



MISR UNIVERSITY FOR SCIENCE & TECHNOLOGY



MUST Ranking Office Misr University for Science and Technology



MISR UNIVERSITY FOR SCIENCE & TECHNOLOGY

SDG5 (Gender Equality)



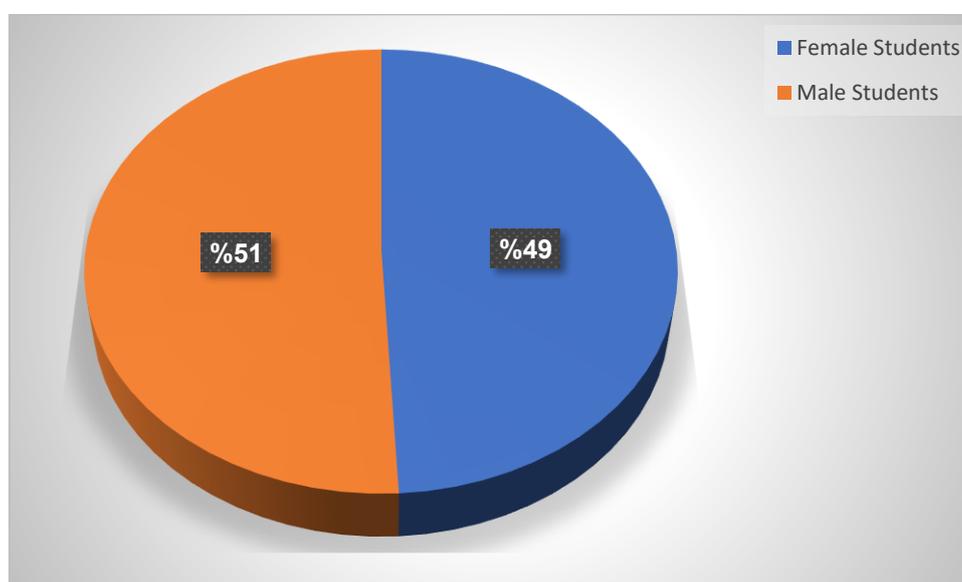
SDG5 (Gender Equality)

Metrics and indicators

5.3 Student access measures

5.3.1. Tracking access measures Year: 2021

Tracking measurements at Misr University for science and Technology proved that the percentage of female students was 49% compared to 51% for male students in the academic year 2020-2021.



The percentage of female and male students at Misr University for Science and Technology in the academic year 2020-2021.

5.3.2. Policy for women applications and entry Year: in place by 2021

There is a policy to measure the registration and admission of women into our university which has been implemented from the year 2006 and the old registration system has been replaced with the banner system in 2018/2019. The policy is announced on the official website of Misr University for Science and Technology. The owner Prof. Soad Kafafy (God bless her sole) had a clear message to support females since the beginning of MUST University in 2010. Polices reviewing process occurred and was updated regularly.

Policy created in 2010

Policy reviewed in 2019

<https://must.edu.eg/apply-to-must/>.

5.3.3. Women's access schemes Year: 2021

Our university as a body provides women's access schemes via the mentoring system that is provided for all university students. There are also scholarships and financial aid provided for female and male students without any discrimination.

Admission Policy

- Misr University for Science and Technology (MUST) admits qualified students regardless of their race, color, religion, gender or national origin.
- The university follows the rules and regulations of admission set forth by the Supreme Council of Universities and the Private Universities Council.

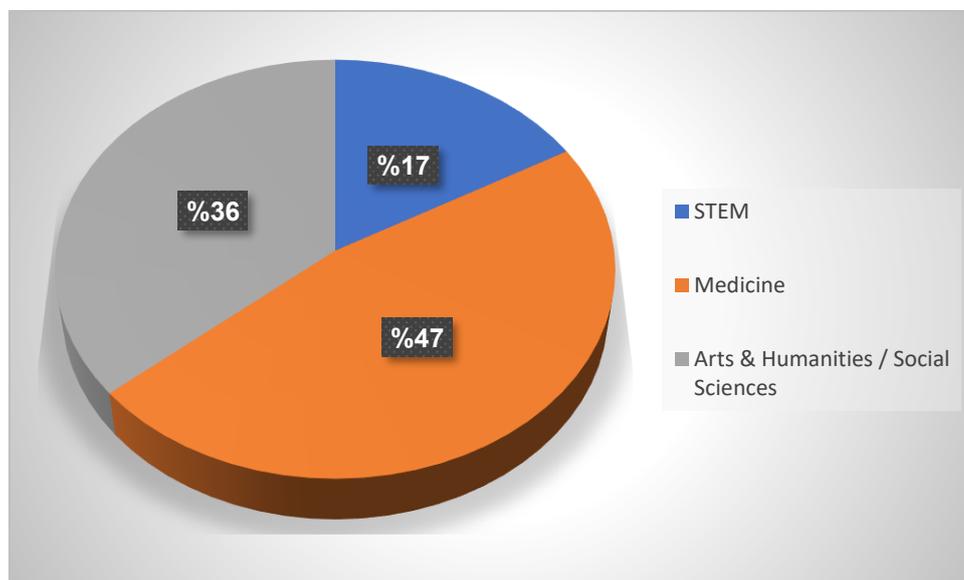
<https://must.edu.eg/academics/>

<https://must.edu.eg/apply-to-must/>

5.3.4. Women's application in underrepresented subjects Year: 2021

MUST does not have a scheme to encourage women's application in underrepresented subjects because women are well represented in all different subjects according to their interests for example, in the medical sector female represent 50.7%. Also, Arts and humanities/social sciences females represent 38.9%. Additionally, female students are underrepresented in STEM subjects by

10.3% due to social preferences. MUST University organized workshops and webinars to encourage students to join STEM subjects.



5.6. Women's progress measures

5.6.1. Policy of non-discrimination against women Year: in place by 2021

Egypt is the first country in the world to launch a national women's strategy for 2030 that is aligned with the SDGs, confirming the country's commitment to achieving women's empowerment. Egyptian women and their determination to play an active role in women's advancement. The President of Egypt adopted the National Strategy for the Empowerment of Egyptian Women 2030 in 2017. Directive to the Egyptian government to adopt all its contents and use them as a guide and a roadmap for all work related to women's empowerment.

MUST follows the laws enacted to protect women from discrimination, as well as the constitution of the Arab Republic of Egypt Promulgation of 2014, Chapter Three: Public Rights, Freedoms, and Duties, Article: 53. "The state shall take all necessary measures to eliminate all forms of discrimination," the law states, "and the establishment of an independent commission for this purpose shall be regulated."



المجلس القومي للمرأة
THE NATIONAL COUNCIL FOR WOMEN

WOMEN'S EMPOWERMENT

The National Strategy for Empowering Egyptian Women 2030

2014 - May 2021

2021

WOMEN'S EMPOWERMENT
2014 - May 2021



Human Rights of Women, Children, Persons with Disabilities, Youth, and the Elderly are addressed in this focus area in five items, each highlighting strengths and opportunities, challenges and concluding with target results.

I. Women's Rights

Strengths and Opportunities

1. The Egyptian Constitution highlights the values of equality between men and women and ensures women's rights in all fields of life. Accordingly, the State commits to ensuring women's rights, realizing the principles of equality, justice, non-discrimination and equal opportunity.
2. The National Council for Women undertakes an active role in protecting and enhancing women's rights, freedoms and empowerment, and in promoting values of equality, equal opportunity, and non-discrimination.
3. The gender equality concept was integrated in Egypt's Strategy for Sustainable Development "Egypt Vision 2030".
4. Tangible progress was achieved in terms of the political, economic and social empowerment of women by implementing the "National Strategy for the Empowerment of Egyptian Woman 2030", which is the roadmap for the government to carry out all programs and activities related to women's empowerment and gender equality.
5. A mechanism was created to monitor policies and procedures taken to fight against Covid-19, considering women's needs, particularly those with disabilities, elderly and pregnant women.
6. Political Empowerment of Women:
 - a. The Constitution enhances women's political participation, access to public and top management positions and appointment in the judicial authorities without any discrimination.
 - b. The Constitution provides guarantees and protection for women. It ensures their right to vote in all public elections and referendums. They shall have the right to run for elections in all bodies where members are elected by public vote. The State provides all measures to ensure that women are properly represented in the parliament. It allocated a 25-percent quota for women in local councils. The 2019 constitutional amendments provided women

with a permanent representation of not less than 25 percent of the seats of the House of Representatives. Accordingly, the House of Representatives law was amended. The Senate Law stipulates that women shall occupy not less than 10 percent of the Senate seats.

- c There is an increase in women's participation in voting and nomination for elections. Women's representation reached 27 percent in the House of Representatives and around 14 percent in the Senate. In the context of continuous efforts towards enhancing the political participation of women, and their leadership roles as well as their roles in public work, women currently hold 25 percent of ministerial positions, 25 percent of top positions of the Central Bank and 12 percent of seats on boards of directors of banks. For the first time, two women were appointed as governors. Moreover, 31 percent of deputy governors' positions and 27 percent of deputy ministers' positions were accounted for by women. Women now preside over districts, city councils and villages. The first female advisor to the President for National Security Affairs was appointed.
 - d More women hold judicial positions. The State Council and the Public Prosecution started appointing a number of female judges. This is based on the State's approach to appoint women in the Public Prosecutor's Office and the State Council. This step gives effect to the constitutional entitlement of equality and non-discrimination, and stresses women's competence to hold different positions.
7. Economic Empowerment of Women
- a Many laws and legislative reforms were issued to enhance the economic rights of women, including the Civil Service Law, which provides benefits to working mothers.
 - b The law of inheritance was amended to punish those who withhold inheritance from those who have the right thereto.
 - c Article 2 of the new Investment Law No. 72 is drafted to ensure equal investment opportunities for women and men, and empower the small and medium enterprises, youth and entrepreneurship.
 - d Equal opportunity units were established in all ministries to realize gender equality in workplace and address discriminatory

practices against women. By virtue of Decree No. 1 of 2019 by the Minister of Manpower, a unit was created to achieve gender equality and eliminate all forms of discrimination against women in the workplace.

- e More women participate in the labor market, with a lower unemployment rates among women as compared to men.
- f Women accounts for 78 percent of “Takaful and Karama” beneficiaries to realize their economic empowerment and improve their families’ conditions.
- g The Ministry of Social Solidarity provides soft loans for women’s small and micro enterprises, with the principal capital of these loans reaching EGP 1.4 billion directed to 240,000 women for small and micro enterprises. It should be noted that 70 percent of projects are concentrated in rural areas as a form of economic empowerment for rural women. Women accounted for 75 percent of total loans compared to 25 percent for men.
- h “Forsa” program was launched to empower women benefiting from “Takaful” pension program to have decent job opportunities through micro enterprises funded by the Ministry of Social Solidarity.
- i Several projects were carried out to enhance women’s economic empowerment, and to provide many programs of rehabilitation, training and awareness for women..
- j More small and medium enterprises are now chaired by women; small enterprises targeting women accounted for 69 percent in 2018.
- k Women’s financial inclusion is promoted by increasing women’s savings and entrepreneurship.
- l The Minister of Manpower issued two decrees in 2021 cancelling all previous decrees deemed discriminatory against women and lifting the ban on the employment of women in industries, professions and businesses. They explicitly stipulate the right of women to work during night shifts upon their request. All these procedures are part of efforts to observe principles of equal opportunity, gender equality, non-discrimination at workplace and ensuring the right to health and social care. In the same

- vein, measures are taken, and services are provided in relation to safe travel, professional safety and working mothers' rights.
- m The Financial Regulatory Authority issued resolutions prohibiting any gender discrimination in dealing with clients of financial companies. Women-sensitive non-banking financial products were developed.
8. Social Empowerment of Women
- a More women are enrolled in education and hold university degrees; and the rates of illiteracy and dropout from schools have decreased among women and girls.
 - b The Constitution guarantees protection of and care for mothers and children, breadwinners, elderly and underprivileged women.
 - c Less maternal mortality is recorded.
 - d A Presidential initiative was launched to support women's health, targeting to examine 30 million women over 18 years. It seeks to achieve early detection of breast tumors and any other incommunicable diseases and provide family planning services. 11 million women had access to the initiative until December 2020.
 - e More awareness of reproductive health, family planning and healthy life is achieved. The "National Strategy for Reproductive Health 2015-2020" was issued.
 - f Women have access to social protection programs including conditional cash transfers program "Takaful and Karama" and "Haya Karima"(Decent Life) initiative.
 - g In 2018, the President launched "No more people detained for debts in Egypt" initiative to pay men and women's debts at a cost of EGP 42 million.
9. Protection of Women Against All Forms of Violence and Harmful Practices
- a In 2015, three national strategies were launched: "National Strategy for Combating Violence Against Women", "National Strategy against Female Genital Mutilation", and "National Strategy for Elimination of Early Marriage".

and Children's Rights Sector of the Ministry of Justice, women hosting and guidance centers of the Ministry of Social Solidarity, Anti-violence Unit of the National Council for Women, Anti-harassment and Violence Against Women Units in Universities, equal opportunity units, hospital-based units receiving cases of violence against women, three clinics for violence against women in the Forensic Medicine Authority and four "safe woman" units in university hospitals. The first shelter for women victims of human trafficking was established.

- h Many seminars and awareness programs were held to introduce the legal process due in cases of violence against women, to encourage women and girls to report to protect their rights.
- i Programs were carried out to strengthen capacities of law enforcement authorities, namely the Public Prosecutor's Office, Ministry of Justice, Family Prosecutions' Assistants, forensic doctors and marriage registrars. Training manuals were issued for members of the Public Prosecutor's Office, judges, forensic doctors, police officers, and Ministry of Health to deal with victims of violence. Al-Azhar issued a manual to train religious leaders on women's issues. A number of services were provided for women and girls who are victims of violence.
- j Several campaigns were organized to raise awareness about the dangers of culturally inherited harmful practices including early marriage, early pregnancy, female genital mutilation, negligence of family planning and delivery without medical control, electronic crimes risks and the different forms of violence.
- k Issuing a number of guidelines for members of the Public Prosecution Office, policemen, forensic doctors, health service providers, and judges for case management and psychological support to combat crimes of violence against women.
- l Training courses and conferences were held to support male and female judges' capacities to address issues of violence against women.
- m The issuance of a number of important ministerial and administrative decisions: The Prime Minister's decision in 2021 to establish "The Combined Unit for the Protection of Women from Violence," which aims to assemble and coordinate the services

of the agencies and ministries concerned with dealing with violence against women issues in one place in order to facilitate the procedures and enable the access of abused women to these services. The decision of the Minister of Transport for the year 2021 to issue the national code of conduct for users, operators and workers in facilities and means of transportation, with the aim of combatting all forms of harassment and violence in facilities and means of transportation. The Circular Book No. 2021 for the Financial Supervisory Authority to urge companies listed on the Egyptian Stock Exchange and operating in non-banking financial activities to adopt the provisions of the ethical charter to prevent harassment, violence and harassment in the work environment.

<http://ncw.gov.eg/Images/PdfRelease/Fact%20sheet%20NCW%20E%20A%2003%20May%202021-6202110235335258.pdf>.

<https://sschr.gov.eg/media/gapb5bq4/national-human-rights-strategy.pdf>.

https://www.constituteproject.org/constitution/Egypt_2014.pdf.

5.6.3. Maternity and paternity policies Year: in place by 2021

By publishing specific laws on women's empowerment and human rights, the Egyptian government established laws to protect working women and guarantee their rights. Egyptian strategic plans to support women's rights have been implemented.

Misr University for Science and Technology adheres to Egyptian Labour Law.

Policy and laws implemented in 2016 and still running until 2021

Maternity Leave

A female having spent 10 months in the service of an employer is entitled to 3 months **maternity**

leave with full pay including the period preceding giving birth. The female employee is not entitled to this **maternity** leave for more than twice during her working period, however new terms can then be negotiated with the employer if and when the situation arises.

Aside from the aforementioned **maternity** leave entitlements, there are a number of other rights entitled to women within the law. Firstly, female workers in establishments where 50 workers or more are employed will have the right to obtain non-paid leave for a maximum of 2 years to care for the child but this leave will only be entitled twice throughout the service period. Furthermore, employers with 100 workers are obliged to establish a nursery school to care for the workers of the children. During the 24 months following the date of childbirth, a female employee also has the right to two periods of rest daily, each one 30 minute, for breast-feeding her child, with the option to combine both periods in one.

Maternity leave in the Egyptian Labour Law.

8. More primary health care units were established, i.e., health offices, clinics, **maternity** and childcare centers, urban health centers, family centers and units and primary health care units in rural areas.
- d The need to enforce laws protecting working women and guaranteeing their rights. More legislative reforms are needed, including the principle of equal pay for work of equal value, standardized **maternity** leaves in public and private sectors, proposal of paid parental leave, preventing gender-based discrimination in access to loans and finance, and facilitating procedures pertaining to the neediest and breadwinner women.

- c Laws protecting working women and ensuring their rights are enforced. Additional legislative reforms are introduced to enhance women's right to work, including unification of the **maternity** leaves in both public and private sectors, proposition of paid paternal leaves, and explicitly stipulating the prohibition of discrimination based on sex with regard to access to loans and funding, as well as facilitating procedures to take into account the special circumstances of the most needy and breadwinner women, and stipulating the principle of equal pay for work of equal value.
- d The need to enforce laws protecting working women and guaranteeing their rights. More legislative reforms are needed, including the principle of equal pay for work of equal value, standardized maternity leaves in public and private sectors, proposal of paid parental leave, preventing gender-based discrimination in access to loans and finance, and facilitating procedures pertaining to the neediest and breadwinner women.

Maternity leave in the national human right strategy

Legal framework 2014-2019

The **new Investment Law** (Law No. 17 for 2017, Article 2) dedicated for assuring equal investment opportunities for both men and women.

The **Inheritance Law was amended** (Law No. 219 for 2017) to impose stricter sanctions on those who withhold the inheritance from whoever has the right to such inheritance, which will have a great impact on women

Recognition of women as breadwinner in accordance with the unified tax Law No. 91 for 2005 and amended by Law No. 11 for 2013

Amendment of Civil Service Law 2016 granting benefits of working mothers such as 4 months **maternity** leave instead of 3 months.

New regulations issued for the mobile payments.

Amendments in the **bylaws regarding the development of saving group accounts.**

In 2019, two decrees (123, 124) issued by the Financial Regulatory Authority stated that **at least one women should be represented on boards of the financial companies**

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- Minister of Manpower issued Decrees number 43 and 44 in 2021 to **lift restrictions on women's ability to work at night and restrictions on working in specific industries/profession** while assuring provision of protection and safety measures to women.

Maternity leave in the national strategy for empowering Egyptian women 2030

Women at work

Women's career progression

PROMISING PRACTICES AND POLICY RECOMMENDATIONS

MENA women generally earn significantly less than men and have narrower access to leadership opportunities. They also face sector- and working-hour restrictions and sexual harassment in the workplace.

Equal pay

14 MENA countries* have ratified the **ILO Equal Remuneration Convention**.

A **collective bargaining agreement** was adopted in Jordan to close the pay gap for private school teachers.

Labour codes in Morocco and Jordan mandate "equal remuneration for work of equal value". Egypt prohibits wage discrimination based on gender. Tunisia includes generic non-discrimination provisions in its labour codes.

Under the leadership of Jordan, the **Equal Pay International Coalition** was launched in the MENA Region to address the gender pay gap.

Policy recommendations

Include a **non-discrimination provision** in the labour code together with special provisions on women's rights at work, such as equal remuneration for work of equal value.

Leadership and role models

Corporate governance codes in Morocco and Jordan mention gender balance on boards. Disclosure-driven policies in MENA help increase women's representation in the boardroom. UAE has set a minimum quota for women on boards.

The World Union of Arab Banks' **Charter for Gender Diversity** calls for non-discrimination in recruitment procedures and promotion.

Countries have passed laws to give more visibility to **women role models in the media**.

Policy recommendations

Enhance gender balance in corporate governance through **quotas** and the inclusion of a **gender equality provision in corporate governance codes**. Include a gender equality perspective in the policy documents guiding the work of **traditional media institutions**.

Flexible work

Yemen is the only MENA country that has ratified the **ILO Workers with Family Responsibility Convention**.

Jordan's **flexible work regulations** cover flex work for female and male employees. Egypt and Tunisia have legal provisions which allow female public sector employees to work part time. Private sector employees in Egypt with family responsibilities also have the right to work part time.

Policy recommendations

Encourage the implementation of flex work provisions for **both women and men** so that men can share family responsibilities.

Sexual harassment at work

The **ILO Convention on Violence and Harassment** and its accompanying Recommendation were adopted in 2019 and are **open for ratification**.

New laws in Morocco and Tunisia **double the penalties** for harassment perpetrators who have authority over the victim. Egypt has introduced more **severe sentences** for perpetrators who have authority over the victims. In Jordan, Bank El Etihad has issued a **sexual harassment policy**.

Policy recommendations

Work with social partners and the ILO towards ratification of the **Harassment and Violence at the Workplace Convention**.

Professions and working hours

Some countries such as Jordan and UAE have **lifted restrictions on women's ability to work at night**. UAE has also lifted **restrictions in jobs deemed dangerous**, as well as in agriculture and on the mining, manufacturing, and energy industries.

Policy recommendations

Remove all discriminatory legal provisions related to women's participation in the labour market such as those that prohibit women from working at night or the same amount of hours as men.

Private sector

The private sector is increasingly aware that gender equality efforts **improve business outcomes**. E.g., Bank El Etihad in Jordan and agribusiness companies in Egypt report positive business growth thanks to their gender-sensitive approaches.

Policy recommendations

Research and document national and regional private sector gender equality initiatives and give them **greater visibility**.

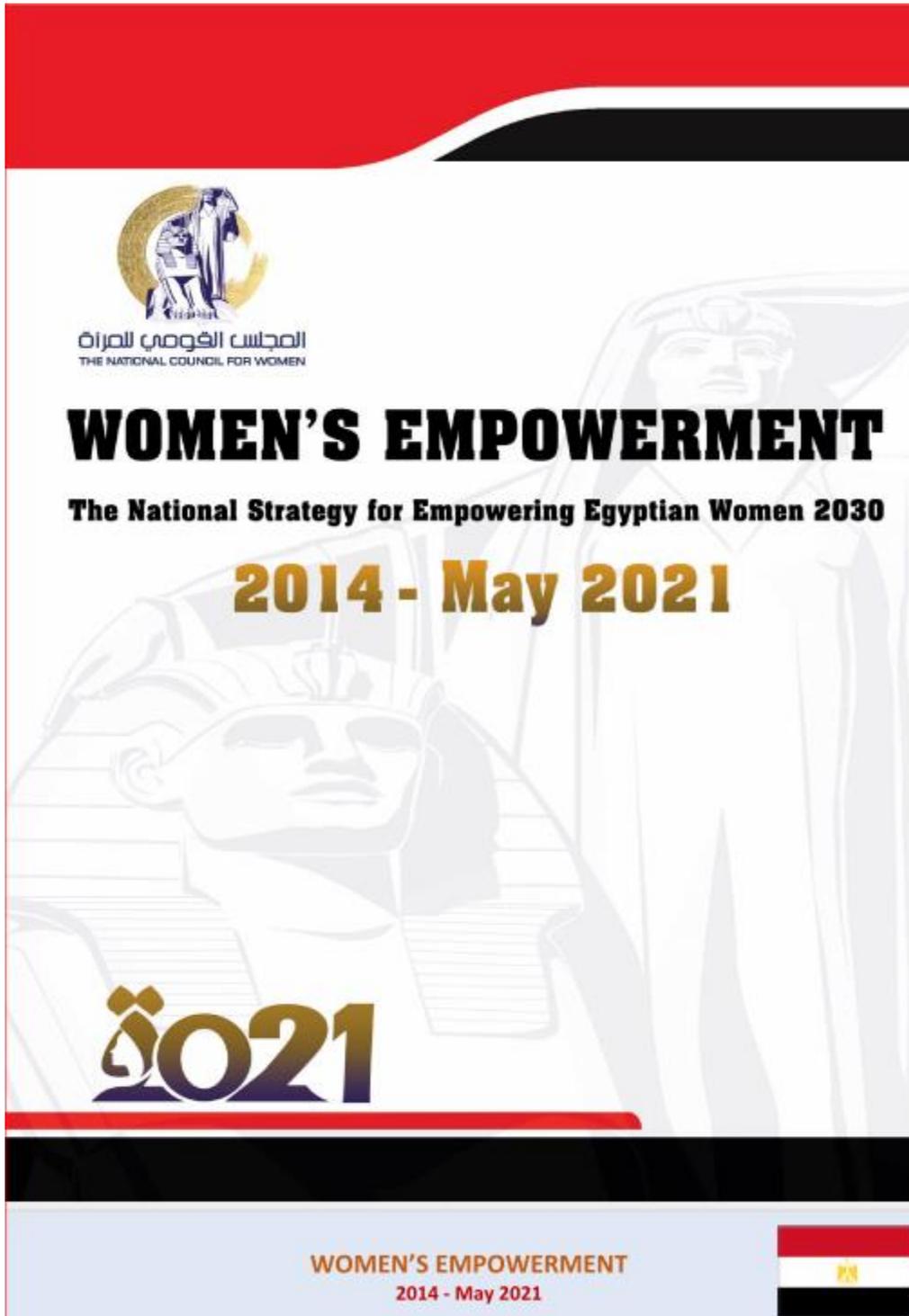
General policy recommendations

Revise personal status laws so that women do not need to seek the approval of a male family member to work.

Give legislative recognition to economic violence as a form of violence against women.

Ensure labour inspections focus on and enforce legal provisions for non-discrimination and gender equality.

Note: The 14 MENA countries include Algeria, Djibouti, Egypt, Iraq, Jordan, Lebanon, Libya, Mauritania, Morocco, Saudi Arabia, Syria, Tunisia, United Arab Emirates and Yemen.




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2014 - May 2021





SUPREME STANDING
COMMITTEE FOR
HUMAN RIGHTS

NATIONAL HUMAN RIGHTS STRATEGY

The Arab Republic of Egypt
2021-2026



<http://ncw.gov.eg/Images/PdfRelease/Fact%20sheet%20NCW%20E%20A%2003%20May%202021-6202110235335258.pdf>.

<https://sschr.gov.eg/media/gapb5bq4/national-human-rights-strategy.pdf>.

<https://eg.andersen.com/wp-content/uploads/2021/07/Employment-in-Egypt.pdf>.

5.6.4. Childcare facilities for students Year: 2021

Dr. Souad Kafafi Foundation provides many services for students, staff and faculty and local communities. The provided services include the following:

- 1. Rehabilitation and service center for people with special needs.**
- 2. The orphanage**
- 3. Educational nursery for children to serve the local community.**

Services provided by the Dr. Souad Kafafi Foundation for Integrated Social Care for the local community for 2020 – 2021.

The foundation's primary areas of focus are social assistance and child and maternity care. The Dr. Souad Kafafi Foundation for Integrated Social Care provides all types of social assistance, whether financial, in-kind, or therapeutic, to widows, orphans, and divorced women throughout the Republic. Furthermore, the Foundation provides financial assistance to orphaned and disabled students in universities and schools, as well as preparing orphan girls for marriage. The foundation's entertainment celebrations for orphaned children and people with special needs usually bring smiles and joy to the faces of the children. Furthermore, the foundation distributes Ramadan bags and Mawlid al-Nabawi sweets to poor families throughout the surrounding community. Poor families are also given financial assistance, which was given to 86 families in 2019; in 2020, the number increased to 97 families, and in 2021, the number increased to 103 families.

To achieve the objectives for which the institution was established, all the following service activities are provided:

1. Rehabilitation and service center for people with special needs.
2. The orphanage
3. Educational nursery for children to serve the local community.

1. Center for rehabilitation and services for people with special needs.

The Suad Kafafi Center is one of the rehabilitation facilities that teach normal and abnormal children how to communicate, interact, and interact with others, and then with society. It is regarded as the most modern facility for assisting and rehabilitating people with special needs. The centre is concerned with the comprehensive rehabilitation of the brain's management and cognitive processes, and it also makes a significant contribution to interactive counselling sessions for parents to improve their children's educational process (guidance sessions). The centre also assists children with learning disabilities through

academic education sessions and administers all psychological tests to children. Rehabilitation and service centre for people with special needs.

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2. The Orphanage

Since the beginning of the adoption of the orphanage children, 7 girls, they have received all means of a decent and calm family life, and this is what distinguishes them, as they are enrolled in distinguished international schools and are cared for by a group of highly qualified surrogate mothers who are selected on the basis and criteria compatible with the nature of their work. The girls receive educational and health services, as well as recreational and sports activities, as well as the development of their artistic and creative hobbies, with a constant desire to instil religious customs and traditions.

3. The Nursery

The foundation operates an educational nursery that adheres to the most advanced educational systems for children, with the goal of producing good citizens who will benefit society and the country. The foundation is always eager to carry out the instructions of the honourable Mr. Chairman of the Board of Trustees, the honourable professor, the general supervisor, the treasurer, and the members of the Board to select the best people in charge of the nursery to ensure the quality of the educational service and health care provided to the enrolled children (Educational – Cultural- Religious).





- <https://www.skills.edu.eg/about-us/>.
- <https://www.facebook.com/skillsegypt>
- https://www.facebook.com/skillsegypt/photos/?ref=page_internal
- <https://www.skills.edu.eg/wp-content/uploads/2017/09/Parents-and-Students-Handbook-2017-2018-primary-secondary.pdf>

5.6.6. Women's mentoring schemes Year: 2021

During their studies at Misr University for Science and Technology, all students receive academic supervision and mentoring. Academic supervisors are both male and female, and they have the same number of advice lists.

Also, the Women Business Development Center (WBDC) within the National Council for Women has carried out numerous activities such as: "Zaneen

Market”, a women-friendly environment market - ICT, vocational and entrepreneurship training for SMEs and new graduates - product development program called “Addaha W2doud” - the first Social Innovation Hub has been launched at the National Council for Women (NCW) in 2016- 1m youth outreach through “masr taamel egypt works” initiative - launch of the hour code campaign for computer science and coding education- An environmental camp that has been implemented in 6 Governorates - Speed Mentoring Program in the field of entrepreneurship and SMEs development - IBDL Program -International Business Driving License for business management - The "Basic Guide to start your own business Program - GET Ahead Manual-Community Kitchen Initiative "Mumm" model - The Operator's “ Mashaghl” Initiative Model. “

Academics

Misr University for Science and Technology, the leading private university in Egypt, was established in 1996. All our academic programs have been accredited by the Supreme Council of Universities.

With state-of-the-art facilities, our dedicated and considerate faculty members, and motivated students we are striving to make the teaching-learning process at MUST an enjoyable experience.



Global Mentoring Walk - Egypt - 2021 (Women in Development)

<https://web.facebook.com/watch/?v=451427512834745>.

<https://spacegeneration.org/event/sgegypt-2021>.

<https://must.edu.eg/academics/>.

5.6.7. Track women's graduation rate Year: 2021

The Percentage of total graduated females in 2021 was 53.23%.

The Percentage of Female STEM graduates in 2021 was 30.33%.

The Percentage of Medicine Female graduates in 2021 was 55.7%.

The Percentage of Female graduates in Arts & Humanities / Social Sciences in 2021 was 62.14%.



The women's graduation rate in 2021

5.6.8. Policies protecting those reporting discrimination Year: 2021

Misr University for Science and Technology abide by the laws enacted to protect women who report discrimination, as well as the constitution of the Arab Republic of Egypt Promulgation of 2014, Chapter Three: Public Rights, Freedoms, and Duties, Article: 53. "The state shall take all necessary measures to eliminate all forms of discrimination," the law states, "and the establishment of an independent commission for this purpose shall be regulated."

https://www.constituteproject.org/constitution/Egypt_2014.pdf.

<https://sschr.gov.eg/media/gapb5bq4/national-human-rights-strategy.pdf>.

<https://misr.news/june-30-state-institutionalizes-principles-of-equality-and-non-discrimination-through-infographic>.