



MUST Rankings Office



MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY



## SDG. 5 (Gender Equality)

### Report 2021-2022





## Introduction

As a modern university MUST university sets an example in the Gender Equality field with a majority of its academic faculty staff being women constituting about 58% of the total academic staff. As for the top management academic positions, the women constituted 68 out of the total of 146, with the percentage of 46.6%. The establishment of Equal opportunities and Gender Equality Unit of MUST reflects the university commitment to equity and equality values. In the health care domain, MUST provides medical insurance and health services at [the Souad Kafafi University Hospital](#) for all men and women working at the university.

Of the activities in support of women that were held at MUST in the academic 2021-2022 stands out [the Initiative to Support Women Cancer Fighters](#) in February 2021 that was [organized in association with Bahia Foundation](#), a foundation that provides fully funded health services for women with breast cancer.

MUST plays a leading role in raising awareness to education among the female workers by conducting literacy courses for the illiterate workers at MUST campus in collaboration between Misr University for Science and Technology and The General Authority of Adult Education via a [cooperation protocol](#). Lectures and exams are mandatory to enable the workers to gain the literacy certificate. Furthermore, the university gives incentives and promotes those who pass the required levels into clerical jobs at MUST. A celebration was held in September 2021 to celebrate the graduation of the enrolled workers. The percentage of women passing the literacy exams is 43.4% of the total number of those awarded the certificates of success.

MUST encourages its young women to participate in cultural and artistic activities as well. A team of girls participated as [a choir in the Ebdaa festival](#) organized by the Ministry of Youth and Sports in July and August 2022 as a summer activity. Female students are active participants in the events organized by the General Administration of Youth Welfare at MUST such as cultural, social, and scouts' activities. This woman supportive atmosphere led the women of MUST to thrive as a result. A variety of awards were granted to both students and staff members. In November 2021, Prof. Hala Elmonofy dean of the Faculty of Oral and Dental Surgery at Misr University of Science and Technology was awarded in [Womeneers](#), an event organized by the Egyptian Dental Syndicate, Ministry of Youth and Sports, and Ministry of Social Solidarity. Other events include the winning of two female students of MUST to the first and second posters awards in the Arab Dental Congress [ADC21 conference](#) organized in collaboration with the Egyptian Association of Dental Societies in 2021.



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## SDG. 5 (Gender Equality)

### 5.3 Student access measures

#### 5.3.1 Tracking access measures





# SDG. 5 (Gender Equality)

## Metrics and indicators

Underlined blue text directs to supporting evidence

### 5.3 Student access measures

#### 5.3.1 Tracking access measures

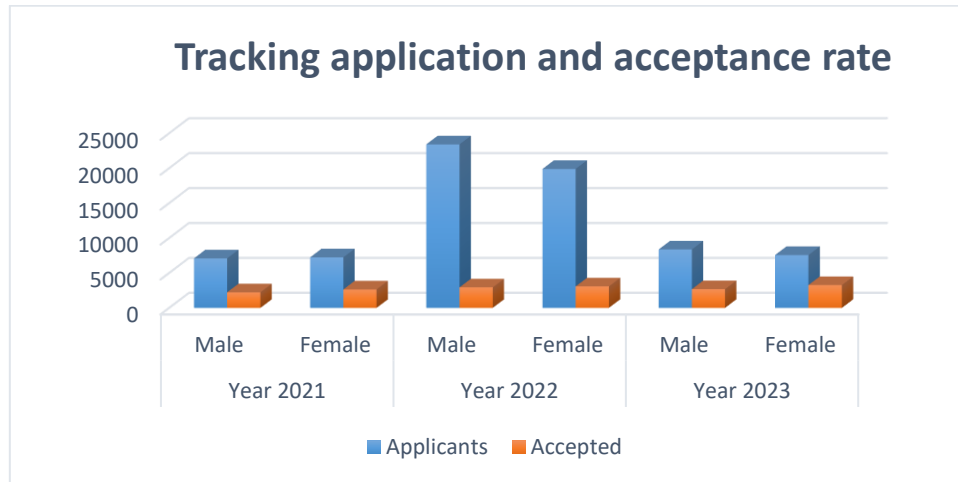
Misr University for Science and Technology (MUST) is steadfast in its commitment to achieving gender equality and the empowerment of women and girls. In year 2022, our university embarked on a significant initiative to systematically measure and track access measures in education, with a particular focus on women's application rate and .acceptance or entry rate

#### 1- Establishing a Comprehensive System for Tracking Women's :Application and Acceptance Rates

MUST has established a robust system and procedures to systematically track the application and acceptance rate of women in our academic programs. This initiative is the result of collaborative efforts between our ,dedicated IT Department Team and the Student Registration team facilitated by the utilization of advanced data collection platforms like .Banner and other integrated systems

#### Tracking Applicants and Accepted Students Over Three Consecutive .Years

Type	Year 2020-2021		Year 2021-2022		Year 2022- 2023	
	Male	Female	Male	Female	Male	Female
Applicants	7092	7237	23410	19891	8370	7565
Accepted	2232	2641	2940	3082	2684	3271

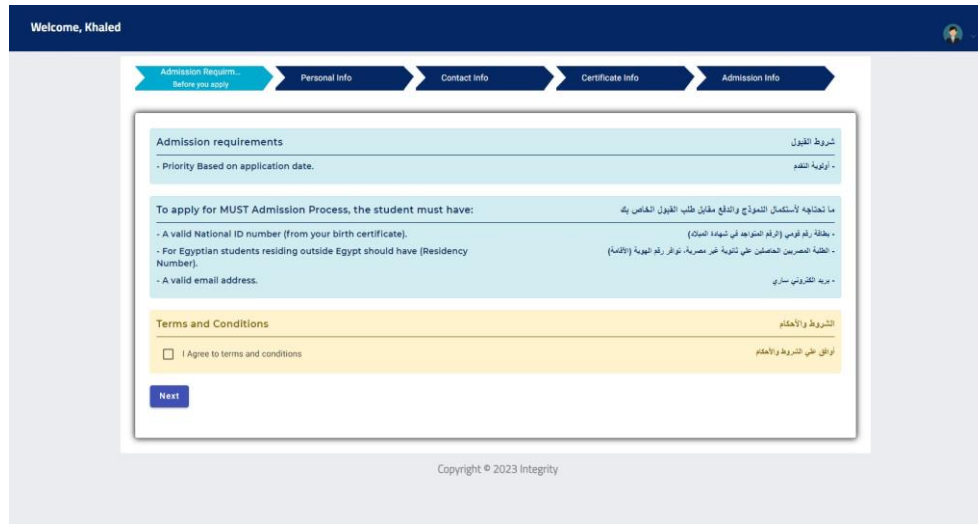


This meticulous tracking of applications allowed us to gauge the gender balance in our student body. While the academic year 2021-2022 revealed of applicants being male, it's noteworthy that the percentage of %54 accepted female students was 51%. In general, the tracking system indicates a nearly equal balance between both genders, whether as applicants or accepted students, across three consecutive years spanning from 2021 to 2023. Our acceptance rates data in 2022 confirms that .women have the same chances for admission as their male counterparts The overshooting of the number of applicant's data in 2022 compared to the other years is attributed to the decision taken by our university in 2022 .to make the application free

## 2- Equal Opportunities for All during the admission process .(Transparent Admission Process)

At Misr University for Science and Technology, our admission process is ,grounded in transparency and fairness. We prioritize merit and potential regardless of gender, ensuring that no applicant is discriminated against during the acceptance phase. The university follows the rules and regulations of admission set forth by the Supreme Council of Universities and the Private Universities Council, which is [clearly stated in our admission policy](#). Additionally, [we've a user-friendly online system on our website for](#) the admission to ensure an equitable and impartial selection process, free from gender bias. To further support students throughout the admission process, we provide various resources, including our university's hotline and Facebook page, as well as a wealth of [frequently](#)

[asked questions](#) on our website for guidance. Moreover, our website hosts a dedicated [contact page](#) for leaving messages and seeking assistance, and we offer a [tutorial](#) to help students navigate the registration system simplifying the registration process for all newcomers



The admission page

### 3- :Empowering Initiatives

Misr University for Science and Technology recognizes that gender equality goes beyond numerical representation and encompasses creating an environment where women can thrive. To this end, we've introduced several programs, such as scholarships and the establishment of the Equal Opportunities and Gender Equality Unit. We are committed to providing a comprehensive set of services to all newly admitted students, regardless of their background, including [international students](#), without any form of discrimination. These services encompass [mentoring](#), [housing](#), dedicated support for [students with disabilities](#), and access to a wide range of [healthcare facilities](#), among other valuable resources



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## SDG. 5 (Gender Equality)

### 5.3 Student access measures

#### 5.3.2 Policy for women applications and entry





## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 5.3 Student access measures

#### 5.3.2 Policy for women applications and entry

Misr University for Science and Technology firmly believe that every woman should have the opportunity to apply and participate in higher education. Our policy ensures that women, just like men, have equal access to our programs.

##### 1- Gender-Inclusive Policies\*\*

Our university has a longstanding commitment to gender-inclusive policies. We've taken proactive measures to ensure that women have equal opportunities in every aspect of campus life, as clearly articulated in our [Admission Policy](#).

##### 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.

The [Equal Opportunities & Gender Equality Unit](#) at Misr University for Science and Technology, launched in 2022, is dedicated to supporting female students by promoting [gender equality](#), offering awareness programs, and ensuring a safe environment through an [anti-harassment policy](#). Its mission is to empower female students, eliminate discrimination, and provide opportunities for personal and professional growth.





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### Equality, Diversity, and Inclusion policy

**EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY**

The upper hierarchy is responsible for the protected characteristics listed below:

**Age:**

Misr University for Science and Technology is devoted to providing chances to all employees and students, regardless of age, who come to the University. Except where genuinely warranted, age will not be a barrier to attaining work rights and benefits or enrolling in courses.

**Disability:**

Misr University for Science and Technology is devoted to disability equality and ensuring that all staff, students, and visitors have a positive experience of work, learning, teaching, and research environment.

**Race:**

The university is totally committed to fostering racial equality and creating a racial-free work, learning, research, and teaching environment. We recognize that education is vital for equality and that we can play a critical role in ensuring that Egypt is free of racial discrimination.

**Gender:**

Misr University for Science and Technology is dedicated to gender equality and attempts to eliminate sex discrimination in its workplace, learning, teaching, and research environments. Sex equality refers to equal and fair treatment of men and women.

To achieve this goal, the University President established the Equal Opportunities and Gender Equality Unit that has a committee to achieve sex equality in the university.

**Religion:**

Misr University for Science and Technology supports and embraces the variety of its staff, students, and visitors, and strives to provide an environment in which cultural and religious views are respected.

**قرار**  
**رئيس مجلس الأمناء**  
**تكافؤ الفرص والمساواة بين الجنسين**  
رقم (٤٤) بتاريخ ١٨/٧/٢٠٢٢

**رئيس مجلس الأمناء**

بعد الاطلاع على القانون رقم 12 لسنة 2009 بشأن الجامعات الخاصة والأهلية ولائحته التنفيذية.  
• وعلى القرار الجمهوري رقم 245 لسنة 1996 بإنشاء جامعة مصر للعلوم والتكنولوجيا وتعديلته ولائحته التنفيذية  
• وعلى القانون رقم 49 لسنة 1972 بشأن تنظيم الجامعات وتعديلته ولائحته التنفيذية.  
• وعلى اللائحة الداخلية للجامعة.  
• وعلى موافقتنا.

**قرر**  
**المادة الأولى**  
**أعضاء لجنة تكافؤ الفرص والمساواة بين الجنسين:-**

رئيس الجامعة	أ.د/ أشرف حيدر غالب
عميد كلية طب القم والأمناء	أ.د/هالة المنوفي
عميد كلية الطب البشري	أ.د/ نهاد المحبوب
عميد كلية تكنولوجيا حيوية	أ.د/ هالة عيسى
مدرس بقسم علم النفس وحدة المتطلبات الجامعية (الإرشاد النفسي)	د/ مرهف محمد جمال
مدير العمليات الأكاديمية	د/ سارة عبد الله أحمد
وكيل كلية الهندسة للدراسات العليا والبحوث	أ.د/ عيادة محمد عامر
جامعة بنها	أ.د/ أميرة سمير تواضروس
مستاذ مساعد بكلية الاقتصاد والعلوم السياسية	أمنية جمال
خريجة كلية اللغات والترجمة	
جامعة مصر للعلوم والتكنولوجيا	

**المادة الثانية**  
لرئيس مجلس الأمناء ورئيس الجامعة ترشيح من تراه مناسباً لعضوية الوحدة (من داخل وخارج الجامعة)

**المادة الثالثة**  
تقوم اللجنة بوضع اللائحة التنفيذية والمهام الخاصة بالوحدة.

**المادة الرابعة**  
يعمل بهذا القرار من تاريخه ويلغى أي قرار سابق في هذا الشأن وعلى جميع الجهات تنفيذ من تاريخه كما يخصه  
رئيس مجلس الأمناء  
محاسن خيال الطوخ

### Anti-discrimination and Anti-harassment Policies

#### ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES

Misr University for Science and Technology is dedicated to promote an atmosphere where its faculty, students, administrators, and staff members can feel safe, relying on others to be trustworthy, and show respect to one another as fellow human beings. In fact, respect one another among instructors, students, staff, and administrators is a crucial component of the educational process, and it must be preserved at all costs.

This policy outlines the university procedures for handling complaints of discrimination and harassment against faculty, students, administrators, and staff that are based on a protected feature as defined in this policy.

#### Procedure:

A complaint is submitted to the Equal Opportunities and Gender Equality Unit via the unit office or via e-mail to the unit within the institution.

- A meeting of the unit committee is conducted to discuss and investigate complaints.

- The complaint will be directed to the university competent authorities.

In the case of staff, the complaint shall be directed to the Secretary-General of the university on the recommendation of the unit committee to make the appropriate decision and direct it to the competent department.

In the case of university students and faculty members, the complaint shall be directed to the university on the recommendation of the unit committee to make the appropriate decision and direct the complaint to the competent department such as legal affairs or the University Supreme Disciplinary Board.

- Follow-up the findings and investigations related to complaints brought to the Unit.

#### Confidentiality:

The university will make every effort to ensure confidentiality to the greatest extent possible, in accordance with the relevant regulations and the requirement to handle issues effectively and fairly to protect the university community. All parties participating in the proceedings will be aware of the importance of discretion and confidentiality.

## 2- Female participation in leadership roles and extracurricular activities:

We actively work to ensure that women have equal opportunities to participate and engage in all aspects of campus life, including leadership roles and extracurricular activities.

All our students have an equal opportunity to participate in the student unions which plays a vital role in shaping the leadership skills and civic engagement of students. Student unions are formed only through elections. Elections are open to all eligible students, regardless of their background, gender, or any other factors. This inclusivity

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promotes diversity within the union, allowing for a broader range of perspectives and experiences to be represented.

MUST Students Unions (Academic Year 2021-2022)		
Student Union	Male	Female
General University Union	10	6
Medicine	127	95
STEM	78	33
Art & Humanities/ Social Sciences	71	114
<b>Total</b>	<b>286</b>	<b>248</b>

## Our Female student's participation in extracurricular activities (Academic Year 2021-2022)

### Camp and scout activities





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A visit to the Religious Complex in Old Cairo, and a visit to the Marine Scout Center in Dokki:



Drawing and photography exhibition:

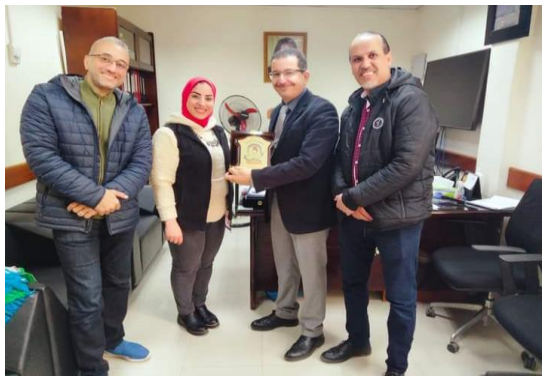




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### Participation in Innovation Festival under the Patronage of the Ministry of Youth and Sports 2021/2022



### University Championship





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Athletics track



Judo



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## SDG. 5 (Gender Equality)

### 5.3 Student access measures

#### 5.3.3: Women's access schemes



## SDG. 5 (Gender Equality)

### Metrics and indicators

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### 5.3 Student access measures

#### 5.3.3: Women's access schemes


##### I. Mentoring:

Misr University for Science and Technology provides [mentorship programs](#) specifically tailored to empower women in their academic journeys. Our mentoring programs pair female students with experienced faculty who offer guidance, support, and encouragement. These mentorship initiatives aim to boost confidence and foster leadership skills, ensuring that women have a strong support system to excel in their academic pursuits.

#### 5.6.6 Women's mentoring schemes

#### Academic Advising

It is the university policy that each student is entitled to academic advising. In each specialization, the dean or department head concerned assigns academic advisors to provide students with pertinent information about their major, and to assist in planning their program of study, and in solving their academic problems. Before each registration, students must consult their advisors and seek their approval of the courses they plan to take each semester. Each advisor should have access to complete and updated copies of the student's academic records so as to be able to help each student create a personal academic program suited to his/her needs, abilities and the university's graduation requirements.



قرار  
رئيس الجامعة  
رقم (٨٤) بتاريخ 2/10/2022  
بأن قواعد التسجيل للفصل الدراسي ربيع 2022/2021  
للعام الأكاديمي 2022/2021

رئيس الجامعة :

- بعد الإطلاع على قانون (49) لسنة 1972 بشأن تنظيم الجامعات وتعديلاته ولائحته التنفيذية.
- والإطلاع على القانون رقم (101) لسنة 1992، والمعدل بالقانون رقم (12) لسنة 2009، بشأن الجامعات الخاصة والأهلية واللائحة التنفيذية.
- والإطلاع على القرار الجمهوري رقم (245) لسنة 1996 بشأن إنشاء جامعة مصر للتعليم والتكنولوجيا.
- والإطلاع على اللائحة الداخلية للجامعة.
- وعلى موافقتنا.

قرار  
العمادة الأولى

الحد الأدنى للتسجيل في الفصل الدراسي هو 12 ساعة معتمدة إلا في الحالات الآتية:

1. التخرج.
2. الانتقال إلى مرحلة دراسية أخرى.

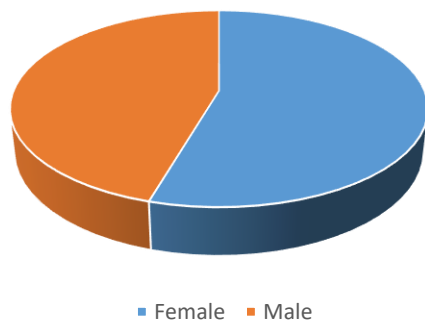
العمادة الثانية

بالنسبة للطلاب الحاصلين على معدل تراكمي أقل من (2) يسمح لهم بتسجيل الحد الأدنى وهو (12) ساعة معتمدة حتى يتم رفع المعدل التراكمي ويجوز زيادة عدد الساعات المسموح بها إلى (14) ساعة معتمدة في حالة استكمال مقرر. على أن يتم التسجيل عن طريق المرشد الأكاديمي.

## II.Scholarships

Scholarship applications are accessible to all without gender bias [on the university's website](#), provided that the [specified criteria are met](#). An annual tracking of scholarship applicants from both genders has consistently shown that a higher percentage of female applicants were awarded scholarships, as was the case in the academic year 2021-2022, where 54.5% of female applicants received the announced scholarships. Therefore, the university does not allocate specific scholarships to females and ensures equal opportunities for all, free from discrimination.

2021-2022 Scholarships



Scholarship Submission | Misr University for Science and Technology

First the conditions:

- 1- The student must be of Egyptian parents
- 2- The student must have obtained a total higher than the minimum for admission to the college to which he wants to apply for a scholarship.
- 3- The student must be a graduate of Egyptian public schools
- 4- The student should not have applied to enroll in any college in private and private universities
- 5- The student must have obtained the Egyptian General Secondary Certificate only in the 2022 academic year

Second – Application deadlines

Applications for the grant are submitted from 7/9/2022 to 9/13/2022

Third: Required documents

A copy of the high school certificate + a copy of the birth certificate + a copy of the card for the parents or the breadwinner

NB:

Applying for the scholarship is through the link on the university's website, and any paper applications are not considered  
An email will be sent to those accepted only within a week from the date of application

[To Apply Click Here](#)

**Financial support** : During the academic year 2021-2022, various forms of financial support were provided to all university students without discrimination:

Type of financial support	Number of students
Sibling discount, (second sibling receives a 10% reduction in tuition fees)	270
A child of employee's discount (with discounts ranging from 10% to 25% of the tuition fees).	43
The Student Care Committee offered financial support to students, with discounts varying from 10% for those facing financial distress to 15% in cases of a parent's death or chronic illness.	447
Full Scholarships	730
International students Discount (from Palestinian, Syrian, Jordanian, Yemeni, and Nigerian nationalities, could avail a 25% discount on their tuition fees)	444
Student care committee installments, particularly designed for financially struggling students.	1218
Post graduate Students Discount ( 75% of the tuition fees).	71



### III. Others Provision for Women's Support

Our university recognizes the need for additional provisions to support women in academia. We have taken steps to create an environment that is conducive to their success. This includes gender-specific counseling services, access to safe and inclusive spaces, and healthcare services tailored to the unique needs of women students.

- 1- The [university hospital](#) where our students have access to a wide range of healthcare services at discounted rates. These services encompass a [women's health unit](#).
- 2- [The Psychological Guidance Unit](#)
- 3- [Equal Opportunities & Gender Equality Unit](#)
- 4- [A Support Unit for People with Special Needs](#)
- 5- [International Students Affairs Sector](#)
- 6- [Housing Facilities](#)



MUST Student Housing provides inclusive accommodations for all students, including international students. With separate housing options for males and females, our facilities offer convenience, safety, and independence with a prime location just 5 minutes from campus, transportation services, 24/7 supervision, medical support in emergencies, and fully furnished living spaces.

Housing service data for the academic year 2021-2022	Male	Female	Total
National Students	43	194	237
International Students	44	59	103
Total Students	87	253	340

- 7- The university offers daily transportation services for our students. There are 19 buses available for commuting within Cairo, providing convenient transportation to and from the campus throughout the day.
- 8- All students enjoy access to all campus facilities, which includes, but is not limited to, athletics facilities, the [MUST Opera House](#), the [Central Library](#), and [Healthy Food Services](#), among others.
- 9- [International Students Affairs Sector](#)



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## SDG. 5 (Gender Equality)

### 5.3 Student access measures

#### 5.3.4 Women's application in underrepresented subjects





## SDG. 5 (Gender Equality)

### Metrics and indicators

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### 5.3 Student access measures

#### 5.3.4 Women's application in underrepresented subjects

At Misr University for Science and Technology, we are acutely aware of the underrepresentation of women in certain academic disciplines. To address this issue, we launched a few initiatives in 2023.

In order to empower women from all universities pursuing technical disciplines and enable them to excel in traditionally male-dominated fields like science, engineering, and technology, the IEEE MUST Student Branch collaborates with 'IEEE NU - Student Branch' to host a significant event called 'SHE LEADS' at the Nile University auditorium. The event aims to raise awareness and foster gender diversity in these fields."



Motivating our female engineering students to take an active role in the student union represents a notable stride towards progress. Student unions typically occupy a central place in campus activities, and by encouraging increased female engagement, we can advance diversity, inclusion, and the cultivation of leadership abilities.

Aligned with its commitment to increasing women's engagement in underrepresented domains, MUST prioritizes the promotion of women's achievements in engineering and the creation of a nurturing atmosphere to encourage female participation. Through these endeavors, MUST aims to ignite inspiration and empowerment among women, enabling them to excel in the field of engineering.

Both College of Engineering Misr University for Science and Technology and October High Institute for Engineering and Technology students participated in the First Voluntary Training Program of "Hayah



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Karima Foundation” for Egyptian university students at the National Training Academy.

Within the framework of supporting outreach activities and the keenness of the Faculty of Engineering, Misr University for Science and Technology to integrate its scientific mission with community activities, the faculty has been keen to train 500 male and female students for the benefit of the Ministry of Education, on issues of [cybersecurity and its role in loyalty](#) and belonging to the homeland and the role of technology and artificial intelligence in sustainable development and its impact on Egyptian National Security.





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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.1 Policy of non-discrimination against women





## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

### 5.6 Women's progress measures

#### 5.6.1 Policy of non-discrimination against women

Misr University for Science and Technology is dedicated to creating an environment where every person, regardless of their gender, is accorded respect, honor, and equitable treatment. To honor this dedication, we have implemented a strong and all-encompassing policies that prohibits any form of discrimination against women in every aspect of academic life, including admissions, academic programs, employment, and extracurricular activities.

#### MUST Values & principles

MUST enjoys a position of influence, as an educator and employer in the region, nationally and internationally. Recognizing that with privilege comes responsibility and duties, the Code of Ethics MUST adopts, describes how those responsibilities are fulfilled.

This Code articulates the overarching framework of ethical principles that govern MUST community. Its principles underpin all University policies and our approach to partnerships with other institutions. The code applies to all MUST University activities undertaken by all staff, students and individuals acting on behalf of the University or in the name of the University including those who hold an honorary status with the University. Former employees who have been conferred privileges at the University, for example, Emeritus Professors, also abide by these principles.

MUST is committed to maintaining the highest ethical standards and to upholding the public's trust. This Code of Ethics forms the ethical principles that guide all members of the university community in all decisions and activities. These principles are:

- **Respect:** We nurture a climate of care, concern, fairness, and civility towards others while recognizing and embracing each individual's dignity, freedom, and diversity.
- **Honesty and Integrity:** We act and communicate truthfully and candidly. We uphold the university's values and make decisions based on general welfare, conducting ourselves free of personal conflicts or appearances of impropriety and self-dealing.
- **Communication:** We openly share information with all stakeholders regarding the processes used in creating policies as well as making decisions for the university.
- **Stewardship:** We use university resources in a wise and prudent manner in order to achieve our educational mission and strategic objectives, not for personal benefit or gain.
- **Excellence:** We conduct all university affairs diligently, exercising due professional care and strive to meet the high expectations we have set for ourselves as well as the expectations of those we serve.
- **Responsibility and Accountability:** We are trustworthy and answerable for our conduct, decisions and obligations and comply with all applicable laws, regulations, policies and procedures. We recognize our obligation to report unethical conduct to appropriate authorities.

- 1- MUST Admission Policy: MUST University adopts a policy of non-discrimination against women as stated in the admission policy on its website declaring rules and regulations of students' acceptance irrespective of their gender, race, or nationality.



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- 2- **MUST Recruitment and Selection Policy:** Equal opportunities rules are applied when recruiting new employees and staff members. The Internal Human Resources Regulation of the university, states in chapter HR04.2, that MUST ensure fair measure in selection of new employees and staff members based on objective and neutral standards with no discrimination because of gender, race, religion, nationality, or disability (HR04.2.2.1.2). The regulation also ensures an Equal Pay policy (HR04.2.2.1.8). The numbers of academic staff of MUST reflect a higher ratio of female

4.2.2.1.2 **Equality and non-discrimination:** Misr University for Science and Technology provides equal opportunities and does not allow discrimination based on gender, race, religion, nationality, or disability and is based on objective and neutral standards to prevent bias and favoritism.

faculty than male faculty members with 917 female staff to 679 male staff of the university's academic staff in 2021-2022 with the percentage of 57.5%.

Article HR04.2.2.1.2 of MUST Recruitment Policy

4.2.2.1.8 **Employment regarding equal wages:** The university is committed to paying equal wages to increase job satisfaction in accordance with the internal policies specified for this. Misr University for Science and Technology does not differentiate between genders in wages and salaries.

Article HR04.2.2.1.8 of MUST Recruitment Policy

As an accredited private university, MUST follows [the Egyptian Labor Law No. 12](#) of the Year 2003, (Chapter 2) regarding employment of female workers, and the Constitution of the [Arab Republic of Egypt Promulgation of 2014](#). Additionally, The [National Strategy for Empowering Egyptian Women 2030](#), issued in May 2014, emphasis on the principles of non-discrimination against women. Egypt issued its first [bullying law](#) no. 189/2020, supporting the amendment of the Criminal Law 58/1937 Article 306 that criminalizes all sort of verbal or physical sexual harassment.

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3- MUST [Equality, diversity, and inclusion \(edi\) policy.](#), [Anti-Discrimination and Anti-Harassment Policies.](#) MUST policies unequivocally condemns all forms of gender-based harassment, discrimination, and bias. We have put in place mechanisms and support systems to address and rectify instances of discrimination. We have established clear [reporting mechanisms](#) for incidents of discrimination. Reports are treated confidentially, and appropriate action is taken promptly to address any violations of our non-discrimination policy. This ensures accountability and promotes a culture of respect and fairness.

- EQUALITY, DIVERSITY, AND INCLUSION (EDI) POLICY	- ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICIES
<p>The upper hierarchy is responsible for the protected characteristics listed below:</p> <p><b>Age:</b> Misr University for Science and Technology is devoted to providing chances to all employees and students, regardless of age, who come to the University. Except where genuinely warranted, age will not be a barrier to attaining work rights and benefits or enrolling in courses.</p> <p><b>Disability:</b> Misr University for Science and Technology is devoted to disability equality and ensuring that all staff, students, and visitors have a positive experience of work, learning, teaching, and research environment.</p> <p><b>Race:</b> The university is totally committed to fostering racial equality and creating a racial-free work, learning, research, and teaching environment. We recognize that education is vital for equality and that we can play a critical role in ensuring that Egypt is free of racial discrimination.</p> <p><b>Gender:</b> Misr University for Science and Technology is dedicated to gender equality and attempts to eliminate sex discrimination in its workplace, learning, teaching, and research environments. Sex equality refers to equal and fair treatment of men and women.</p> <p>To achieve this goal, the University President established the Equal Opportunities and Gender Equality Unit that has a committee to achieve sex equality in the university.</p> <p><b>Religion:</b> Misr University for Science and Technology supports and embraces the variety of its staff, students, and visitors, and strives to provide an environment in which cultural and religious views are respected.</p>	<p>Misr University for Science and Technology is dedicated to promote an atmosphere where its faculty, students, administrators, and staff members can feel safe, relying on others to be trustworthy, and show respect to one another as fellow human beings. In fact, respect one another among instructors, students, staff, and administrators is a crucial component of the educational process, and it must be preserved at all costs.</p> <p>This policy outlines the university procedures for handling complaints of discrimination and harassment against faculty, students, administrators, and staff that are based on a protected feature as defined in this policy.</p> <p><b>Procedure:</b> A complaint is submitted to the Equal Opportunities and Gender Equality Unit via the unit office or via e-mail to the unit within the institution.</p> <ul style="list-style-type: none"> <li>- A meeting of the unit committee is conducted to discuss and investigate complaints.</li> <li>- The complaint will be directed to the university competent authorities.</li> </ul> <p>In the case of staff, the complaint shall be directed to the Secretary-General of the university on the recommendation of the unit committee to make the appropriate decision and direct it to the competent department.</p> <p>In the case of university students and faculty members, the complaint shall be directed to the university on the recommendation of the unit committee to make the appropriate decision and direct the complaint to the competent department such as legal affairs or the University Supreme Disciplinary Board.</p> <ul style="list-style-type: none"> <li>- Follow-up the findings and investigations related to complaints brought to the Unit.</li> </ul> <p><b>Confidentiality:</b> The university will make every effort to ensure confidentiality to the greatest extent possible, in accordance with the relevant regulations and the requirement to handle issues effectively and fairly to protect the university community. All parties participating in the proceedings will be aware of the importance of discretion and confidentiality.</p>

Our policy mandates the establishment of support services and resources that are responsive to the unique needs and challenges that women may face:

1- Launching [Equal Opportunities and Gender Equality Unit](#) in 20222. The Gender Equality Unit is crucial for promoting equitable treatment and opportunities for all genders through raising awareness about gender equality, challenging stereotypes, and addressing systemic biases. Misr University for Science and Technology actively [conducts training and awareness programs for our faculty, staff, and students](#) to ensure that everyone understands and respects the principles of non-discrimination.





The Equal Opportunities and Gender Equality Unit at Misr University for Science and Technology organized a symposium entitled, "Human Rights... The Right to Live".

2- With the aim to draw more attention to women’s rights, our university conducted various initiatives to support women during the academic year 2021-2022 such as:

- A forum for raising awareness to [stop violence against women](#) on 15 December 2021,
- The [Anti-Bullying Seminar](#) in December 2021 including anti-bullying towards women awareness.
- Other supportive activities include spreading awareness against sexual harassment as exemplified in a graduation project under the title “Disallowed Touch” focused on [child sexual harassment awareness](#).



Anti-bullying seminar



Anti-harassment day



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### 3- Establishment women's health unit.





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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.3 Maternity and paternity policies



## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

#### 5.6 Women's progress measures

##### 5.6.3 Maternity and paternity policies

At Misr University for Science and Technology, we recognize the importance of creating a supportive and inclusive environment for women who wish to balance their academic and family responsibilities. As a private university, MUST maternity regulations are regulated in accordance with the [Egyptian Labor Law No. 12 of the Year 2003](#) – Chapter 2, regulating employment of woman workers. MUST maternity policies are designed to provide essential support to female students and staff during pregnancy and childbirth. Accordingly, women working at MUST, who have been employed for more than ten months are entitled to ninety days paid maternity leave -during which her employer does not have the right to dismiss her. A working mother is additionally entitled the option of two years unpaid leave for childcare.

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Human Resources Management



جامعة مصر  
للعلوم والتكنولوجيا  
ادارة الموارد البشرية

#### 4.12.4.3 اجازة رعاية الطفل

- 4.12.4.3.1 هي اجازة بدون اجر تستحقها العاملة لرعاية طفلها.
- 4.12.4.3.2 مدة الاجازة لا تتجاوز سنتين للطفل الواحد وذلك لرعاية طفلها.
- 4.12.4.3.3 لا تستحق هذه الاجازة لأكثر من مرتين طوال مدة خدمتها.

#### 4.12.4.4 اجازة الوضع :-

- 4.12.4.4.1 هي اجازة مدفوعة الاجر تستحقها العاملة لمدة 90 يوم عن الوضع .
- 4.12.4.4.2 يحق للعاملة الحصول 45 يوم تسبق الوضع والتي تليه على ألا تقل مدة الاجازة بعد الوضع عن 45 يوماً بشرط أن تقدم شهادة طبية مبين بها التاريخ الذي يرجح حصول الوضع فيه .
- 4.12.4.4.3 لا تستحق العاملة هذه الاجازة لأكثر من مرتين طوال مدة خدمتها.
- 4.12.4.4.4 يلزم مرور 10 اشهر على تعيينها .
- 4.12.4.4.5 بالنسبة للعاملة التي لم يمر على تعيينها 10 اشهر فتستحق 45 يوم بدون راتب .

### MUST maternity regulations

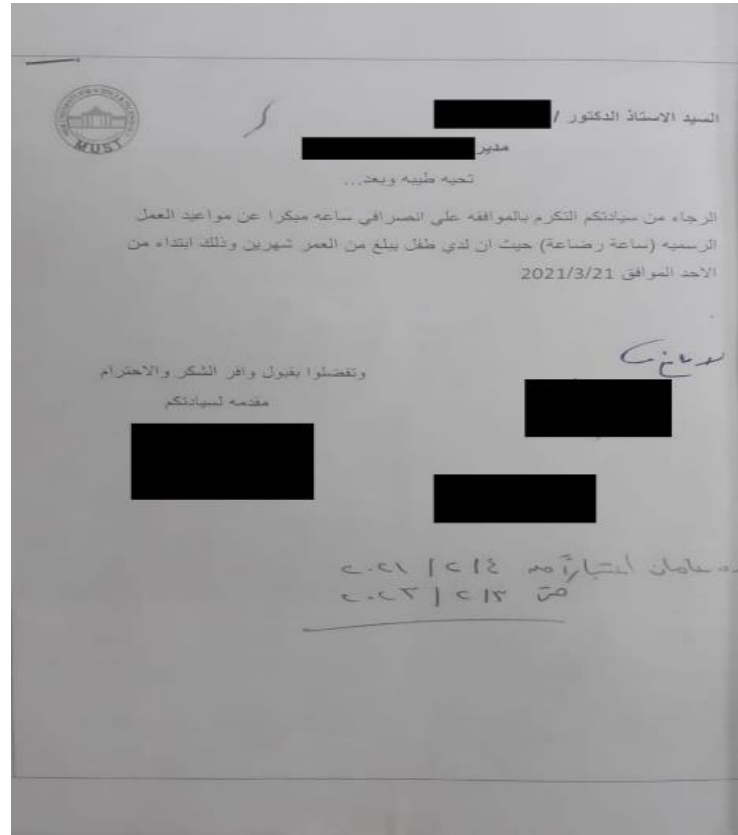




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FOR SCIENCE & TECHNOLOGY

In the context of providing additional breaks for breastfeeding employees, our university adheres to the guidelines [outlined in Article 71 of the Child Labor Law](#). This means that a mother who is nursing her child within the two years following childbirth is entitled to a one-hour break during her working hours, and these breaks are implemented without any reduction in the employee's wages, as per our university's policy.



Annually, a celebration is held at MUST in honor of mothers on Mother's Day, celebrated on March 21. In 2022, two events were held on the occasion, one was an outdoor event in the grounds of MUST campus, and the other was at MUST Opera House. The President and the Vice-President for Community Service and Environmental Affairs of the university awarded selected mothers.



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Mother's Day Celebrations March 2022



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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.4-5 Childcare facilities for students, staff, and faculty





## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

#### 5.6 Women's progress measures

#### 5.6.4-5 Childcare facilities for students, staff, and faculty

Misr University for Science and Technology (MUST) is strongly committed to fostering an inclusive and supportive environment within our academic community. To assist new mothers in balancing their educational pursuits with their parental responsibilities, we have established accessible childcare facilities. [The Souad Kafafi Nursery](#), named after our university's founder, provides its services to MUST students, staff, and faculty at special rates. This nursery is a part of the Dr. [Souad Kafafi Foundation](#) for Integrated Social Care, which also offers services to the local community. Furthermore, the foundation operates facilities like the [Speech and Rehabilitation Center](#) for children with special needs. The Souad Kafafi Nursery, staffed by highly qualified professionals, features Lactation Rooms and offers a diverse range of educational, cultural, and sports activities for enrolled children. Conveniently located near the university campus, the nursery aims to support academic endeavors and teaching responsibilities. Our childcare facilities offer flexible scheduling options, including part-time and full-time care, to meet the diverse needs of student parents.





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**Souad Kafafi Nursery**





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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.6 Women's mentoring schemes





## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

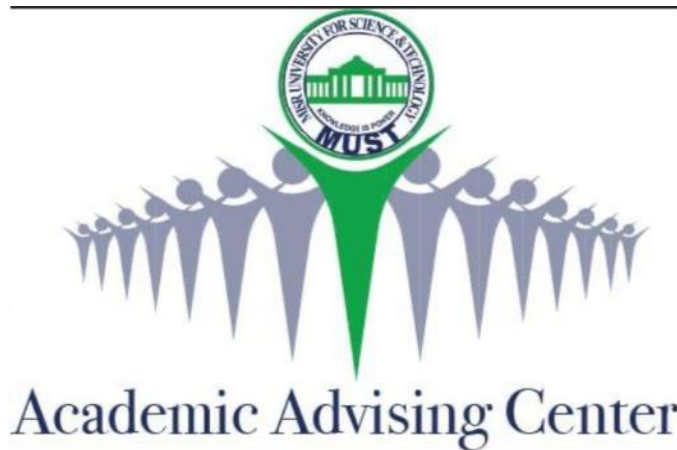
#### 5.6 Women's progress measures

##### 5.6.6 Women's mentoring schemes

The mentoring system at MUST covers all undergraduate and postgraduate students with no discrimination. The system provides mentoring to a number of 12458 female students and 12794 male students out with the percentage of 49.3% female students receiving mentorship reflecting the almost equal service provided to women.

Information related to the [mentoring system](#) is provided on the academics' section of MUST website for public view. Additionally, upon admission, an academic mentor is assigned to each student to provide guidance and assistance. Each academic advisor track student' performance by submitting regular reports.

Advisors contact their advisees via the Microsoft email and Microsoft Teams accounts provided to students upon admission to MUST, and via a Facebook page created to facilitate communication. Additionally, there is an email for the [Academic Advising Center](#) for students to report their queries and problems. Moreover, female students get equal chance for psychological support when needed from The [Psychological Guidance Unit of MUST](#).



**MUST Rankings Office**

MISR UNIVERSITY FOR SCIENCE & TECHNOLOGY

Academic Advising
K

It is the university policy that each student is entitled to academic advising. In each specialization, the dean or department head concerned assigns academic advisors to provide students with pertinent information about their major, and to assist in planning their program of study, and in solving their academic problems. Before each registration, students must consult their advisors and seek their approval of the courses they plan to take each semester. Each advisor should have access to complete and updated copies of the student's academic records so as to be able to help each student create a personal academic program suited to his/her needs, abilities and the university's graduation requirements.

جامعة مصر  
كلية العلوم والتكنولوجيا  
كلية الهندسة والعلوم الحاسوبية  
2022/2023  
لجنة مشورن التعليم والطلاب  
تقرير عن طالب متعثر

اولاً بيانات يتم استكمالها من صفحة الطالب على موقع الجامعة

اسم الطالب	.....
الرقم الجامعي	.....
العام الأكاديمي	.....
محل الميلاد	.....
الفرص التي رغب فيها الطالب مرتين	.....
المقررات التي رغب فيها الطالب ثلاث مرات أو أكثر	.....

في حال عدم أكثر من خمس مقررات جمع علامة هذا ( )

1. هل الطالب متعثر أو يحول بعبءه	نعم (ص) - لا (ع)
2. هل أحد الأقران متعثر	نعم (ص) - لا (ع)
3. هل أحد الأقران مسافر خارج البلاد	نعم (ص) - لا (ع)
4. هل الطالب يعاني من مشاكل نفسية	نعم (ص) - لا (ع)
5. هل الطالب يعاني من مشاكل اقتصادية	نعم (ص) - لا (ع)
6. هل يوجد الطالب في امتحان الدراسة بالكلية	نعم (ص) - لا (ع)
7. هل يعلم الطالب بأنه لن يتخرج إلا بعد دفع المئول	نعم (ص) - لا (ع)
8. هل هناك مشكلة مع أحد أعضاء هيئة التدريس	نعم (ص) - لا (ع)
9. في حال وجود مشكلة عند الطالب من حالة حضور فنية	نعم (ص) - لا (ع)
10. من وجهة نظر الطالب ما هي أسباب تعثره الدراسي	يتكرر الاسم في حال الإجابة بنعم

11. ما الذي يحتاجه الطالب لرفع محله الدراسي: .....

ملاحظات لجنة مشورن التعليم والطلاب: .....

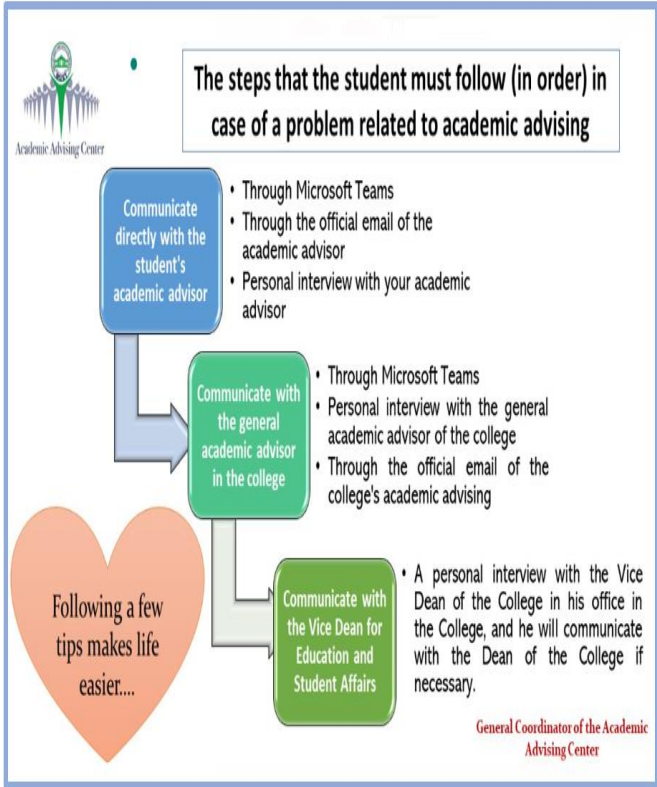
اسم المشورن الأكاديمي: .....

**Mentoring information on MUST website advising report**

**Example of an academic**

**Framework for mentorship relationships:**

The academic advisor plays a vital role in supporting students' academic journeys. Their duties encompass several key aspects, including getting to know and breaking the initial barriers with their assigned students, informing them about the college's structure, services, and their rights and responsibilities. Advisors also clarify academic policies, assist with registration, and promote the benefits of academic advising. They guide students in their study plans, monitor underperforming students, and encourage participation in college activities. Additionally, advisors manage sensitive situations and address student complaints while keeping track of important academic dates. They play a crucial role in maintaining academic



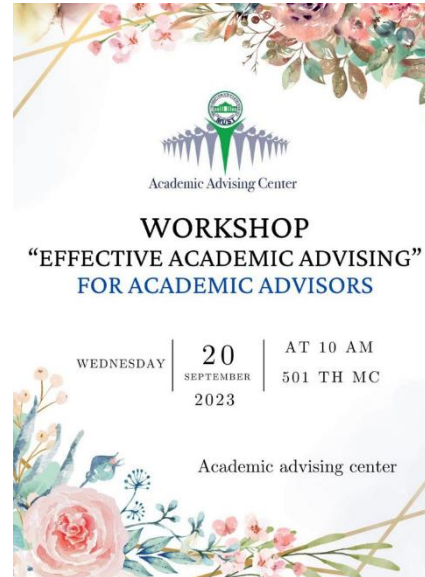


## MUST Rankings Office

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FOR SCIENCE & TECHNOLOGY

integrity by alerting students to potential penalties for misconduct. At the end of each semester, they provide comprehensive reports to document their interactions with students and activities conducted.

The student bears the primary responsibility for their academic progress, with the academic advisor serving as a guide and support system for overcoming challenges and issues that may arise. This entails understanding academic regulations, the credit hour system, and staying informed about the academic calendar each semester. Students are encouraged to engage in open communication with their academic advisors, seeking guidance and advice when facing difficulties or seeking insights on university life. They are expected to adhere to their assigned academic advisor and provide necessary information upon request, as well as follow the advisor's recommendations and adhere to scheduled meetings. Additionally, students are reminded of the importance of regularly checking official communication platforms, such as Microsoft Teams, E-learning, and university email, to stay up to date with university-related matters.





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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.7 Track women's graduation rate





# SDG. 5 (Gender Equality)

## Metrics and indicators

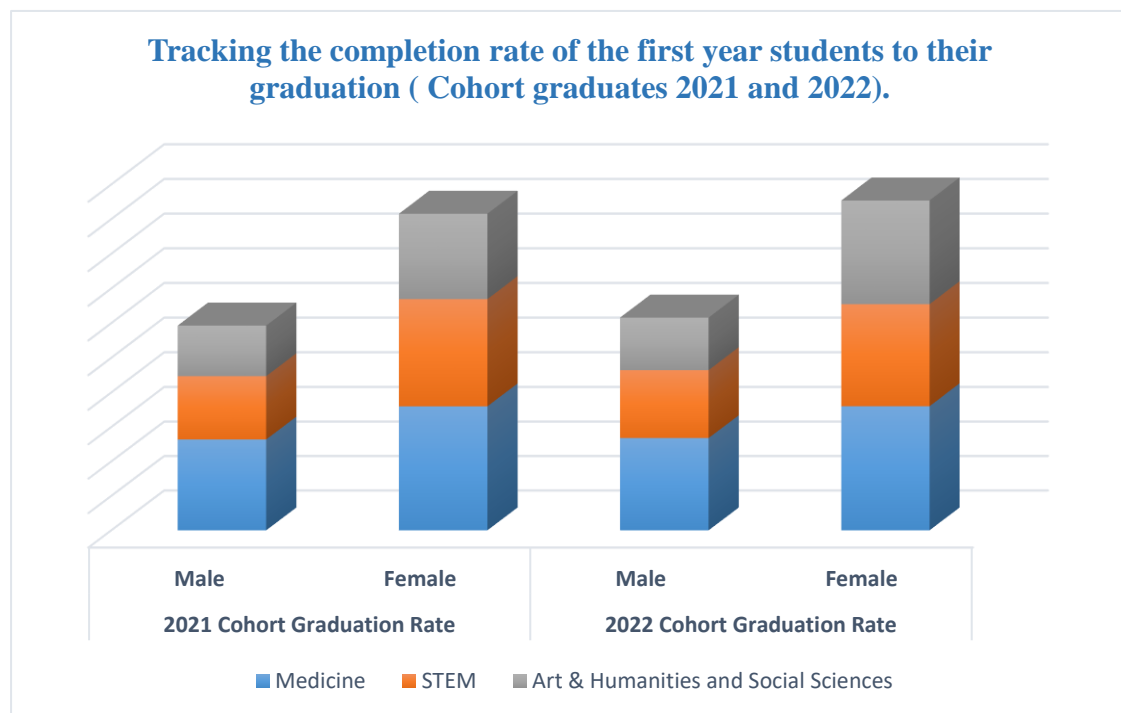
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### 5.6 Women’s progress measures

#### 5.6.7 Track women’s graduation rate

We conducted a **preliminary analysis** of graduation rates for the consecutive academic years covering the graduating classes of 2021-2022 and 2020-2021. We calculated the percentage of first-year undergraduate students who completed their programs within the specified timeframe in three distinct academic fields: Medicine, STEM, and Arts & Humanities/Social Sciences. The analysis highlighted disparities in graduation rates between genders, with a higher proportion of female students successfully earning their degrees. This underscores the need to implement strategies dedicated to supporting male students and closing the gender gap by assessing their academic performance, providing support services, and addressing any potential challenges that students may face.

#### Tacking study completion rate/ **Fall Semester:**







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## SDG. 5 (Gender Equality)

### 5.6 Women's progress measures

#### 5.6.8 Policies protecting those reporting discrimination.





## SDG. 5 (Gender Equality)

### Metrics and indicators

#### Underlined blue text directs to supporting evidence

#### 5.6 Women's progress measures

#### 5.6.8 Policies protecting those reporting discrimination.

As a university operating under the Egyptian Laws, MUST follows the articles of the Egyptian Constitution. Additionally, MUST endorses the regulations set by the National Council for Women in its [Charter to Combat Violence against Women in Egyptian Universities](#) issued in 2019. The Charter includes policies to eliminate discrimination and sexual harassment in universities, policies for protecting those reporting it, and penalties for assaulters.

Misr University for Science and Technology's comprehensive discrimination reporting system is characterized by a strong policy foundation, clear reporting mechanisms, a commitment to confidentiality, readily accessible information, an online reporting option, a Grievance Committee, and the right to appeal decisions. This system is designed to promote a discrimination-free environment while ensuring the safety and well-being of all individuals involved. Here's a step-by-step breakdown of our system:

1. **Policy Framework:** Misr University for Science and Technology (MUST) has established a robust policy explicitly designed to shield those who report discrimination from experiencing any negative consequences in their education or employment.
2. **Clear Reporting Mechanisms:** Our system defines clear and easily accessible mechanisms for individuals to report incidents of discrimination, ensuring that the reporting process is straightforward and user-friendly.
3. **Confidentiality Assurance:** We prioritize the confidentiality of those reporting discrimination, ensuring that the identity of the reporting individuals remains confidential, in compliance with applicable laws. This



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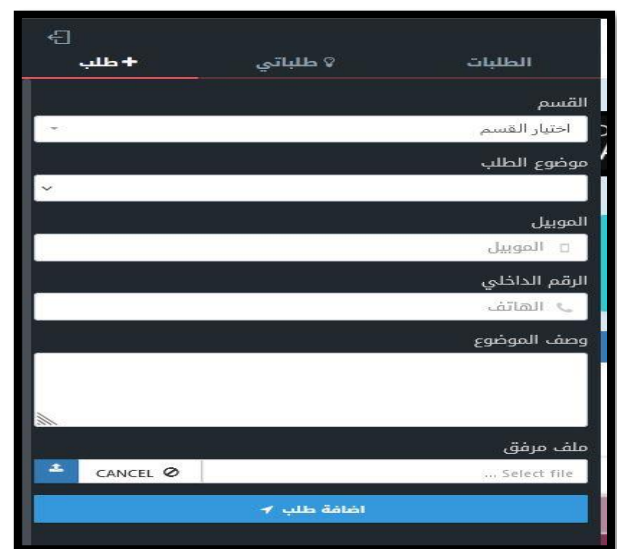
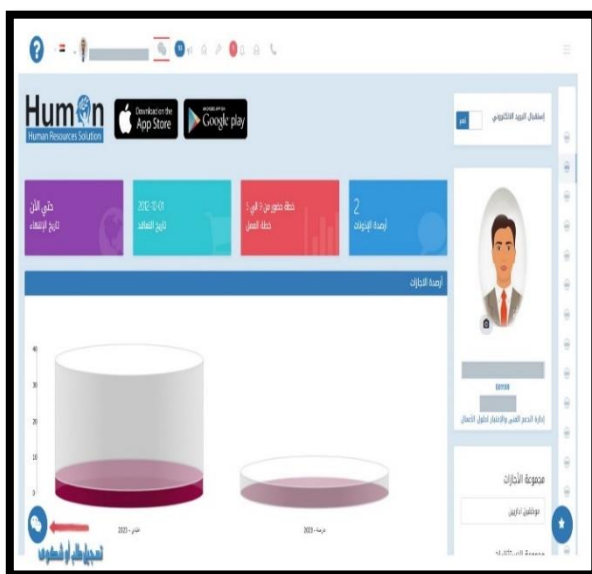
emphasis assures individuals that they can come forward without fear of retaliation or exposure.

4. Information Accessibility: [Information about our confidentiality and reporting procedures is readily available on the Equal Opportunities & Gender Equality Unit section of the MUST website.](#) This transparency underscores our commitment to protecting those who report discrimination.

5. Online Reporting Option: In addition, employees and faculty members have the option to submit complaints through the [HUMAN-MUST application](#), which employs stringent discretion rules to safeguard personal information, ensuring confidentiality and protection.

6. Grievance Committee: Within our system, we have established a Grievance Committee that serves as a recourse for any employee encountering any form of discrimination. The committee is tasked with evaluating complaints and taking the necessary corrective actions.

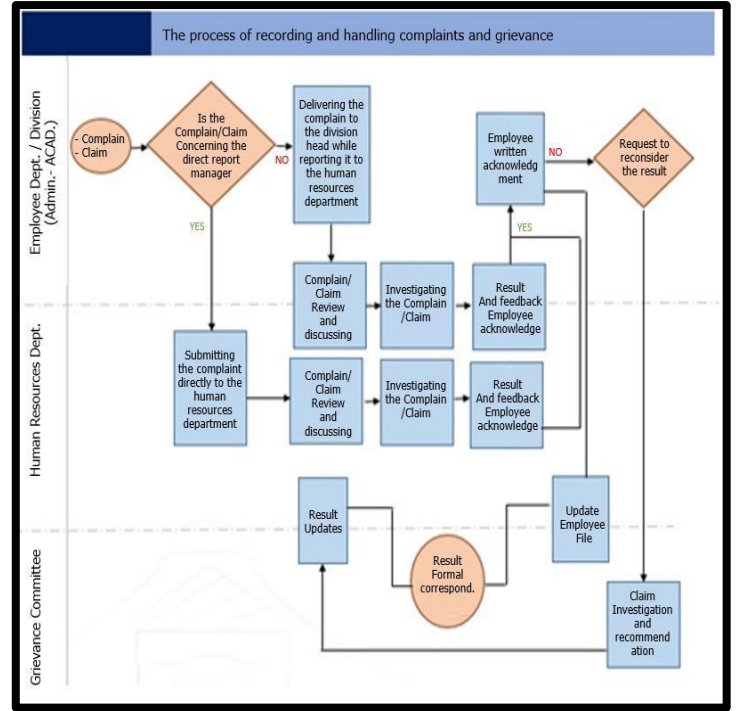
7. Right to Appeal: All employees retain the right to appeal a decision made by the Grievance Committee within a 30-day period following the committee's decision. This appeals process adds an extra layer of protection and accountability.



Requests and complaints on HUMAN website



Renewal of Grievance Committee



Process of the Grievance



## MUST Rankings Office

MISR UNIVERSITY  
FOR SCIENCE & TECHNOLOGY

### Our recommendations:

- The establishment of a daycare center within the campus to serve the outer community and staff and students' children at favorable rates. The location within the current campus is suggested to be in the grounds of the MUST mosque. With the availability to create indoor area with ready-made walls and partitions to add classes and other required facilities.
- Suggestion was made for the arrangement of a female academic advisor in each faculty or department according to numbers of students. The advisor should be able to play a double role of academic advisor as well as giving emotional support in sensitive situations. The role of the advisor would include transferring the student case to the psychological Unit or the faculty dean depending on the situation.
- Create an option on the banner system to calcite rates of graduation linked to enrollment to reflect actual graduation rates.