

GENDER EQUALITY POLICY STATEMENT



“We must all, women and men alike, examine if our words and actions are contributing to the myriad of gender inequalities, such as inadequate access to resources or justice, discriminatory attitudes, unequal sharing of the burden of family care, the gender pay gap, discriminatory and derogatory representation in media, gender-based violence, the glass ceiling, and many more besides. We are ready to do our part in AASTMT.”

1. Brief Description

In alignment with the 2030 Agenda for Sustainable Development issued by the United Nations General Assembly and the forward-looking strategy “Egypt’s Vision 2030” that followed, The Arab Academy for Science, Technology & Maritime Transport (AASTMT) has endeavored to inculcate gender equality and inclusive excellence in higher education, scientific research and ground-breaking innovation. Gender equality is a fundamental human right and a foundation for a peaceful, prosperous and sustainable world. It helps accelerate achievements within all the other Sustainable Development Goals (SDGs) with an impact on economic participation and opportunity, educational attainment, political empowerment and health. As a world-class educational institution, AASTMT strives for a world free from discrimination based on gender whereby every human being irrespective of sex, ethnicity, religion, disability and social status can fulfil their potential unhindered by discriminating laws, economic and social structures.

2. Scope

The policy statement aims to provide operational frameworks to integrate gender equality and women empowerment into curricula, research and partnerships, on the one hand, and into exemplary initiatives to be adopted by all entities of AASTMT across all branches, on the other. For the purpose, the organization’s work on gender equality and women empowerment is based on strong inter-governmental mandates with partners at national, regional and international levels. The policy comprises a transparent accountability and institutional mechanism and promote women’s economic empowerment through capacity building, policy dialogue and exchange of best practices among all faculty, staff, employees and students across all campuses through academic programs, community services and training opportunities. AASTMT is committed to advocate for,

take leadership on and hold accountability for the implementation of this policy. This is ensured by advancing the mission of member institutions to transform lives, strengthen communities and find solutions to the most pressing challenges facing our world by fostering collaboration with other domestic and international stakeholders (universities, institutions and authorities, the private sector as well as communities) to help build a better world.

3. Objectives

AASTMT aims to promote gender equality and women empowerment by means of:

- advancing women's equal participation with men as decision makers in AASTMT as a higher education organization and in all its areas of work;
- contributing to reducing gender inequalities in access to and control over the resources and benefits of development in the pertinent areas of AASTMT's work;
- increasing gender equality in access, participation, and learning achievement for all girls and boys across all undergraduate/postgraduate levels;
- strengthening gender equality in education sector legal frameworks, policy and planning processes; and
- ensuring robust execution of commitment to gender equality in alignment with the United Nations 2030 Agenda for Sustainable Development and Egypt Vision 2030.

To facilitate the implementation of these aims, AASTMT benefits from the broad range of analyses and recommendations developed by international human rights organizations and institutions, women's organizations and humanitarian organizations. More specifically, AASTMT's gender equality policy rests on the Egyptian and international laws and practices, as articulated in treaties and resolutions of the United Nations General Assembly and Security Council. These include, but are not limited to, United Nations Universal Declaration of Human Rights, and the Covenants on Human Rights; the 1979 Convention on the Elimination of All Forms of Discrimination against Women and its General Recommendation 19 on Violence against Women; UN Security Council Resolution 1325 (2000) on Women, Peace, and Security and its subsequent resolutions 1820, 1888, 1889, 1960, 2106, 2122, and 2242 (until Nov 2017); and The Conventions on the Rights of the Child (1989). AASTMT aspires to be an influential and representative global association of diverse higher education institutions and a point of reference for all partner Universities. Through active engagement and share of best practices, AASTMT hopes to be advocating and advancing a dynamic leadership role for higher education in Egypt and worldwide.

4. Policy Statement

In response to the challenges of the 2030 Agenda for Sustainable development, this policy statement sets out actions taken by AASTMT to ensure gender equality is fully mainstreamed into all programs through social engagement in a series of sustainable projects and initiatives focusing on not only energy, equality, the environment, mobility, and the university community, but also science, culture, technology transfer and entrepreneurship. Many AASTMT initiatives to enhance gender equality are in action and have included women's and gender perspectives in support of Deans, senior management teams, academic program leaders, research group leaders and administrators in their efforts to integrate all targets of the gender equality sustainable development goal. The significant strategies and operational activities adopted and implemented by AASTMT in accordance with the multiple targets of SDG5 include, but are not limited to:

- Gender balance and inclusion in research, innovation and training through partnerships/memoranda of understanding with diverse research performing organizations including universities, professional associations and partners with specific expertise (nonprofit research organization and social enterprise);
- Support for persons with disabilities via a wide range of formal and informal interventions, including live assistance and intermediaries, mobility aids and assistive devices and technologies;
- A synergy in reciprocal learning and action based on student led initiatives, continuous dialogue among concerned stake holders and community participation towards alleviation and resolution of issues afflicting communities and the environment;
- Enactment and development of courses to promote gender mainstreaming and improve gender visibility, self-confidence, leadership skills, particularly dedicated to the underrepresented gender;
- Campaigns within and outside the institution to make women’s contribution to research and gender diversity in research teams more visible;
- Workshops for the integration of the gender dimension in research;
- Recommendations and structures for a better work-life integration and well-being;
- Women’s participation in STEM (Science, Technology, Engineering and Mathematics) disciplines, science and hard sciences, and the re-evaluation of the Humanities.

5. Definition

Inclusive excellence recognizes that meaningful inclusion of diverse peoples and perspectives is vital to stimulating the creativity and innovation needed to achieve the quality of teaching, research and governance that distinguishes world-class institutions of higher education. The inclusive excellence paradigm recognizes the importance of analyzing and assessing policies, programs, practices and performance through a gender-based equity lens to reduce personally mediated biases and systemic barriers to equal access and opportunity to education and employment.

6. Resources Required

Successful implementation of the “Gender Equality” policy statement and its Annual Performance Review (APR) reports will require high-level leadership, commitment and participation at all levels. This includes:

- Sufficient human resources to undertake the extensive responsibilities, together with funds to contract short term expert consultancy support as and when needed;
- A substantial amount of staff time across all AASTMT campuses to participate in capacity assessment and training will be needed; and
- Sufficient funding to support the trainings, workshops, publications and other planned outputs.

Such arrangements should respond to demonstrated needs, align with organizational priorities of and be preceded by consultation with all boards and committees at AASTMT to instigate efforts and maintain momentum as gender responsiveness is mainstreamed into existing processes and guidelines.

7. Internal Monitoring and Auditing

In follow up with policy implementation, Annual Performance Review (APR) reports are provided to monitor the development of gender equality and equal opportunities, showing the still existing discriminations, and mapping the positive actions employed to support policies for equal opportunities. A failure to comply with the principles set out in this policy statement may be considered to be a disciplinary offence and will be addressed through the relevant procedures.

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