	3	1:0.6	9	6	3	1:0.5
TOTAL NUMBER OF ACADEMIC STAFF	327	134	193	1:1.44	343	142	201	1:1.42

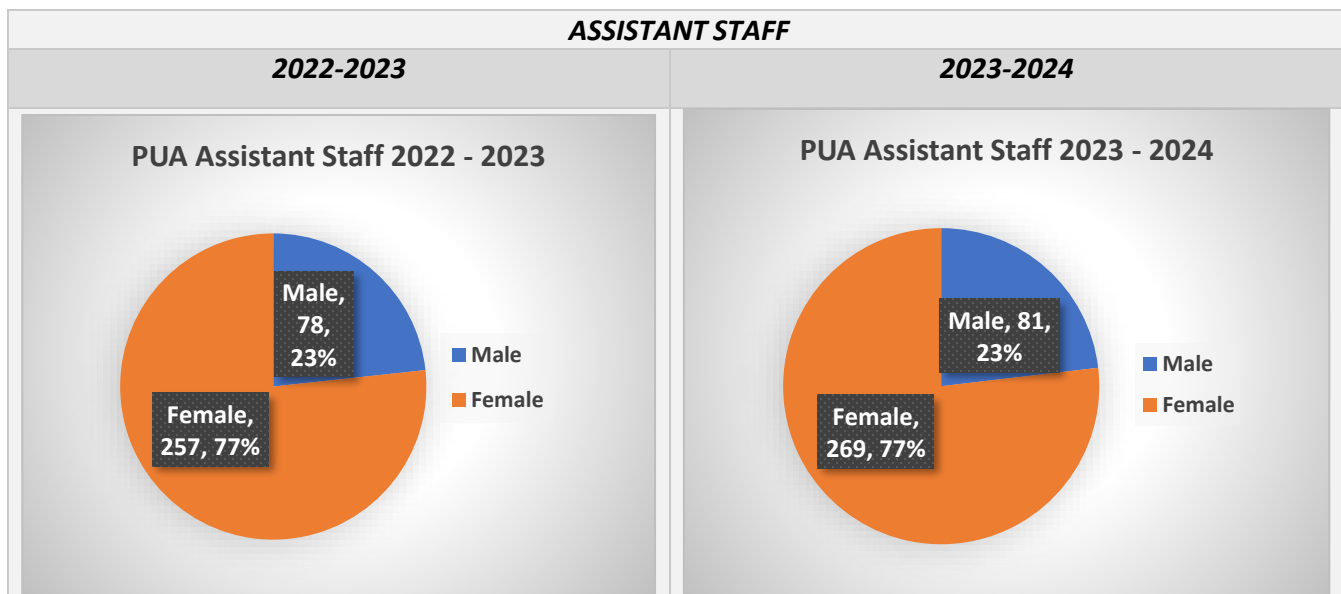
Table 4.A Total count of Academic Staff Members (Full Time) in each of the 12 Faculties classified as Males & Females and the Associated Ratio





ASSISTANT STAFF								
	2022-2023				2023-2024			
<i>Faculty</i>	Total	Males	Females	Ratio Females/ Males	Total	Males	Females	Ratio Females/ Males
<i>Pharmacy and Drug Manufacturing</i>	45	4	41	1:10.25	45	6	39	1:6.5
<i>Dentistry</i>	51	13	38	1:2.92	56	15	41	1:2.73
<i>Engineering</i>	62	24	38	1:1.58	61	23	38	1:1.65
<i>Financial and Administrative</i>	10	2	8	1:4	10	2	8	1:4
<i>Languages and Translation</i>	24	1	23	1:23	28	2	26	1:13
<i>Legal Studies and International Relations</i>	11	6	5	1:0.83	10	5	5	1:1
<i>Tourism and Hotel Management</i>	8	4	4	1:1	8	4	4	1:1
<i>Physical Therapy</i>	42	12	30	1:2.5	49	14	35	1:2.5
<i>Mass Communication</i>	15	2	13	1:6.5	13	2	11	1:5.5
<i>Applied Health Sciences Technology</i>	23	6	17	1:2.83	25	5	20	1:4
<i>Arts and Design</i>	34	2	32	1:16	31	1	30	1:30
<i>Computer Science and Artificial Intelligence</i>	10	2	8	1:4	14	2	12	1:6
Total Number of Assistant Staff	335	78	257	1:3.29	350	81	269	1:3.32

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

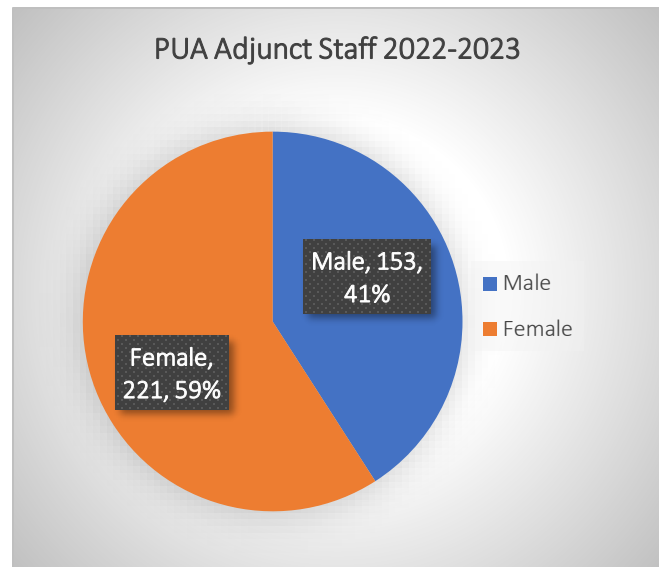




Adjunct professors (part-time), staff members, Assistant Staff, and Freelancer members

	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	75	44	119	26	17	43	29	29	58	3	3	40	20	9	114	153	22	374
FTE	24.7	14.	39.2	8.	5.	14	9.	9.	19.	0.	1	13.	6.	3	37.6	50.	72.	123.42
	5	52	7	58	61	.1	57	57	14	99	2.	2	6	1.	2.6	49	93	
						9					1			0				
											1			2				
M:F RATIO (COUNT)	1: 0.59			1: 0.65			1: 1			1: 12.33			1: 4.7			1: 1.44		

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 for the academic year 2022-2023



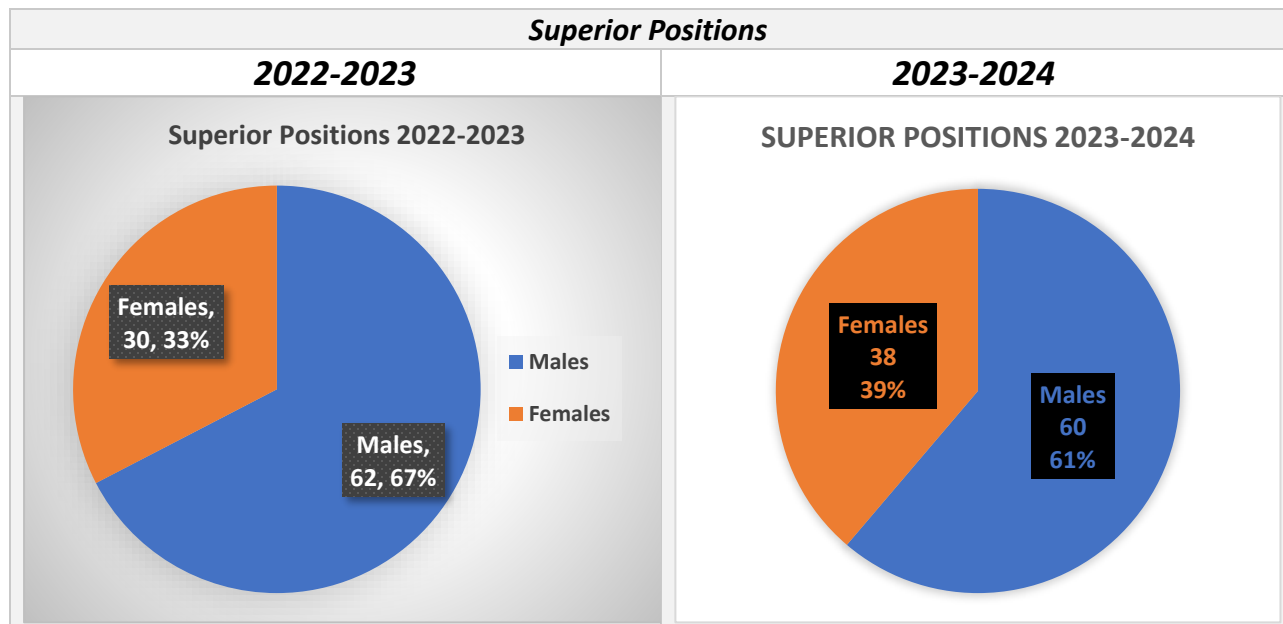


V. Staff Members of Superior positions

Table 5. A. Below is the count of staff members in superior positions in each of the 12 faculties classified as males and females. These counts include Deans, Heads of Departments, Professors, and Assistant Professors.

2022-2023					2023-2024			
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	3	1	4	1:0.3	3	1	4	1:0.33
Head of Central Quality Assurance Unit	1	2	3	1:2	3	5	8	1:1.67
Advisors to the President	1	0	1	1:0	10	2	12	1:0.2
Deans	8	4	12	1:0.5	9	3	12	1:0.33
Vice Deans and Head of Departments	48	23	71	1:0.5	34	27	61	1:0.79
Total	62	30	92	1:0.48	60	38	98	1:0.63

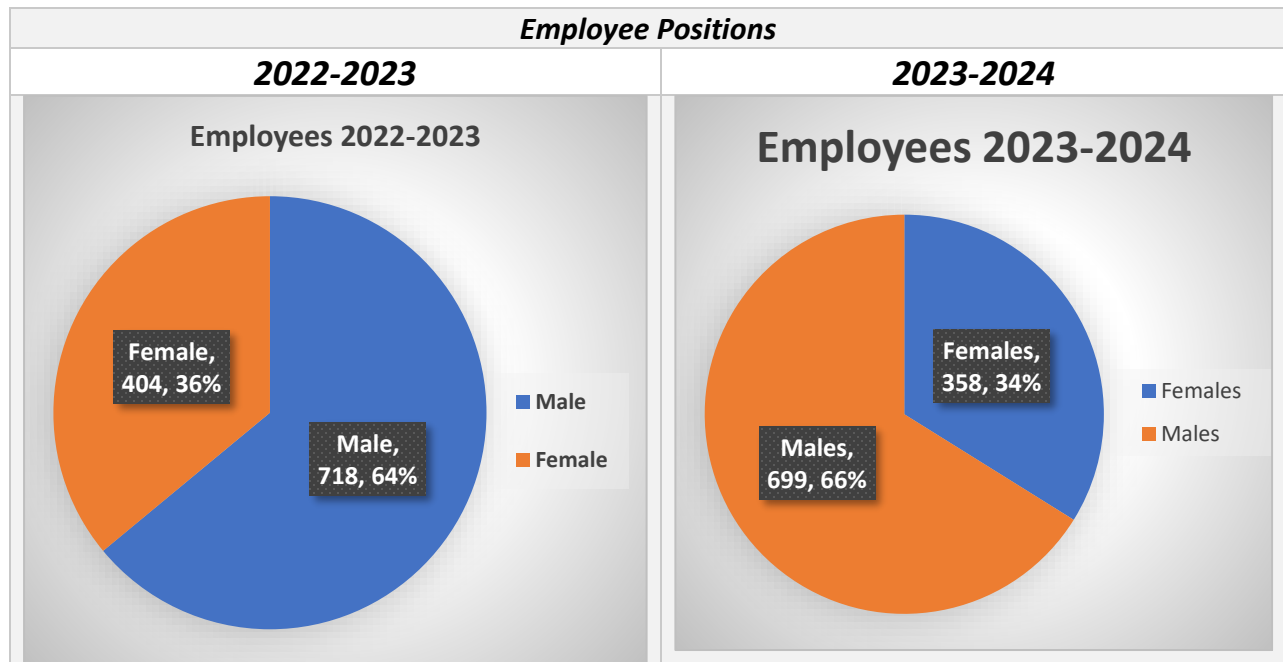
Table 5.A. The Count of Superior Positions Staff members at the Faculty and University Council





VI. Employees

Finally, the gender distribution of the university's employees is presented in the Table below. This Table shows that Male employees are about double the number of female employees. The main reason for this disparity is the position of male employees in the security section and departments that need male administration and supervision at the university. They constitute 699 male employees out of a total count of 1057.



VII. Special Women events

A Humanitarian Visit to Borg El Arab Hospital

PUA's Faculty of Physical Therapy paid a visit to the Borg El Arab Hospital for Children with Cancer. The visit aimed to support the sick children and bring joy to their mothers' hearts through direct interaction with kids, gift-giving, and recreational activities.

<https://www.pua.edu.eg/a-humanitarian-visit-to-borg-el-arab-hospital/>

Breast Cancer: Early Detection and Modern Treatment

As part of PUA's commitment to spreading health awareness among its students and promoting medical culture among students and the university community, the Student Activities Department, in collaboration with the Faculty of Medicine, Alexandria University, hosted an awareness seminar titled "Breast Cancer: Early Detection and Modern Treatment". The lecture was delivered by Prof. Dr. Maher Soliman, Professor of Oncology at the Faculty of Medicine, Alexandria University.



The seminar covered the latest scientific developments in the field of early detection of breast cancer and modern treatment methods, in addition to discussing the importance of self-examination and regular screening for women, and the role of health awareness in reducing disease incidence and mortality rates. Dr. Maher Soliman also pointed out during his lecture that early detection significantly contributes to increasing cure rates and improving the quality of life for patients, emphasizing the importance of psychological and social support for those affected and their families, and the necessity of cooperation between educational and health institutions in promoting health education.

The seminar witnessed notable attendance from faculty members and students, who praised the valuable information presented and the University's efforts in organizing events that prioritize individual and community health.

<https://www.pua.edu.eg/breast-cancer-early-detection-and-modern-treatment/>



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](#)

A Visit to Mohamed Ragab Nursing Home

In line with its commitment to activating its societal and humanitarian role, PUA's Faculty of Pharmacy visited **Mohamed Ragab Nursing Home**, in collaboration with the Faculty of Financial and Administrative Sciences. This initiative aimed to support the elderly and bring joy to their hearts. The visit was supervised by Prof. Dr. **Mohamed Etman**, Vice President for Community Service and Environmental Development Affairs, Dr. **Noha Badr**, Executive Director of the Community Service and Environmental Development Center (CSED), and Dr. **Alia Mounes**, a member of the Faculty's CSED.

The Faculty's students participated in the event with great enthusiasm, presenting various recreational and interactive segments, and engaging in friendly conversations with the residents of the home in an atmosphere characterized by warmth and human kindness. Symbolic gifts were also distributed as an expression of gratitude and appreciation for this cherished segment of society. This visit reflects the Faculty's dedication to developing its students' awareness of the importance of human connection and active participation in social initiatives, thereby reinforcing the values of compassion and responsibility toward the community.

<https://www.pua.edu.eg/a-visit-to-mohamed-ragab-nursing-home-3/>



A Fun day for Women in the university

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.





Stars club

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



International Women's Day!

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 (March 2024)

Physical Therapy faculty organized a day to celebrate the 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.

2023 - 2024			
Faculty	Males Staff Members	Female Staff Members	Total Staff Members
Pharmacy and Drug Manufacturing	19	77	96
Dentistry	26	51	77
Engineering	20	55	75
Financial and Administrative	8	9	17
Languages and Translation	4	11	15
Legal Studies and International Relations	18	0	18
Tourism and Hotel Management	14	6	20
Mass Communication	10	8	18
Arts and Design	3	52	55
Applied Health Sciences Technology	16	43	59
Physical Therapy	11	29	40
Artificial Intelligence	4	5	9
Total	153	346	499

Table 6.A The Count of Academic Staff members who attended courses for educational and personal development



2023 - 2024			
Faculty	Males TA Members	Females TA Members	Total TA Members
Pharmacy and Drug Manufacturing	35	34	69
Dentistry	18	54	72
Engineering	55	36	91
Financial and Administrative	8	9	17
Languages and Translation	21	14	35
Legal Studies and International Relations	16	2	18
Tourism and Hotel Management	8	4	12
Mass Communication	12	10	22
Arts and Design	8	45	53
Applied Health Sciences Technology	19	17	36
Physical Therapy	16	54	70
Artificial Intelligence	2	16	18
Total	218	295	513

Table 6.B The Count of Teaching Assistants members who attended courses 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
2023-2024	167	244	411
2024-2025	100	197	297
Total	267	441	708

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	2023/2024	2024-2025
<i>Number of Students who has registered membership to the club</i>	305	410
<i>Number of Students Family Members</i>	25	34
<i>Number of Staff and Teaching assistants that had been registered to the Club</i>	22	43
<i>Number of Employees that had been registered to the club</i>	5	5
Number of beneficiaries from club activities		
<i>Number of Teaching Staff members and teaching assistant members that had been trained</i>	31	4
<i>Number Students that had been trained</i>	721	280
<i>Number of Male students that had been participated with the club activities</i>	180	132
<i>Number of Female Students had been participated with the club activities</i>	541	148
Competitions		
<i>Number of Students participated in the university's internal Competitions</i>	29	28
<i>Number of Students participated in Local Egyptian Competitions</i>	65	73
<i>Number of Students participated International Competitions</i>	31	25
Number of beneficiaries from outside of Pharos University		
<i>Number of beneficiaries</i>	99	22

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



60 Seconds to Convince Competition

PUA's Career Development and Entrepreneurship Center (CDEC), under the supervision of Prof. Dr. Nourhan Fanaki, Vice President and CDEC Supervisor, successfully participated in the international competition "**60 Seconds to Convince**," organized by the Francophone University Agency (AUF) in Alexandria. This competition challenges participants to deliver a complete and persuasive presentation of their entrepreneurial projects within just 60 seconds.

CDEC qualified two student teams for the competition: the "Redo" team, focusing on electronic educational books, and the "Kavafis" team, specializing in skincare products. To ensure the teams were well-prepared, CDEC provided extensive training, guiding them on how to present their projects effectively, how to persuade the jury in under a minute, and how to craft concise, impactful statements. Workshops such as "How to Present Your Idea in 60 Seconds" were conducted to refine their presentation skills.

CDEC's primary objective was to prepare the teams to represent PUA with distinction and to compete successfully against more than 300 international teams. These efforts align with CDEC's commitment to fostering student development and equipping them with the skills necessary for success in the labor market.

<https://www.pua.edu.eg/60-seconds-to-convince-competition/>

Entrepreneur fair in December 2021

PUA's Career Development and Entrepreneurship Center (CDEC) organized the university's first entrepreneurship Fair at the Lighthouse Hall in cooperation with "Ice Alex Innovation Hub". The fair was launched in the presence of Prof. Dr. Nourhan Fanaki, Vice President for Education and Student Affairs and CDEC's supervisor, and (28) entrepreneurs with (23) projects.

<https://www.pua.edu.eg/puas-1st-entrepreneurship-fair/>

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:

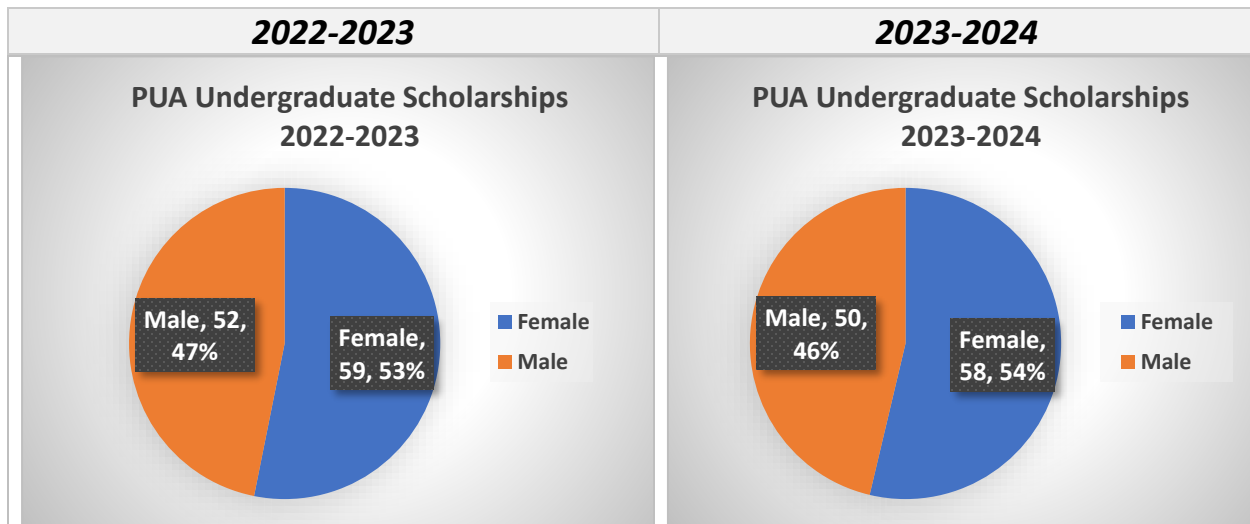
Males	Females
3	14



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. For the Academic Year 2023-2024 Pharos Offered 32 Scholarship for students and the most of scholarships were awarded at medical sciences and Engineering.

Faculty	2022-2023			2023-2024		
	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
<i>Pharmacy and Drug Manufacturing</i>	13	16	29	11	16	27
<i>Dentistry</i>	11	8	19	11	8	19
<i>Engineering</i>	7	6	13	7	6	13
<i>Financial and Administrative Sciences</i>						
<i>Languages and Translation</i>						
<i>Legal Studies</i>						
<i>Tourism and Hotel Management</i>						
<i>Physical Therapy</i>	15	24	39	15	23	38
<i>Mass Communication</i>						
<i>Applied Health Sciences Technology</i>						
<i>Arts and Design</i>						
<i>Computer Science and Artificial Intelligence</i>	6	5	11	6	5	11
Total	52	59	111	50	58	108





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 & Development	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



No	Faculty in Pharos University	Course name	Course code	SDG of relevance
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 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 represented in all disciplines of the University. They have equal rights and footing 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/wp-content/uploads/2022/11/women-bylaws.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- 2006-2024				
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	1:0.97
2022-2023	1396	1265	2661	1:0.91
2023-2024	1610	1546	3156	1:0.96



Appendix 2

PUA 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 and Sexual harassment

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. The 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.

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 fulfill 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

Policy created October 2011. The policy is reviewed every three years, with the last revision in October 2022, and was inclined with the Strategic Plan 2021-2025



Appendix 3

Women Bylaws to Support their Participation at Work

According to Law 12 for the year 2003 submitted by the 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 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 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 by this law.