



UNIVERSITY OF EL-OUED

Report on the United Nations
Sustainable Development Goal 5:
Gender Equality



This report outlines the University
of El Oued's commitment to SDG 5,
promoting gender equality

Progress Report: University of El Oued on SDG 5 – Gender Equality

Introduction

Gender equality, as articulated in Sustainable Development Goal 5 (SDG 5), aims to eliminate gender-based disparities and promote equal opportunities for all. The University of El Oued is steadfast in its commitment to empowering women and fostering inclusivity in education, research, and community engagement. Through targeted measures, the university has cultivated an environment that upholds equality and provides the tools necessary for female students, staff, and faculty to thrive.

1. Promoting Equal Access and Participation

The University of El Oued strives to ensure that both male and female students have equitable access to education and opportunities for academic and professional growth.

- **Enrollment and Academic Support:** The university actively promotes female enrollment across all disciplines, particularly in underrepresented fields such as STEM and agricultural sciences. Academic counseling and mentorship programs are provided to help students navigate their educational journeys.
- **Scholarships and Financial Aid:** Equal opportunities for scholarships are made available to alleviate financial burdens, ensuring that gender is never a barrier to accessing higher education.
- **Engagement in Activities:** Female students are encouraged to participate in cultural, scientific, and extracurricular activities, fostering leadership skills and holistic development.

- **Awareness Campaigns:** Regular campaigns highlight the significance of gender equality in education and career opportunities, motivating more women to pursue advanced studies.
- **Community Outreach:** Collaboration with local communities focuses on raising awareness about the importance of higher education for women, encouraging more female students to enroll in university programs.

2. Measures for Women's Progress

2.1. Tracking Graduation and Participation Rates

The University of El Oued systematically monitors female student enrollment, graduation rates, and participation in academic and extracurricular activities. These efforts ensure transparency and help identify areas requiring improvement.

2.2. Policies on Non-Discrimination

A robust non-discrimination framework is in place to uphold gender equality across all levels of the institution. This policy aligns with international conventions and national guidelines to create an inclusive environment.

- **International Framework:** The university adheres to the United Nations' principles of eradicating gender-based discrimination and fostering equality.
- **National Alignment:** The policy reflects the Charter of Ethics and Morals issued by the Algerian Ministry of Higher Education, denouncing all forms of discrimination in education and employment.

3. Maternity and Family-Friendly Policies

The University of El Oued ensures that women's rights related to pregnancy, childbirth, and family responsibilities are respected.

- **Maternity Leave:** Comprehensive maternity leave policies provide paid and unpaid leave, as per Algerian labor laws, enabling women to balance family and career.
- **Paternity Leave:** Fathers are granted leave to actively participate in childcare, supporting a balanced approach to family responsibilities.

4. Women's Mentoring and Health Initiatives

4.1. Mentorship Programs

Dedicated mentoring schemes connect female students with senior academics and professionals, empowering them to achieve their academic and career goals.

4.2. Health and Well-being Awareness

The university organizes awareness campaigns on women's health issues, such as breast cancer, mental health, and diabetes, with robust participation from students and staff. These initiatives reflect the university's commitment to fostering a supportive and informed community.

5. Reporting and Protection Mechanisms

To ensure a safe and inclusive environment, the University of El Oued has implemented a policy that allows individuals to report discrimination or harassment through a secure and confidential platform. Complaints are addressed promptly to protect the rights of all members of the university community.

Conclusion

The University of El Oued's commitment to gender equality is demonstrated through comprehensive policies, proactive initiatives, and alignment with international and national frameworks. By fostering an inclusive environment, the university actively contributes to achieving SDG 5, ensuring that women are empowered to succeed in all aspects of academic and professional life. This dedication underscores the university's role in creating a future where gender equality is not just a goal but a lived reality for all.