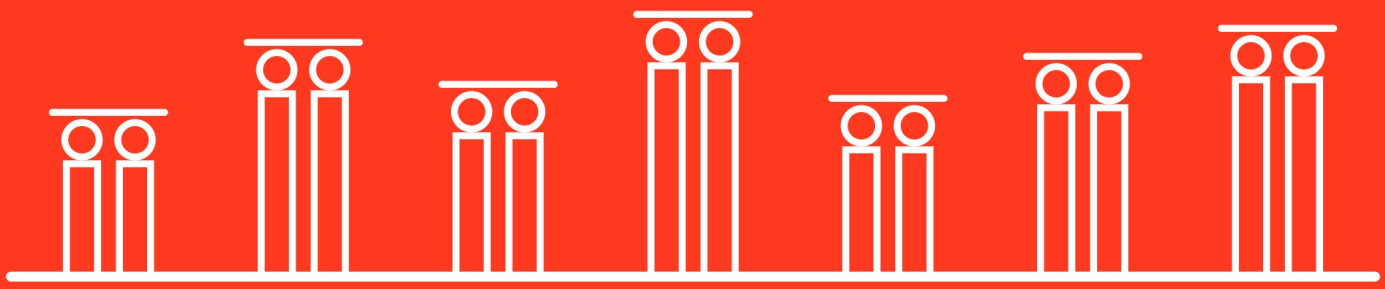
SUSTAINABLE DEVELOPMENT GOAL

5 GENDER EQUALITY

المساواة بين الجنسين



FINAL REPORT 2024/2025

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REVISED BY
International Ranking Office

SDG 5 · 2024/2025

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2024/2025 AT A GLANCE

58.9%
Of new students are women (13,674 of 23,217)

7,511
First-generation women began a degree

8,013
Female students received academic advising

10,152
Female students supported by the Social Solidarity Unit

54.2%
Of academic staff are women

36.2%
Of senior academic staff are women

60.96%
Of 2024/2025 graduates are women

2,951
Female students in 128 seminars and courses

625
Children cared for in the University Nursery

5-2

PROPORTION OF FEMALE STUDENTS WHO ARE FIRST-GENERATION STUDENTS

Assiut University is committed to promoting equal opportunities in education and ensuring access to the University for female students from diverse social and educational backgrounds, including women who are the first in their families to pursue university education. The following table presents the figures recorded for the 2024/2025 academic year:

CODE	INDICATOR	STUDENTS
5-2-5	Total number of students	105,782
5-2-3	Number of students who began a degree program	23,217
5-2-4	Number of first-generation students who began a degree program	12,096
5-2-1	Number of women who began a degree program	13,674
5-2-2	Number of first-generation women who began a degree program	7,511

58.89%
Of new students are women (13,674 of 23,217)

54.93%
Of new female students are first-generation (7,511 of 13,674)

62.09%
Of first-generation new students are women (7,511 of 12,096)

STUDENTS WHO BEGAN A DEGREE, 2024/2025



FIRST-GENERATION STUDENTS WHO BEGAN A DEGREE



During 2024/2025, a total of 23,217 new students began their studies, including 13,674 women (58.89%). Of these, 7,511 new female students were first-generation students, representing 54.93% of all new female students and 62.09% of all first-generation students who began a degree that year. These figures reflect the success of the University's policies on equality and inclusion, and its support for women in local communities to access their right to university education and complete their academic journeys.

5.3.1 SYSTEMATIC TRACKING OF WOMEN'S APPLICATION, ADMISSION, AND ACTUAL ENROLLMENT RATES

Assiut University regularly monitors statistical data on male and female students through its statistical monitoring system. These data are presented annually to the University Council, so the University can track indicators of access to university education, monitor changes over time, and assess admission and enrollment trends. According to the University's statistical report for 2024/2025, 13,674 women were among the students who began a new degree. This reflects the University's commitment to keeping regular data on women's participation in higher education.

5-3-2 UNIVERSITY POLICY ON WOMEN'S ENROLLMENT, ADMISSION, AND PARTICIPATION

Assiut University is committed to equal opportunities in university education and to ensuring that female students can apply for admission and enroll in academic programs under the standards and regulations governing admission. Its published policies reject sex-based discrimination and rely on objective, publicly stated academic criteria. The University also supports female students' participation in university life through educational, cultural, and social services and activities, backed by a formal complaints and rights-protection system. The policy on student admission, rights, and non-discrimination includes the following provisions:

Equality and equal opportunities in applying for admission

The University affirms its full commitment to the principles of equality and equal opportunity for all students and prohibits any form of direct or indirect sex-based discrimination.

Fair admission procedures

Students are admitted according to objective, clearly stated, and publicly available academic criteria to ensure fairness and integrity in the admission process.

Equality in services and participation in university activities

All students have the right to educational services without discrimination, in an environment that ensures equal opportunities and participation in cultural, sports, and social activities.

Protection from discrimination and access to a complaints mechanism

An official complaints system lets students report discrimination or violations of their rights, with confidentiality, impartiality, and transparency guaranteed and retaliation against complainants prohibited.

RELATED LINKS

→ The University's policy on student admission, rights, and non-discrimination

5-3-3 PROGRAMS AND ARRANGEMENTS SUPPORTING WOMEN'S ACCESS TO THE UNIVERSITY

Assiut University provides academic advising and guidance services, scholarship programs, and financial and social assistance for students experiencing economic difficulties, improving female students' opportunities to enroll and continue their studies.

ACADEMIC ADVISING AND GUIDANCE

The Scientific Leadership and Student Support Units in the faculties provide comprehensive care to students, male and female alike: advice and guidance to achieve academically and acquire skills; monitoring of academic status and performance; reports and recommendations to the Vice Dean; help for new students to settle into university life; and guidance in choosing specializations. In 2024/2025, **8,013 female students** benefited from academic advising at the University's faculties.

SCHOLARSHIPS

In 2024, the University announced funding opportunities under the L'Oréal–UNESCO "For Women in Science" program for Egyptian women researchers, including doctoral researchers. It also offers full scholarships to outstanding male and female students under approved programs. In 2024/2025, 23 women researchers received scholarships for study or research abroad:

FACULTY	DESTINATION COUNTRIES	NO.
Faculty of Science	Saudi Arabia, Taiwan, United States, Japan, Sultanate of Oman	9
Faculty of Pharmacy	United States, Australia, Japan, Malaysia	5
Faculty of Agriculture	China, Spain	2
Faculty of Commerce	United Kingdom, China	2
Faculty of Fine Arts	United Arab Emirates	1
Faculty of Engineering	Japan	1
Faculty of Medicine	Japan	1
Faculty of Nursing	Hungary	1
South Egypt Cancer Institute	Japan	1
Total		**23**

Through its Social Solidarity Unit, the University also provided tuition fee payments, financial aid and loans, and medical equipment, which benefited **10,152 female students** in 2024/2025.

RELATED LINKS

→ Academic Advising Guide, Faculty of Science

→ Financial grants offered through the L'Oréal–UNESCO "For Women in Science" program

5.3.4 ENCOURAGING WOMEN TO APPLY TO FIELDS WHERE THEY ARE UNDERREPRESENTED

Assiut University supports women's participation in scientific and research fields and widens their opportunities in specializations where they may be underrepresented, by publicizing scholarships and research funding for women researchers, conducting community outreach, and cooperating with entities concerned with women's empowerment.

L'Oréal–UNESCO "For Women in Science" · March 2025

The University announced the program's financial grants for Egyptian women researchers in mathematics, engineering, information sciences, physics, and chemistry, helping women continue along scientific and research career paths.

Program announcement

WITH THE NATIONAL COUNCIL FOR WOMEN, ASSIUT BRANCH

341 women benefited



Caravan supporting women's mental health · 5 November 2024

Visited three villages in Assiut Governorate under the "A New Beginning for Human Development" initiative, covering mental health, reproductive health, combating female genital mutilation, and the psychological and social effects of early marriage. It benefited 150 women.

Read the news story



"Rural Women and Economic Empowerment" forum · 13 January 2025

Held under the slogan "Productive Rural Women Are the Key to a Successful Society" to support the economic and social empowerment of rural women and girls. Three groups of women were trained in dairy production, handicrafts, and food preservation and packaging, alongside an exhibition of rural women's products and small enterprises. It benefited 170 women.

Read the news story

5.3.4

SEMINARS AND CAMPUS AWARENESS



Seminar on the National Strategy for the Empowerment of Women 2030 · 3 February 2025

Titled “A Comprehensive Vision for a Better Future”, it promoted women's economic, social, and political empowerment and equal opportunities, highlighted the role of universities in combating violence and discrimination against women, and offered legal, social, and psychological support to female students. It benefited 21 female students from the Faculty of Law.

Read the news story

A visit by the National Council for Women was also organized on 14 November 2024 to train students on women's rights.

Campus awareness · December 2024

Awareness activities on women's rights and combating violence and discrimination against women were held under “A New Beginning for Human Development” and the 16 Days of Activism against Gender-Based Violence campaign. They included seminars under the “Toward More Supportive Attitudes toward Women” initiative, organized by the Center for Human Rights Studies and Research and the Social Solidarity Unit, benefiting 99 male and female students.



Women's Economic and Social Empowerment Program · 2 December 2024

An introductory event by the Faculty of Agriculture with the Assiut branch of the National Council for Women and the University's Anti-Violence Unit, in cooperation with the Afdal Association for Development. It covered cyber, family, and domestic violence against women, and women's economic empowerment and financial inclusion.

Read the news story

150	170	21	341
Mental health caravan	Rural women forum	Women 2030 seminar	Women in total

These activities reflect the University's role in community outreach and cooperation with national institutions to support women, raise awareness of their rights, develop their economic and social capabilities, and promote gender equality.

5-4

PROPORTION OF WOMEN IN SENIOR ACADEMIC POSITIONS

Assiut University monitors the representation of women in senior academic and leadership positions as part of its commitment to equal opportunities and to enhancing the participation of female academics in university leadership and decision-making. Data for 2024/2025:

CODE	DESCRIPTION	NO.
5-4-4	Number of employees	27,860
5-4-3	Number of academic staff	6,574
5-4-1	Number of senior academic staff	2,859
5-4-2	Number of female senior academic staff	1,035

ACADEMIC STAFF, 6,574



SENIOR ACADEMIC STAFF, 2,859



54.2%
Of academic staff are women (3,562)

36.2%
Of senior academic staff are women (1,035)

29.1%
Of female academic staff hold senior positions

Assiut University employs 27,860 staff members, including 6,574 academic staff, of whom 3,562 are women (about 54.2%). Of the 2,859 staff in senior academic ranks, 1,035 are women (36.2%). An analysis of women's career advancement shows that 29.1% of female academic staff hold senior academic positions, giving a baseline for monitoring women's academic career progression and promoting greater female representation in academic leadership.

5-5

PROPORTION OF WOMEN RECEIVING DEGREES

Assiut University seeks to promote gender equality in higher education and give female students opportunities to study and graduate across scientific and humanities disciplines, supporting women's role in research, innovation, and the labor market. The University tracks male and female graduates in 2024/2025 and analyzes their distribution by field: STEM, medicine, and arts, humanities, and social sciences.

20,071
Total graduates, 2024/2025 (5-5-1)

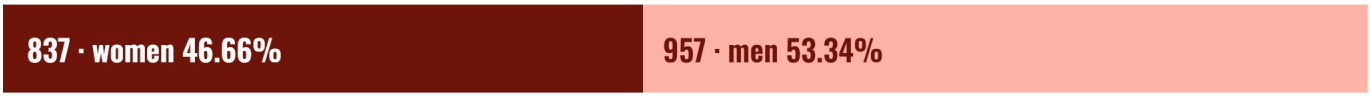
12,236
Female graduates, 60.96% (5-5-2-4)

7,835
Male graduates, 39.04%

GRADUATES BY FIELD AND GENDER

STEM

1,794 graduates · about 8 men for every 7 women (1.14:1)



Medicine

5,172 graduates · about 6 women for every 5 men (1.17:1)



Arts, humanities and social sciences

13,105 graduates · about 2 women for every man (1.91:1)



CODE	FIELD	ALL GRADUATES	FEMALE GRADUATES
5-5-1-1 / 5-5-2-1	STEM	1,794	837
5-5-1-2 / 5-5-2-2	Medicine	5,172	2,794
5-5-1-3 / 5-5-2-3	Arts, humanities and social sciences	13,105	8,605
5-5-1-4 / 5-5-2-4	**Total**	**20,071**	**12,236**

STEM shows a near balance with a slight male majority; women form a majority in medicine and about two-thirds of graduates in the arts and social sciences.

5-6

WOMEN'S PROGRESS MEASURES

5.6.1 ASSIUT UNIVERSITY POLICY ON NON-DISCRIMINATION AGAINST WOMEN

Assiut University upholds equality and equal opportunity and is committed to non-discrimination on the basis of gender, supporting women's rights in education, employment, and participation in university life. This approach rests on constitutional principles, the legislation governing university work, and institutional policies and procedures designed to promote equality and reduce discriminatory practices.

The University has published a policy to safeguard student rights and prevent discrimination. It prohibits direct and indirect discrimination on the basis of sex, among other grounds, and affirms equality and fairness in admission and enrollment.

Equal Opportunities Unit

Within the Quality and Excellence Administration, it promotes equal opportunities and treatment, raises awareness of human rights, and develops mechanisms for handling complaints about discrimination.

Center for Human Rights Studies and Research

With the Anti-Violence and Anti-Discrimination Unit, it raises awareness of women's rights and provides mechanisms for receiving and handling complaints.

Empowering women in the university community

The Unit coordinates with the Committee for the Empowerment and Equal Opportunities of Women and Persons with Disabilities on capacity-building, workshops, training, and programs for women faculty members, employees, and students.

Monitoring problems and proposing solutions

The Unit and the units for combating violence against women examine problems, challenges, or gender-based discrimination women may face at work or in study and propose solutions.

These efforts form part of the University's quality and administration framework, supporting an educational and work environment that promotes equality and equal opportunities regardless of gender.

RELATED LINKS

→ Policy on safeguarding student rights and preventing discrimination

→ Center for Human Rights Studies and Research and the Anti-Violence and Anti-Discrimination Unit

→ Equal Opportunities Unit

5-6-2 POLICY ON NON-DISCRIMINATION AGAINST TRANSGENDER PEOPLE

Assiut University adopts the principles of equality and non-discrimination within its institutional policies; however, it does not have an explicit policy prohibiting discrimination against transgender people.

5-6-3 MATERNITY AND PATERNITY POLICY SUPPORTING WOMEN'S PARTICIPATION

Assiut University supports women's participation in university life by applying rights and procedures on maternity and childcare, helping balance family responsibilities with work and study. These include paid maternity leave for employees and, for students, the possibility of postponing examinations and assignments under the applicable rules, as reflected in the Labour Law and the new Labour Law.

LABOUR LAW

ARTICLE 54

"A female employee is entitled to maternity leave for four months, covering the period before and after childbirth, provided that the postnatal portion of the leave is not less than forty-five days, and that she submits a medical certificate stating the expected date of childbirth."

ARTICLE 55

"A female employee who breastfeeds her child during the two years following childbirth is entitled to two additional breastfeeding breaks, each of at least half an hour, which count as working hours without any reduction in pay."

ARTICLE 57

"Unpaid childcare leave for a period not exceeding two years, subject to the conditions set out in the Article, for female employees in establishments employing 50 or more workers."

CIVIL SERVICE LAW NO. 81 OF 2016

ARTICLE 46

"A reduction of one hour in daily working hours for a female employee who breastfeeds her child until the child reaches two years of age."

ARTICLE 53

Regulates the employee's right to unpaid leave to care for her child for up to two years on each occasion, up to a maximum of six years throughout her civil service.

5-6-3

STUDENT MOTHERS AND LEAVE TAKEN IN 2024/2025

EXECUTIVE REGULATIONS OF THE UNIVERSITIES ORGANIZATION LAW

ARTICLE 80

"If a student fails to sit an examination for a compelling reason accepted by the Faculty Council, the absence shall not be counted as a failure, provided that the student does not miss examinations on more than two occasions, whether consecutive or separate, during the years of study at the faculty. In cases of necessity, the University Council may grant the student a third opportunity."

Under this provision, student mothers may submit acceptable reasons to request postponement of examinations.

MATERNITY AND CHILDCARE LEAVE, 2024/2025

625
Female faculty members and assistant staff applied for maternity and childcare leave

356
Female employees applied for maternity and childcare leave

5.6.4 AVAILABILITY OF CHILDCARE FACILITIES FOR STUDENT MOTHERS

Assiut University has childcare facilities, including university nurseries that provide care and early-childhood services. However, these nurseries do not accept students' children; access is limited to University faculty members, their assistants, and female employees. Consequently, students with newborn children cannot use these facilities while attending lectures and university courses.

RELATED LINKS

→ Labour Law
→ New Labour Law
→ Civil Service Law No. 81 of 2016
→ Universities Organization Law

5.6.5 CHILDCARE FACILITIES FOR FACULTY MEMBERS AND EMPLOYEES

Assiut University provides childcare facilities to help faculty members and employees balance family responsibilities with professional commitments:

University Nursery, Faculty of Early Childhood Education

- Established with the approval of the Supreme Council of Universities, Resolution No. 145 of 27 August 1996
- Annual, semi-annual, monthly and daily subscriptions
- Children of faculty members, assistant staff and employees
- Ages 1 to 6

Female student housing sector nursery

- Opened in January 2022
- For children of employees in the sector
- Capacity of 30 children
- Ages 1 month to 4 years

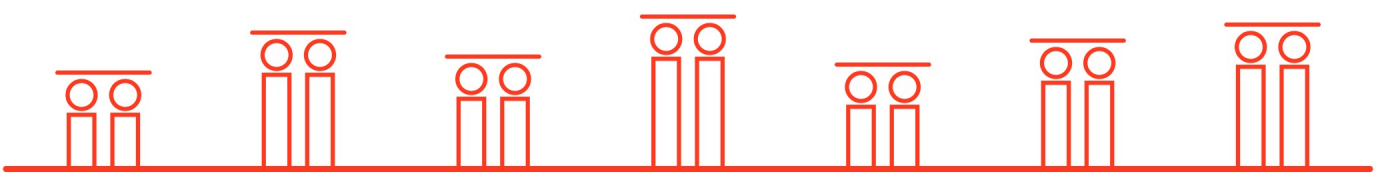
Nursery for Children with Disabilities, Women's Association for Development

- Operating since April 2004
- Four classrooms of 7–8 children each, about 28–32 children
- Ages 4 to 12
- Early intervention, assessment and training, cognitive and social skills, independence and inclusion, and family guidance

625

Children of faculty members, assistant staff and employees benefited from the University Nursery in 2024/2025

These facilities reflect the University's interest in support services for employees, helping promote job stability and a balance between work and family life.



RELATED LINKS

→ The University Nursery affiliated with the Faculty of Early Childhood Education

5-6-6 MENTORING AND GUIDANCE PROGRAMS FOR WOMEN IN WHICH AT LEAST 10% OF FEMALE STUDENTS PARTICIPATE

Assiut University prioritizes supporting women and enhancing their participation in university life, as shown by:

128
Seminars and training courses to promote women's participation

2,951
Female students benefited, over 10% of the female student body

8,013
Female students in academic advising programs

RELATED LINKS

→ Seminars organized by the University

5-6-7 MEASURING WOMEN'S LIKELIHOOD OF GRADUATING COMPARED WITH MEN, AND ADDRESSING GAPS

Assiut University regularly monitors statistical data on students and graduates through its Statistical Monitoring Unit, which collects the data and presents them annually to the University Council. The University analyzes educational outcomes by gender to identify patterns of participation among female and male students across fields.

12,236 · female graduates 60.96%	7,835 · male 39.04%

20,071
Total graduates, 2024/2025

1.56 : 1
Female graduates for every male graduate

Female graduates outnumbered male graduates in 2024/2025, making up about three-fifths of the total. These statistics provide a basis for describing the distribution of graduates by gender and field of specialization and for identifying fields where women's representation is higher or lower than men's.

5-6-8 POLICY TO PROTECT PEOPLE WHO EXPERIENCE DISCRIMINATION DUE TO EDUCATIONAL OR EMPLOYMENT DEPRIVATION

Assiut University adopts an institutional approach that supports justice, equality, and equal opportunity, with policies and mechanisms to reduce discrimination, promote fair access to education and university services, and support people facing social, economic, or disability-related barriers.

Student rights policy

Objective, clear admission criteria; no discrimination on non-academic grounds; appropriate accommodations for students with disabilities.

Equal Opportunities Unit

Human-rights awareness, support for people who experience discrimination, complaints handling, and advice and social support.

Student Social Solidarity Fund

Financial and social support, including tuition contributions and supplies or medical and assistive devices for eligible students.

Together these interventions ease burdens that may prevent students from continuing their education, improving their chances to complete their studies and benefit from university services.

RELATED LINKS

→ Policy on safeguarding student rights and preventing discrimination
→ Equal Opportunities Unit
→ Mechanisms for receiving and handling complaints
→ The Student Social Solidarity Fund

5-6-9 PATERNITY POLICY

Assiut University provides employees with leave that takes family and social circumstances into account, including leave to care for a parent and leave to accompany a spouse, under the applicable rules. Such leave helps male employees meet family responsibilities and balance professional and family life.

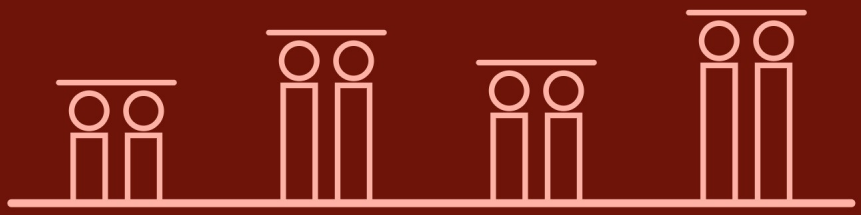
18

Faculty members granted parental leave (childcare or parent care) in 2024/2025

5

GENDER EQUALITY

المساواة بين الجنسين



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