



**Fayoum University**

## **Fayoum University Woman Empowerment Policy**

### **Policy**

#### **Egypt's Vision 2030: A Brief Prelude of Sustainable Policy Objectives**

The Egyptian vision 2030 is a national agenda launched in 2016. The robust agenda reflects the state's long-term plan to achieve strategic and sustainable development, adhering to the core objectives in all sectors. The integrated vision has been adopted by many developmental institutions paving the way for socio-economic and sustainable development. The grand agenda also encapsulates the national Strategy for the Empowerment of Egyptian Women 2030. The broader pillars of the vision 2030 are as follows:

Below is a general outline of the **Women Empowerment Policy** at Fayoum University:

#### **1. Promoting Gender Equality in Education**

- **Equal Access to Education:** Ensure equal access to academic programs and scholarships for women, removing barriers to entry and participation.
- **Gender Sensitization Training:** Organize training for faculty, staff, and students to raise awareness about gender equality, unconscious biases, and the importance of inclusivity in educational settings.
- **Support for Female Students:** Establish mentorship programs, academic support, and counseling services specifically for female students to help them thrive in traditionally male-dominated fields.

#### **2. Leadership and Decision-Making**

- **Female Representation in Leadership:** Advocate for and support women in taking up leadership roles within the university's administrative structures, including faculty deans, department heads, and university boards.
- **Career Development and Training for Women:** Provide leadership training and professional development programs tailored to women, helping them develop the skills needed for higher positions within academia and administration.
- **Women in STEM:** Encourage and provide additional support for women pursuing careers in Science, Technology, Engineering, and Mathematics (STEM) disciplines through scholarships, workshops, and networking opportunities.



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### 3. Support Systems for Women

- **Women's Empowerment Centers or Groups:** Establish support groups or empowerment centers that can provide resources, guidance, and advocacy for women in the university community.
- **Protection against Harassment:** Create and enforce a zero-tolerance policy for sexual harassment and gender-based violence, ensuring safe spaces for female students and staff.
- **Health and Well-being Programs:** Provide accessible healthcare services, mental health support, and workshops on women's health, well-being, and personal development.

### 4. Monitoring and Evaluation

- **Tracking Progress:** Regularly assess and report on the progress of women empowerment initiatives, using data to inform future policy and improve existing programs.
- **Feedback Mechanisms:** Implement channels for female students, faculty, and staff to provide feedback and suggestions on how the university can improve its policies and programs related to women's empowerment.

### **Reporting**

The University will make available on an annual basis an impact report highlighting how the University is working to meet the framework set out within FU Woman Empowerment Policy.

### **Review and Update**

Fayoum University FU Woman Empowerment Policy is reviewed on an ongoing basis by the University.

### **Effective Date and Approval**

This Policy is effective January 1, 2016. Last reviewed and updated Jan 1, 2024.