



الجامعة الأورومتوسطية بفاس  
EUROMED UNIVERSITY OF FES  
UNIVERSITÉ EUROMED DE FÈS

# SDG5 Report

## Gender equality



## SDG5 report: Gender equality

Morocco has a Strategic Action Plan for the Institutionalization of gender equality in the education system. Respect for fundamental human rights, including equality, as defined by UN standards, is binding not only on the State (article 19 of the Moroccan Constitution of 2011) but also to all the organs of society including the university.

Definition of gender equality at UEMF: equal visibility, autonomy, responsibility and participation of both sexes in / in all spheres of university life "(Adaptation of the Definition of the Council of Europe) .

The University has a Gender Equality charter shared and validated by its bodies. <https://ueuromed.org/sites/default/files/upload/files/charte-egalite-homme-femme-a-luemf.pdf>

### **UEMF's commitments:**

Gender equality finds its place in the university's strategic plan UEMF which promotes equal treatment between women and men in terms of access to employment, training and mobility , promotion and equal pay. The UEMF aims to achieve parity (equal digital presence of men and women) and refrains from any discrimination related to gender, ethnic and social origins, language, religion or convictions, opinions, disability, age, ...

Our Charter aims to develop an action plan:

1. Appoint a contact person
2. Use non-sexist, non-discriminating, non-stereotypical communication tools
3. Organize awareness-raising and training actions with a view to sharing the knowledge and tools necessary to effectively promote equality between women and men and fight against discrimination among staff
4. Support research on gender
5. Prevent all forms of violence and harassment.
6. Develop women's leadership and promote equality in the exercise of responsibilities and participation in governance bodies.

The "Gender Equality" charter is widely distributed within the UEMF and to its partners. This charter is periodically revised.

## **UEMF gender policy**

The University has set itself the objective of:

To. achieve and maintain gender parity, using positive discrimination in the event of equal profiles and skills,

b. ensure the same salary for the same functions between men and women, c. promote gender parity in terms of access to senior university positions,

d. include a maximum of people with reduced capacities,

e. include people with an immigrant background;

Grants dedicated to:

To. students from the most disadvantaged backgrounds and especially girls from rural areas with full payment of tuition, accommodation and catering costs,

b. students from Sub-Saharan Africa

Monitoring and correction of discrepancies: salaries, rate of female candidates:

To. an "Equal Opportunities" committee is set up at the level of the University Presidency to make continuous improvements concerning the Equal Opportunities policy, to implement it and to monitor and audit its application,

b. UEMF continuously monitors the rate of female applications, their acceptance and recruitment rate and the rate of completion of studies and graduation from university,

vs. an incentive scheme for scholarships is set up to encourage applications from women in fields where they are under-represented (artificial intelligence, mechanics, civil engineering, managerial positions, etc.) in addition to a policy based on positive discrimination to give more chances to women in the event of equality of profiles and potentialities,

d. The UEMF undertakes to ensure equitable salary treatment between the sexes and to correct any discrepancy as soon as it is observed.

## **Maternity and paternity**

In accordance with its strategy and its objectives of social and societal responsibility, UEMF ensures the health and well-being of its human resources, especially during the period of pregnancy and maternity / paternity with the most favorable conditions on Moroccan soil. .

Indeed, and unlike what is practiced elsewhere where the 14-week maternity leave is paid for by the CNSS (the National Social Security Fund) with a maximum payment of 6000 Dh / month, the Euromed University de Fez pays the entire salary to its employees during the entire period of maternity leave and this regardless of the employee's rank within the organizational chart of the University.

A constant watch over good working conditions for pregnant women is ensured, and personalized follow-up is carried out by the paramedical corps, and the health and safety committee as appropriate. All employees benefit from additional health / maternity insurance which provides reimbursement of 90% of medical costs and care incurred in the context of maternity, in addition to the granting of a lump sum maternity allowance after childbirth for women employees of the UEMF and the wives of employees.

As part of its Fes-Smart-Factory project, the University is setting up a crèche dedicated to the children of all University employees and students.

### Non-discrimination against women and harassment

Discrimination against women or moral or sexual harassment are severely punished. Discrimination of any kind whatsoever and a fortiori against women is banned from the practices and operations of the University. Is liable to final exclusion from the University with the possibility of legal proceedings, any person:

1. making derogatory remarks towards women regarding:

- To. physical aspect,
- b. the dress style,
- vs. the way of being, of speaking and of behaving;

2. Paying women at a disadvantage in:

- To. the exercise of their functions,
- b. access to responsibilities when they have the required qualifications and skills,
- vs. staff evaluations, d. the assignment of grades and academic evaluations for female students;

3. Anyone who reports discrimination relating to any prejudice is fully protected.

### Gender Equality Consortium (EFH)

UEMF was selected following an international call for tenders to be a member of the international consortium of eleven French-speaking establishments which will work to achieve gender equality on their campuses. The goal of the consortium is to “Achieve gender equality and empower all women and girls”.

<https://www.auf.org/nouvelles/actualites/universites-francophones-sengagent-lauf-legalite-femmes-hommes-lancement-officiel-consortium-international-initie-lauf-soutien-d/>

The operation of the consortium is collaborative and participatory, and focused on notions of sharing and pooling. The work will take place over one year, from June 2021 to June 2022.

Training is scheduled with:



- The Egaé group: consulting, training and communication agency expert in equality between women and men, the fight against discrimination, diversity and the prevention of gender-based and sexual violence.
- He for She ( <https://www.heforshe.org/en>) is a campaign of solidarity for gender equality launched by the UN Women. Its aim is to involve men and boys in the fight for the gender equality and the womens rights, encouraging them to take action against inequality encountered by women and men.

### **Extract from activities of UEMF students**

El Mehdi Yazourh and Noura Harit

- Participation in the conference “Crossed views on priority issues in the Mediterranean” organized by the UfM on May 22 and 23, 2019 in Barcelona. Noura and Mehdi were the rapporteurs of the discussions on “Rethinking education: An opportunity to strengthen the empowerment of young people and women” of which they presented the main conclusions and recommendations in plenary session

Nour Fassi :

- Participation in the organization of the Referent World Equal Opportunities Day in Fez, 2018 Edition and Referent in Morocco, Edition 2019

Aicha OUJIDI:

- COP22 “Education day”: A student committed to the environment
- Silver medal of the international science festival, organized in Tunisia (ATAST) in 01/2017
- Testimony during the “Elles bougent” day on March 23, 2017 at INSA Lyon

### **Extract from UEMF lectures, communications and publications**

Prof. Ms. Maha GMIRA:

- Communication during World Speech Day: Women’s perspectives on the world post Covid (June 17, 2020)
- Responsible “Women in Science” Chair and more specifically in the field of artificial intelligence. The aim of the chair is to conduct finalized research in partnership with the Moroccan industrial world and to attract more doctoral students and especially doctoral students in the field of artificial intelligence.

Prof. Ms. Malika kettani :

- conference: the Moroccan woman translator, challenges and future. International meeting of writers from around the world, in homage to Fatima Mernissi

Prof. Mrs. Farida Bouhassoune:

- Female expressions, gender issues
- Women’s media in Morocco: what challenges for what modernity? in Plural Mediterranean, Ed. L’Harmattan, Paris, 2019, pp. 139-150
- Coordination of the book: Moroccan women’s literature in French. Formes et subversions, Ed. Afrique Orient, Casablanca, 2020.

Prof. Mounia Slighoua, & al :

- the role of rural women in the region of Fès-Meknes and their role within the framework of sustainable income-generating activities (December 2019)

Prof. Ms. Hafsa El Bekri :

- As part of the PISE projects (Socio-Economic Impact Project), a team is working on gender professions (case of housekeepers).

Prof. Abdessamad Rhalimi

- "Articulation of social time for Moroccan executives: what role for HRM? », Proceedings of the XXIXth AGRH congress, local experiments, contextualization of solutions, Lyon, October 29-31, 2018. <https://hal.archives-ouvertes.fr/hal-01839321>
- "Women's careers between evolution and the glass ceiling: exploratory study in the case of Morocco", Communication accepted for the 2nd International Congress organized by the Gender Institute, in partnership with the University of Angers, August 27 to 30, 2019 .
- "Can we speak of female leadership in Morocco? exploratory study in the two large regions of Morocco ", 2 nd international conference " services, tourism and distribution in emerging countries ", jointly organized by HEC Rabat (CReSC) and the Sorbonne Paris Cité University (CEPN-CNRS), Rabat, October 19 and 20.
- "What socially responsible HRM practices to reconcile family and professional life for Moroccan executives?" », 2nd international conference of the Tunisian Association for Scientific Research in Risk-Management, Hammamet, April 29, 30 and May 1, 2018, Tunisia.
- "Human resources management in Morocco: can we adopt practices in favor of gender equality in the company? », 1st international symposium co-organized by CITRS research center of ESTEM, Morocco and the LAREQUOI research center of the University of Versailles Saint-Quentin-en-Yvelines, Casablanca, April 3 and 4, 2018, Morocco
- Thesis defended prepared and defended at Sorbonne Paris Nord University (2017), "Careers of women executives and glass ceilings in Morocco: some lessons from the retail sector",

Prof. Mr Hicham Sebti:

- Teaching module: "Entrepreneurship in women"
- Research project: "Covid-19 and the resilience of Moroccan women at work: analyze the effects and imagine the possible desirable".

**Webinars**

- The importance of strengthening the role of women in the post-covid recovery (March 17, 2021)
- Role of the media and parity -15/12/202

## Gender statistics within the UEMF

### 1-Evolution of the percentage of female students during the last 5 years at UEMF

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
<b>% feminine</b>	47.48%	47.78%	49.60%	53.96%	53.96%

### 2-Evolution of the percentage of female scholarship students during the last 5 years at UEMF

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
<b>% of scholarship holders</b>	56.00%	67.39%	62.37%	63.25%	62.32%

### 3-Evolution of the percentage of female students graduating during the last five years at UEMF

	2016	2017	2018	2019	2020
<b>% of graduates</b>	58.82%	50.00%	57.457%	55.56%	54.75%

### 4-Evolution of the percentage of female staff during the last seven years at UEMF

	2015	2016	2017	2018	2019	2020	2021
<b>% of female staff</b>	30%	31%	42%	43%	51%	46%	49%