



UNIVERSITY OF OUM EL BOUAGHI

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

ABSTRACT

This report summarizes the university's efforts and policies in promoting gender equality and empowering women within its academic community.

Introduction

Gender Equality, as encapsulated in Sustainable Development Goal 5 (SDG 5), stands as one of the most pivotal goals set forth by the United Nations. SDG 5 strives to promote gender equality and empower women and girls in all societies. The University has made significant efforts to achieve this goal and has implemented a range of measures and policies to support gender equality and enhance women's rights within the institution.

1 .Participation at the University

The University of Oum El Bouaghi is dedicated to fostering an environment where both male and female students have equal access to education and are encouraged to pursue their studies at all levels and across all fields.

- ☒ **Enrollment and Acceptance:** The university actively promotes the enrollment and acceptance of female students in various academic levels, including bachelor's, master's, and doctoral programs.
- ☒ **Scholarships:** To alleviate financial burdens, the university offers scholarships to female students on an equal footing with their male counterparts, ensuring equal opportunities for both genders.
- ☒ **Promoting Gender Equality:** The institution conducts regular awareness campaigns to underscore the importance of gender equality in higher education.
- ☒ **Cultural and Scientific Activities:** The university actively engages female students in a wide array of cultural and scientific activities, providing opportunities to develop their skills and broaden their horizons.
- ☒ **Academic Support:** Academic guidance and support programs are in place to facilitate the success of female students in their academic pursuits.
- ☒ **Data Monitoring and Reporting:** The university systematically collects and analyzes data related to the enrollment and acceptance of female students and regularly submits reports to the regional conference and the Ministry of Higher Education, ensuring transparency and accountability.
- ☒ **Community Collaboration:** Collaboration with the local community is actively pursued to raise awareness about the significance of higher education for women and encourage more female students to join the university.

2 .Women's Progress Measures

2.1 .Tracking Graduation Rates

The University of Oum El Bouaghi consistently monitors and measures the graduation rates of female students compared to their male counterparts, across undergraduate (bachelor's and master's) and postgraduate (doctoral) programs.

2.2 .Non-Discrimination Policy

The university has established a comprehensive non-discrimination policy, both on international and national dimensions. This policy upholds the principles of equality and non-discrimination in education and employment, regardless of gender, and is firmly grounded in the Algerian Constitution and labor laws.

- ☒ **International Dimension:** The policy aligns with the United Nations Convention, which calls for eradicating all forms of discrimination against women. It actively promotes gender equality and combats all forms of discrimination within the university and its community.
- ☒ **National Dimension:** The policy is deeply rooted in the Charter of Ethics and Morals issued by the Ministry of Higher Education and Scientific Research, which denounces and condemns all forms of discrimination concerning professors, staff, and students.

3 .Maternity and Paternity Policies

The University of Oum El Bouaghi recognizes the importance of supporting women's rights during pregnancy, childbirth, and family care. The institution's maternity and paternity policies, based on labor laws, provide paid and unpaid leaves for maternity and paternity, thereby ensuring the protection of women's rights in these areas.

4 .Women's Mentoring and Awareness Programs

The university actively participates in women's awareness programs, including breast cancer and diabetes awareness. These programs see substantial female student participation, reflecting the university's encouragement of women's engagement in these essential health initiatives.

5 .Reporting and Protection against Discrimination

The University of Oum El Bouaghi has a policy in place to protect individuals from educational or professional discrimination. This policy allows individuals to report cases of discrimination through a dedicated complaints platform, ensuring confidentiality and necessary actions to address reported cases.

Conclusion

The University of Oum El Bouaghi has demonstrated a strong commitment to advancing gender equality, ensuring women's rights, and fostering an inclusive and supportive educational environment. Through comprehensive policies and proactive measures, the university actively contributes to the achievement of Sustainable Development Goal 5: Gender Equality.