



UNIVERSITY OF OUM

EL BOUAGHI

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

ABSTRACT

This report highlights the University's initiatives and policies aimed at advancing gender equality and strengthening women's empowerment across its academic community.

**5 GENDER
EQUALITY**



Introduction

Gender equality, as defined by **Sustainable Development Goal 5 (SDG 5)** of the United Nations, represents one of the essential priorities of the University of Oum El Bouaghi. The university strives to promote gender equality and empower women within its academic community by ensuring fairness, inclusivity, and equal opportunities for both genders across all educational and professional domains. These efforts are fully aligned with the **Algerian Constitution, Labor Law No. 90-11 (1990)**, and **Ordonnance No. 06-03 (2006)** governing the public service.

1. Equal Access to Education

The University of Oum El Bouaghi ensures that female students enjoy **equal rights to access, participate, and succeed** in higher education.

- **Enrollment and Acceptance:** The university actively encourages female participation in all academic levels—Bachelor's, Master's, and Doctorate—particularly in scientific and technical fields where women are underrepresented.
- **Scholarships and Financial Support:** Female students benefit equally from national scholarships and financial assistance programs designed to reduce economic barriers to education.
- **Academic Guidance and Support:** Mentoring and tutoring programs are in place to help female students succeed and complete their studies on time.
- **Community Collaboration:** The university cooperates with local organizations to promote awareness of the importance of women's education and participation in development.

2. Non-Discrimination and Equality Policy

The university has adopted a **non-discrimination policy** that reflects both **international commitments** and **national legal frameworks**:

- At the **international level**, Algeria is a signatory to the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, which guides the university's principles on equality.
- At the **national level**, the **Charter of Ethics and Deontology** of the Ministry of Higher Education and Scientific Research strictly forbids any form of discrimination in education or employment.

The policy ensures that all professors, administrative staff, and students are treated fairly regardless of gender.

To support this framework, the university operates an official **complaints platform** where individuals can confidentially report cases of discrimination, harassment, or gender bias. All cases are handled through formal legal and administrative procedures.

3. Maternity and Paternity Policies

The University of Oum El Bouaghi applies maternity and paternity policies consistent with **Algerian labor and public service laws**:

- **Maternity Leave:** According to **Law No. 90-11**, female employees are entitled to **14 weeks of paid maternity leave**, along with breastfeeding breaks and additional unpaid leave if needed.
- **Paternity Leave:** Male employees are entitled to **three (3) days of paid paternity leave** upon childbirth, as stated in **Ordonnance No. 06-03 (Articles 212-215)**. Fathers may also request **unpaid leave of up to five years** in cases where the child requires special care or has a serious illness. These measures aim to support family balance and encourage the participation of women in academic and professional activities without discrimination.

4. Health and Awareness Programs for Women

The university regularly organizes **health awareness campaigns** targeting female students and staff in collaboration with the **Public Health Institution of Oum El Bouaghi** and the **Directorate of Social Action and Solidarity**.

- Every **October**, a **Breast Cancer Awareness Campaign** ("Pink October") is held at the Faculty of Law and Political Science, featuring medical professionals who explain prevention methods and self-examination techniques.
- Each **November 14**, on **World Diabetes Day**, awareness events are organized focusing on women's health and preventive care. These programs have seen strong female participation exceeding 10% annually, demonstrating the university's success in promoting health education among women.

5. Monitoring of Women's Progress

The University systematically collects and analyzes data on female students' **enrollment, retention, and graduation rates** compared to males. This monitoring allows the university to develop evidence-based policies that enhance gender equity and promote the academic advancement of women.

Periodic reports are submitted to the **Regional Conference of Eastern Universities** and the **Ministry of Higher Education**, ensuring accountability and transparency in gender-related performance.

6. Reporting and Awareness

The university promotes a culture of equality and respect through regular **training sessions and awareness campaigns** on gender rights, non-discrimination, and workplace ethics. These activities are integrated into the broader institutional framework for ethics and quality assurance.

Conclusion

Through its inclusive policies, awareness initiatives, and continuous monitoring, the **University of Oum El Bouaghi** has made remarkable progress toward achieving **SDG**

5: Gender Equality.

The institution remains fully committed to ensuring that education, research, and employment opportunities are equally accessible to all, regardless of gender, and to creating a university environment based on justice, respect, and equal opportunity.