

Misr International University Report

Times Higher Education Impact Ranking

SDG 5:

Gender Equality

Misr International University (MIU) is committed to advancing **SDG 5: Gender Equality** by fostering an inclusive, equitable, and empowering environment for all members of its community. Through targeted policies, awareness initiatives, capacity-building programs and strong institutional support, the university works to eliminate discrimination, promote equal opportunities, and ensure the safety and well-being of women on campus and beyond. MIU continues to integrate gender equality into its academic, administrative, and community outreach efforts, reinforcing its dedication to meaningful and sustainable progress.

5 GENDER
EQUALITY

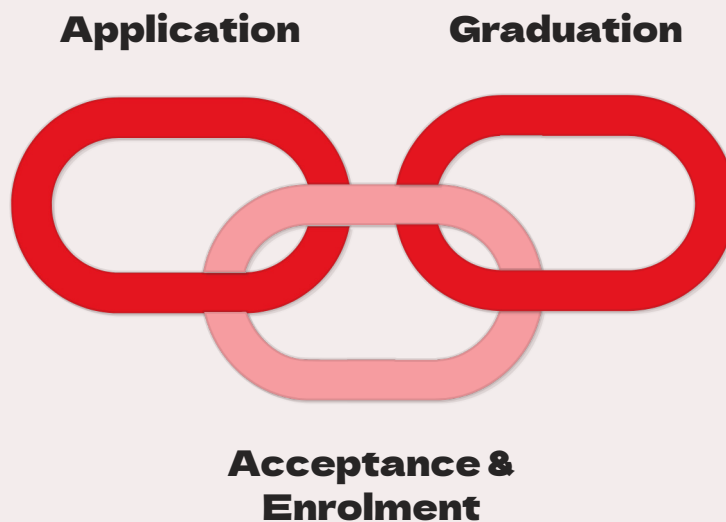




5.3.1 Tracking Women's Application Rate, Acceptance or Entry

Misr International University monitors women's application, acceptance, and enrollment rates to ensure fair and inclusive opportunities, reducing **gender disparities** in access to education.

Student Progress across University Phases



This consistent tracking process helps assess progress toward achieving **equal participation** and strengthening women's engagement in academic life and learning environment. The following statistics present a comparative overview of female and male applicants, enrolled students, and graduates at MIU in the academic year 2023–2024:

To view the statistics, click the files below:

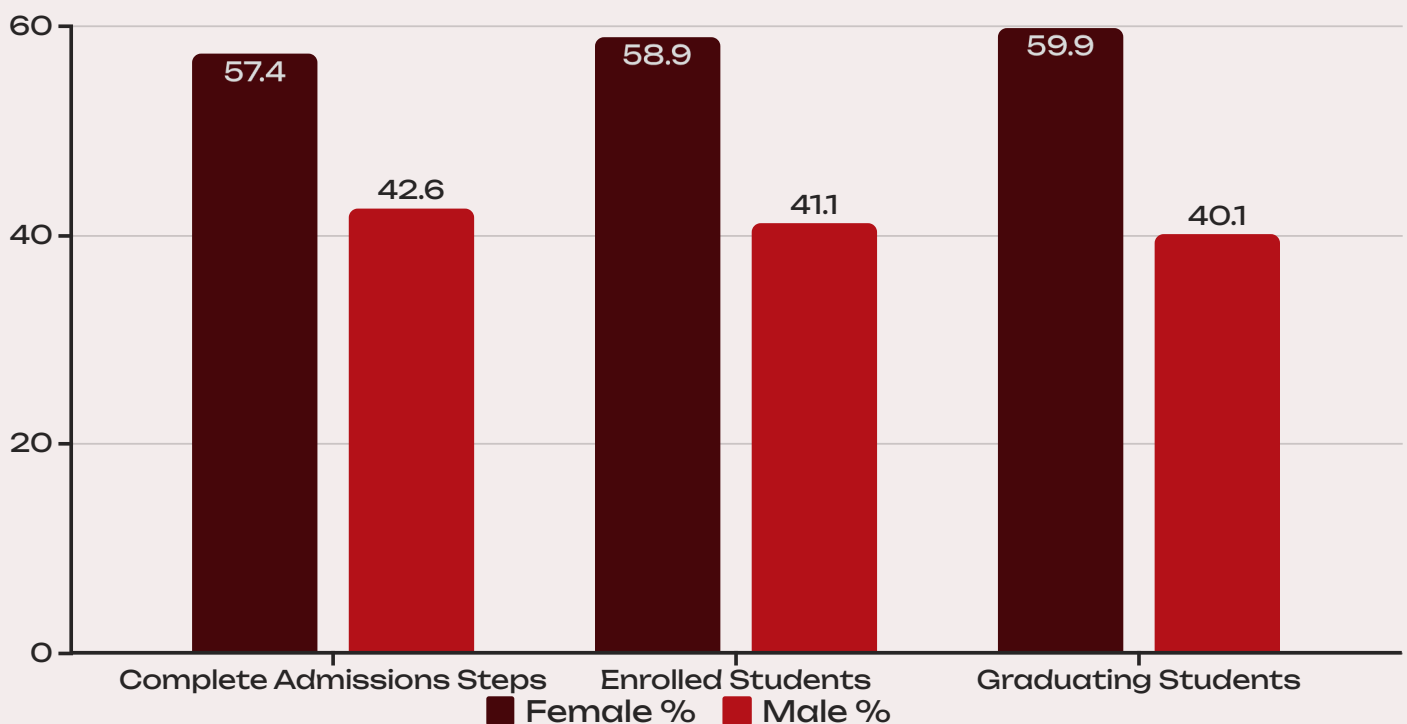


enrolled by
gender23-24.pdf



females filed in app^s
23-24.pdf

Percentage of Applying, Enrolled, and Graduating Students in 2023-2024



The data demonstrates a consistent female majority across all stages of MIU student's journey, with women representing **57.4%** of candidates completing admissions steps (2,335 females vs. 1,730 males) and maintaining representation above **57%** up to graduation. This pattern reflects progress toward **gender equality** in higher education.

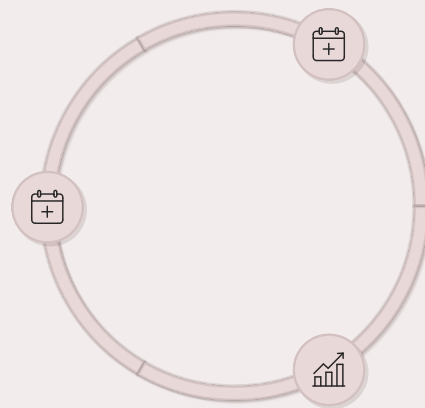
The graduation data shows that women continue to lead with 900 female graduates compared to 602 male graduates (**59.9%** women). This 19.8-point difference indicates that female students at MIU are more likely to complete their studies successfully, reflecting their strong academic performance and growing contribution to closing gender gaps in higher education.

Relatively, these figures show that MIU provides an inclusive environment that encourages women's education.

Enrollment Growth Comparison 2022/2023 & 2023/2024

2022-2023 Enrollment

- Female: 864
- Male: 659
- Total: 1,523
- Female %: 57%



2023-2024 Enrollment

- Female: 1,102
- Male: 769
- Total: 1,871
- Female %: 59%

Growth Analysis

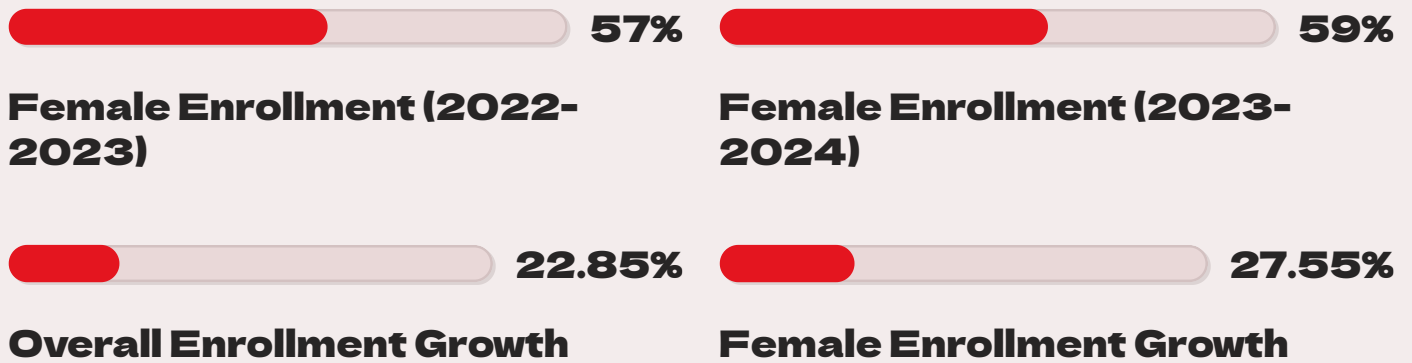
- Female: +27.55%
- Male: +16.69%
- Overall: +22.85%

To access the number of enrolled students for 2022/2023, click the file below.



no. of enrolled
students 22-23.pdf

Statistical Analysis & Key Findings



Between the academic years 2022–2023 and 2023–2024, total student enrollment at the university increased notably from 1,523 to 1,871 students, reflecting a **22.85%** overall growth. Female enrollment rose from 864 to 1,102 students—a **27.55%** increase—while male enrollment grew from 659 to 769 students, or **16.69%**. As a result, the proportion of female students increased from **57%** to **59%**, showing that female enrollment grew at a faster rate than male enrollment.

This upward trend highlights steady progress toward gender equality in education, aligning with the objectives of SDG 5 (Gender Equality). The growing number and share of female students indicate expanding access and opportunities for women in higher education. By consistently tracking these figures, the university demonstrates its commitment to promoting a balanced and inclusive academic environment.

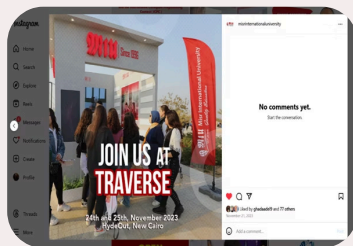
Equal Access to Higher Education

Aligned with Indicator 5.3.1, MIU advances gender equality in education by engaging secondary schools nationwide to ensure that both male and female students have equal opportunities to access higher education. Through ongoing collaboration with schools, the Admission Office provides students with direct exposure to MIU's programs, admission requirements, and campus life. During these school visits, university fairs, and online events, both male and female students are encouraged and supported equally to fill out admission applications, ensuring fairness and balanced representation from the very first stage of the enrollment process.

On-Campus School Visits



Educational Fairs



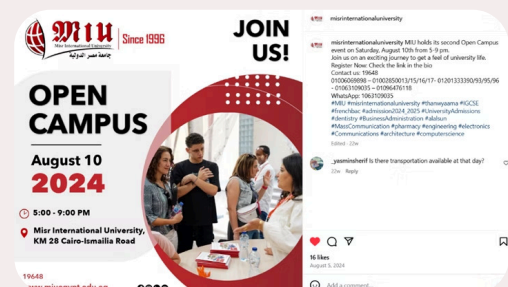
[Click here](#)

School Fairs

Faculty Workshops



MIU Open Days



[Click here](#)

2023-2024 Admission Activities



On-Campus School Visits



School Fairs



Faculty Workshop Conducted



Educational Fairs Nationwide



Total Open Day Attendees

To view Students' Recruitment Program, click [here](#).



Achieve Gender Equality and Empower All Women and Girls

5.3.2: Policy on the Admission of Female Students

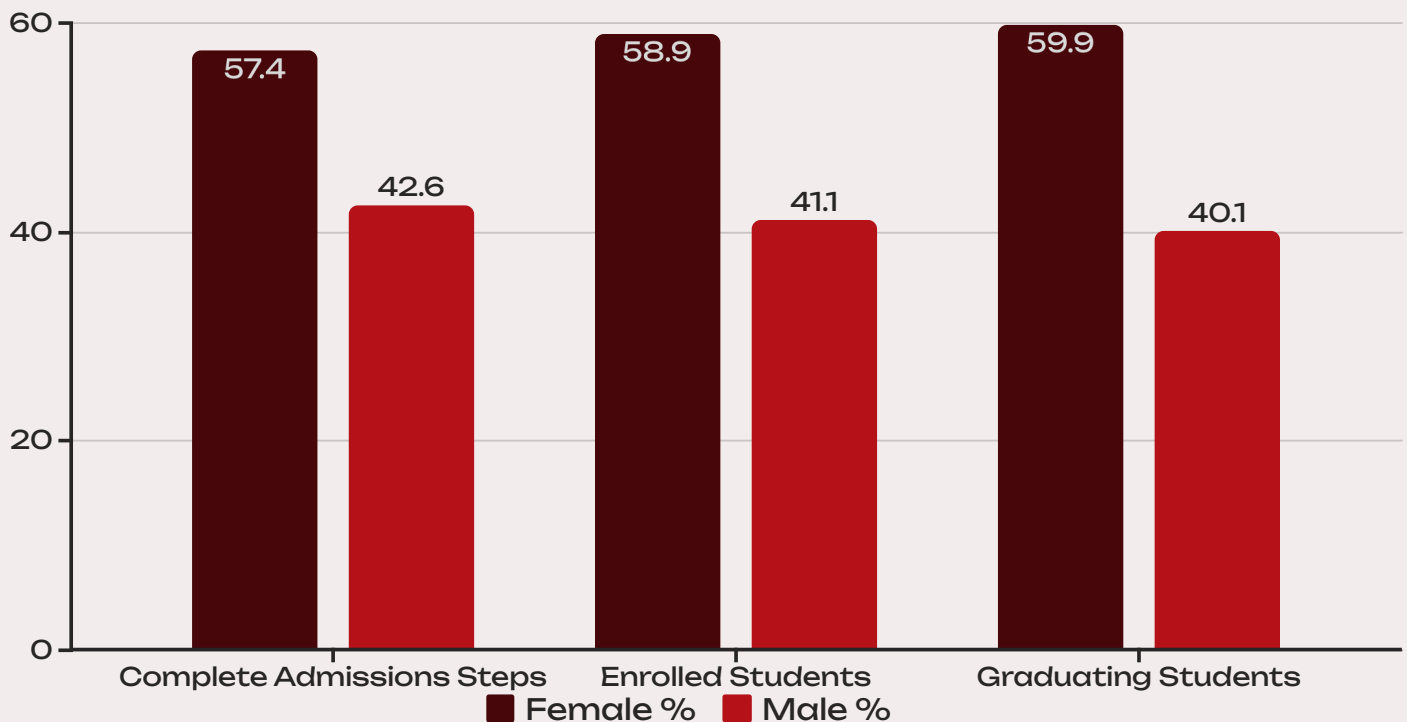
In support of SDG 5 (Gender Equality), indicator 5.3.2, the university's policy affirms its commitment to equal opportunities for women in admission and advancement. It states that:

Admission procedures are free from gender-based or social discrimination.

All applicants are evaluated fairly based on merit.

For the full *Policy on "the Admission of Female Students,"* please [click here](#).

Percentage of Applying, Enrolled, and Graduating Students in 2023-2024



The data presented in the chart aligns with **Indicator 5.3.2** and highlights MIU's strong commitment to its **policy** on the **admission** of **female** students. Among applicants who completed admission steps, women represented **57.4%** (2,335 females vs. 1,730 males). This pattern continued after admission, as female students continued to outnumber males after enrollment and through graduation, with 900 female graduates compared to 602 males (**59.9%**). These outcomes confirm that MIU's admission policy effectively promotes gender equality by ensuring women's fair access to higher education and supporting their continued engagement and success throughout their academic journey.



Achieve Gender Equality and Empower All Women and Girls

5.3.3: *Women's Access Scheme*

Female students have equal access to all university services and support schemes, including admissions, research guidance, laboratories, library resources, scholarships, sports facilities, health services, transportation, study rooms, and many other essential student services. These structures ensure that women receive the same academic, physical, and logistical opportunities as all students, promoting fairness and full participation in university life.



Admission Process

Equal opportunities through school visits and fairs



Research Guidance

Structured support for academic development



Access Labs

Open digital learning resources



Scholarships

Financial support for female students



Library

Comprehensive learning resources



Sports Facilities

Inclusive wellness and athletics



Health Services

Safe and timely medical care



Transportation

Secure commuting options



Study Rooms

Focused learning environments



1. Women's Access Through the Admission Process

MIU strengthens women's access to higher education by ensuring that female students receive equal opportunities to explore academic programs, understand admission requirements, and access accurate guidance. Through a wide network of schools, on-campus activities, educational fairs, and public events, MIU promotes an inclusive admissions environment where girls are encouraged and supported to pursue all fields of study, including those traditionally underrepresented in higher education. To view the Admission Manual, [click here](#).

School Visits

Direct collaboration with principals and counselors to ensure students receive full admission information

Campus Activities

On-campus visits and open days provide safe, informative experiences for prospective students

Educational Fairs

National events connect female students with academic advisors and career pathways



School Engagement

- MIU partners with schools to reach prospective students.
- The Admission Office works with principals and counselors to provide full admission information, program details, and application procedures to female students.
- This partnership bridges secondary education and university life, helping girls explore academic futures confidently and safely.
- Since 2000, MIU has regularly visited schools across Egypt.
- These visits offer equal exposure for both male and female students, removing informational barriers and promoting fair participation in the admission process.

2000

MIU began school visits

100%

Equal Access

Both genders receive identical information

Outreach Activities Supporting Women's Access

MIU conducts several types of outreach activities—both on and off campus—that enhance women's access to higher education. Each activity is designed to ensure that female students have safe, informative, and unbiased opportunities to learn about university life and academic choices.



On-Campus School Visits

Female students are invited to experience MIU firsthand through a structured half-day visit.

01

Presentation

Overview of faculties, programs, campus activities, and international affiliations

02

Guided Tour

Exploration of labs, lecture halls, libraries, and recreational facilities

03

Faculty Meetings

Optional discussions with academic staff about program expectations

04

Open Discussion

Students raise questions and express concerns in a supportive environment

05

Follow-up

Distribution of materials and communication forms for continued support

Reaching Students Where They Are

MIU actively extends its reach beyond campus to connect with female students in various settings, ensuring equitable access to vital information about higher education.

Outreach School Visits

To support students who face travel barriers, MIU staff directly visit schools, bringing opportunities right to their doorstep. This ensures that girls in all regions—including underserved areas—have equal opportunities to pursue higher education.



Informational Presentations

Short videos and presentations explain MIU's programs.



One-to-One Conversations

Addressing individual student concerns and questions.



Materials & Giveaways

Distribution of flyers and promotional items.



Contact Information

Collecting forms for continued communication and support.

School Fairs

MIU participates in university fairs hosted by schools to introduce students and parents to diverse academic pathways and future possibilities.



Display Materials

Displaying banners, flyers, and giveaways at our booth



Engage with Students

Connecting with students from Grades 9–12



Offer Presentations

Providing presentations when facilities allow



Support Parents

Offering guidance to parents seeking advice for their daughters

Some schools follow up by requesting on-campus visits to help female students make informed choices. To view one of these visits, click [here](#).



Educational Fairs and Open Days

Educational Fairs

MIU participates in major national fairs such as [Traverse University Fair](#) and [Edugate Cairo](#). These events allow female students to interact directly with admission staff, faculty representatives, and academic advisors. Educational fairs broaden women's access by connecting them to a wide range of academic and career pathways.

MIU Open Days

Open Days allow girls and their families unrestricted access to explore campus facilities, meet faculty, and receive personalized guidance. MIU organized multiple Open Days during 2023/2024 to expand outreach and ensure that female students feel supported throughout the decision-making process.

Learn more about [Open Days](#)

2. Research Guidance Center

The Research Guidance Center, established in Fall 2003, provides structured support to ensure all students—including female students—have equal access to research skills development. The center guides students through proper research methods, academic integrity, and effective use of scholarly sources.

Through individual mentoring sessions, assistants help students avoid plagiarism and follow correct academic formats. This system ensures fair, personalized guidance that enables women to participate fully and confidently in academic research. As a result, the center strengthens students' overall academic readiness and enhances their future professional opportunities.

[Visit the Research Guidance Center page](#)



Research Methods

Guidance on proper academic research techniques and methodologies

Academic Integrity

Training on avoiding plagiarism and maintaining scholarly standards

Individual Mentoring

Personalized sessions to support each student's research journey

Professional Development

Enhanced academic preparedness for future career opportunities

3. Access Labs Supporting Equal Educational Opportunities

As part of MIU's commitment to expanding women's access to academic resources under Indicator 5.3.3, the University provides Open Access Labs through the IT Department. These labs offer students—including female students who have full and equal access—reliable internet connectivity for academic research, browsing, uploading, downloading, and printing.

By ensuring that all students can freely use digital learning tools and technology, MIU supports equitable access to information, enhances academic preparedness, and removes barriers that may limit women's participation in higher education.



Internet Connectivity

Reliable high-speed access for research and learning



Printing Services

Free printing for academic materials and assignments



Digital Resources

Uploading and downloading academic content



Technology Access

Modern equipment for all students

Learn more about [Open Access Labs](#)



4. Library Services Supporting Equal Access

MIU Library ensures that all students—including female students—have equal access to a wide range of printed and electronic resources that support learning and research. The library provides updated digital tools, orientation sessions, and information literacy training to help students navigate academic sources effectively.

Its services are designed to be fully accessible, offering a supportive environment for study, inquiry, and research development. By continually expanding its collections and integrating modern technologies, the library strengthens students' academic preparedness. Through this inclusive system, female students benefit equally from high-quality resources and opportunities that enhance their educational experience.

Comprehensive Collections

Printed and electronic resources for all academic disciplines

Orientation & Training

Information literacy sessions to navigate academic sources

Supportive Environment

Accessible spaces for study, inquiry, and research development

[Explore Library Services](#)

5. Scholarships and Sports Facilities

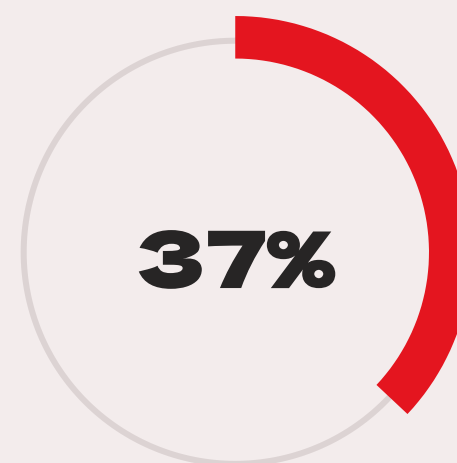
Women's Scholarships

MIU continues to strengthen women's access to higher education through a range of support mechanisms, including financial aid and targeted outreach. In the latest academic year, female students received **63%** of all university scholarships compared to **37%** awarded to male students, demonstrating MIU's commitment to expanding educational opportunities for women.



Female Scholarships

Majority of financial aid awarded to women



Male Scholarships

Supporting all students equitably

6. Sports Facilities



MIU provides inclusive and professionally managed sports facilities that support student well-being, personal development, and active engagement in campus life. The campus features a fully equipped fitness gym and a range of indoor and outdoor spaces for both individual and team sports, all of which are maintained to high standards of safety, accessibility, and supervision. Female students have full and equal access to these facilities and programs, ensuring they can participate in sports, wellness activities, and intercollegiate events on the same footing as their peers.

[**Explore Sports Facilities**](#)

7. Health Support Services



Female students benefit equally from MIU's Health Support Services, which ensure safe, timely, and inclusive access to medical care for all. The on-campus medical center, staffed by qualified professionals, provides first aid, routine consultations, and health education without discrimination.

In emergencies, ambulance services guarantee rapid and secure transfer to specialized facilities. All students, including females, are covered by Medicare Insurance, ensuring continued access to preventive and emergency care.

On-Campus Medical Center

Qualified professionals provide first aid, consultations, and health education

Emergency Services

Ambulance services ensure rapid transfer to specialized facilities

Medicare Insurance

All students covered for preventive and emergency care

Equal Access

No discrimination in healthcare delivery or services

Learn more about [Health Services](#)

8. Transportation and Study Rooms

Safe and Equal Transportation Access



MIU ensures that female students have safe and equal access to all transportation services provided by the university. The fully air-conditioned buses, supervised by trained attendants, support a secure commuting environment for everyone. In addition, the shuttle service to the nearest underground station operates twice daily, guaranteeing inclusive and reliable mobility for all students.

[View Transportation Services](#)

9. Study Rooms

Female students have equal access to designated study rooms that support focused and collaborative learning. These rooms provide comfortable seating, high-speed internet, and essential digital tools for academic work. The quiet, organized environment allows all students to study efficiently and pursue their academic goals.

[Explore Study Rooms](#)





5.3.4: Women's Application in Underrepresented Subjects

Promoting Women's Enrollment in STEM and Specialized Scientific Fields

MIU demonstrates a strong commitment to increasing women's participation in underrepresented **STEM** areas, and other **science-based disciplines**. This commitment starts with admission outreach stage and continues through workshops that help female students build their academic and career skills.

1. Admission and Recruitment Efforts Supporting Female Applicants

The university's policy affirms its commitment to equal opportunities for women in admission and academic progress throughout their studies. It states that:

Admission procedures are free from gender-based or social discrimination.

All applicants are evaluated fairly based on merit.

For the full *Policy on "the Admission of Female Students,"* please

[**click here.**](#)



School Visits and Outreach Activities



Open Days and On-Campus Engagement



Online Application Pathways

Strong Female Representation Across STEM Admissions and Enrollment



■ Female Applicants ■ Male/Other Applicants

This strong female representation, at **57.4%** among applicants completing all admissions steps, remains almost the same through progression and graduation.

This steady trend highlights meaningful progress in supporting women to join and successfully complete majors in **scientific** and **technical disciplines**.



Specialized Workshops in the Scientific field

Free Introductory Organic Chemistry Workshop

The Faculty of **Pharmacy** organized a free "Introductory **Organic Chemistry Workshop**" for American Diploma students interested in pursuing **pharmacy** studies. The two-day event introduced participants to essential chemistry concepts and lab techniques, developing vocational skills in **pharmaceutical sciences**.

01

Target Audience

American Diploma students interested in **pharmacy** careers at MIU or other universities

02

Workshop Duration

Two-day **intensive training** event

03

Learning Outcomes

Key **pharmacy** concepts and **practical lab experience** to support **career aspirations**

[Read More](#)

Applied Professional Cosmeceutical Workshop

The Faculty of **Pharmacy's Continuing Education** Committee organized the "Applied Professional **Cosmeceutical Workshop**" for senior students and graduates. the four-day session offered **hands-on training** in counselling and dispensing practices, bridging academic learning with industry application.



Workshop Details

- **Duration:** Four-day intensive session
- **Instructor:** Dr. Mahmoud El Sonbaty
- **Participants:** 18 senior students and graduates
- **Focus:** Counselling and dispensing techniques

Professional Skills Enhanced

Real-world **cosmeceutical** applications

Industry-standard counselling practices

Professional dispensing techniques

Practical preparation for career advancement

[Read More](#)

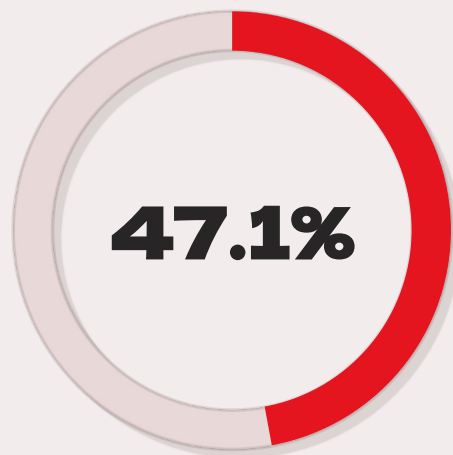
Conclusion

MIU provides opportunities at every stage—from recruitment to skill-building workshops—that support women in joining **scientific fields** where they are usually under-represented. The continued female majority in **STEM** admissions and **specialized scientific fields**, along with the university's training efforts, clearly helps ensure that women take part in these fields in strong numbers.



5.4.1: *Proportion of senior female academics*

This indicator measures women's representation in senior academic positions, reflecting progress toward gender equality in leadership roles. At MIU, **49** out of **104** senior academics are female.



of senior academics are female.

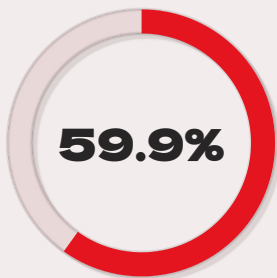
This significant representation of **47.1% female senior academics** at MIU highlights the university's commitment to advancing female leadership and promoting balanced representation in academic decision-making.

5.5.1: Proportion of women receiving degrees

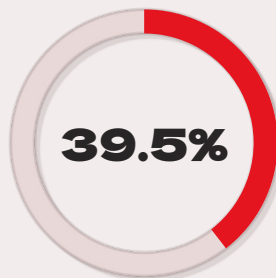
This indicator measures women's completion of their higher education degree, showing progress toward equal opportunities in education for both genders.

At MIU, **900** of the **1,502** graduates are female.

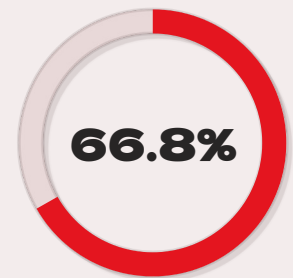
Proportion of Female Graduates at MIU



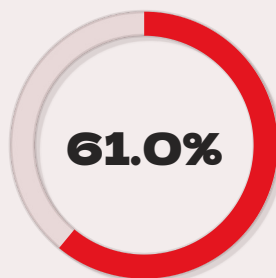
of all graduates are female



of **STEM** graduates are female



of **Arts & Humanities & Social Sciences** graduates are female



of **Medicine** graduates are female

Key Numbers

1,502

Total Graduates

256

STEM Graduates

574

Medicine Graduates

672

**Arts & Humanities
and Social Science
Graduates**

900

Female Graduates
Representing strong
majority

101

**Female STEM
Graduates**

350

**Female Medicine
Graduates**

449

**Female Arts &
Humanities and
Social Science
Graduates**

At MIU, **59.9%** of all graduates are female. In **STEM** fields, **39.5%** of graduates are female, in **Medicine** **61.0%** are female, while in **Arts & Humanities & Social Sciences** **66.8%** are females.

Key Findings:

The data shows that women represent a strong majority among MIU graduates, reflecting consistent progress toward gender equality in higher education. Out of **1,502** total graduates, **900** are females, forming **59.9%** of all degree recipients. By discipline, women form **39.5%** of graduates in **STEM fields** (101 out of 256), **61.0%** in **Medicine** (350 out of 574), and **66.8%** in **Arts, Humanities, and Social Science** fields (449 out of 672).

Key Findings: *continued...*

While female representation in **STEM** disciplines at **39.5%** shows room for growth, MIU demonstrates strong gender balance in **Medicine** with **61.0%** female graduates, and particularly strong female representation in **Arts & Humanities and Social Sciences** at **66.8%**. The overall female graduation rate of **59.9%** (**900** out of **1,502** graduates) reflects MIU's commitment to gender equality in higher education. Relatively, the balanced representation of females in the field of **Medicine** highlights the university's success in encouraging women to pursue healthcare professions, complementing their presence across **STEM** and humanities fields. These figures illustrate a diverse and inclusive academic environment that supports women's advancement across all disciplines.

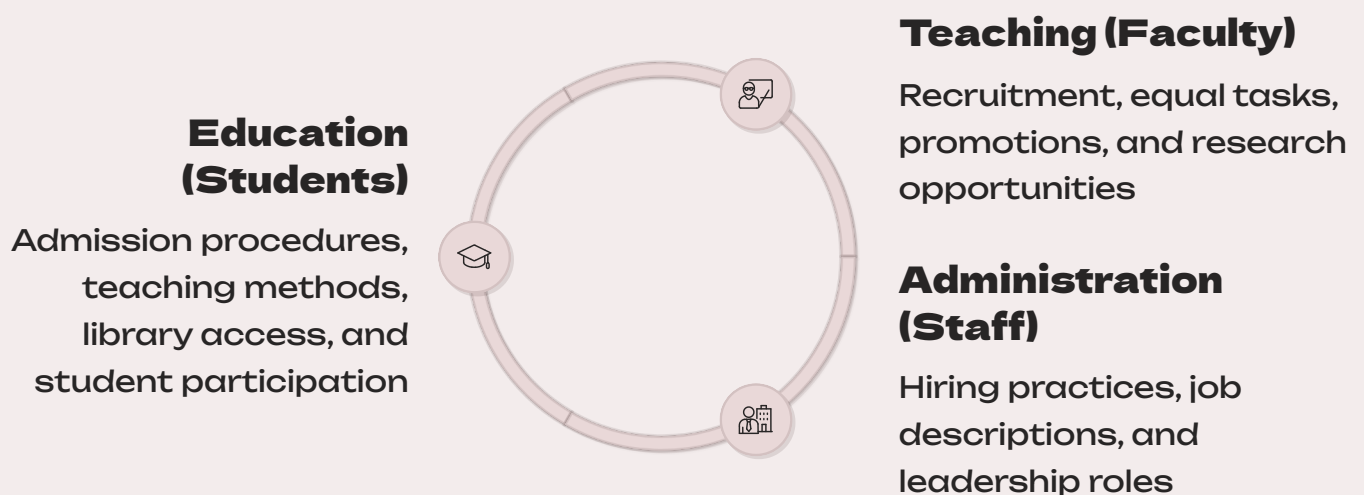


5.6.1 – Policy of Non-Discrimination against Women

The university guarantees the **right to equality and non-discrimination** in all areas of application, admission, study, extra curricular activities and employment.

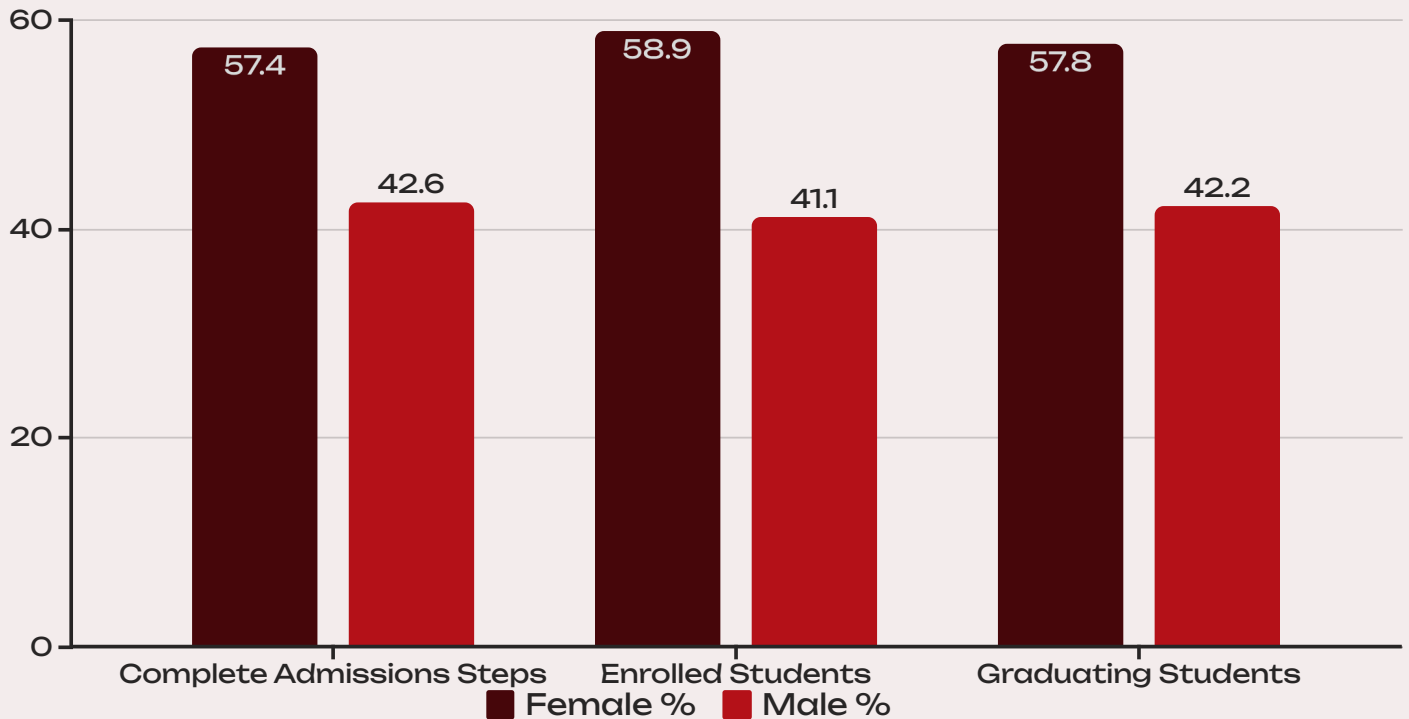
To view the full statement of the policy, please [click here](#).

Policy Implementation Framework



This policy framework addresses three critical university areas to ensure comprehensive implementation of equality and non-discrimination principles across the entire academic community.

Proportion of Applying, Enrolled, and Graduating Students in 2023-2024 as Evidence of Gender Equality



The data shows a clear and consistent **female majority** across all stages of study at MIU, reflecting the university's strong commitment to its **Equality and Non-Discrimination Policy** in line with SDG 5.6.1. Women make up **57.4%** of total candidates completing admission steps (2,335 females vs. 1,730 males) and keep a similar share above **57% through graduation**. At the graduation stage, data shows that women continue to lead with 900 female graduates compared to 602 male graduates (**59.9%** women), which demonstrates **equal access, steady participation**, and higher female success rates.

Sports as Evidence of Gender Equality and Non-Discrimination (2023-2024)

In line with the Equality and Non-Discrimination Policy, MIU ensures equal access to sports facilities, training, and competitive opportunities for both male and female students. The 2023-2024 sports outcomes provide clear evidence that female and male athletes received comparable opportunities and achieved parallel levels of recognition and success.

Medal Achievement and Gender Distribution

1. Internal Activities



Volleyball Championship

Mixed-gender teams competed under equal conditions, with Business, Computer Science, and Engineering students winning first place (Gold).



Table Tennis & Football

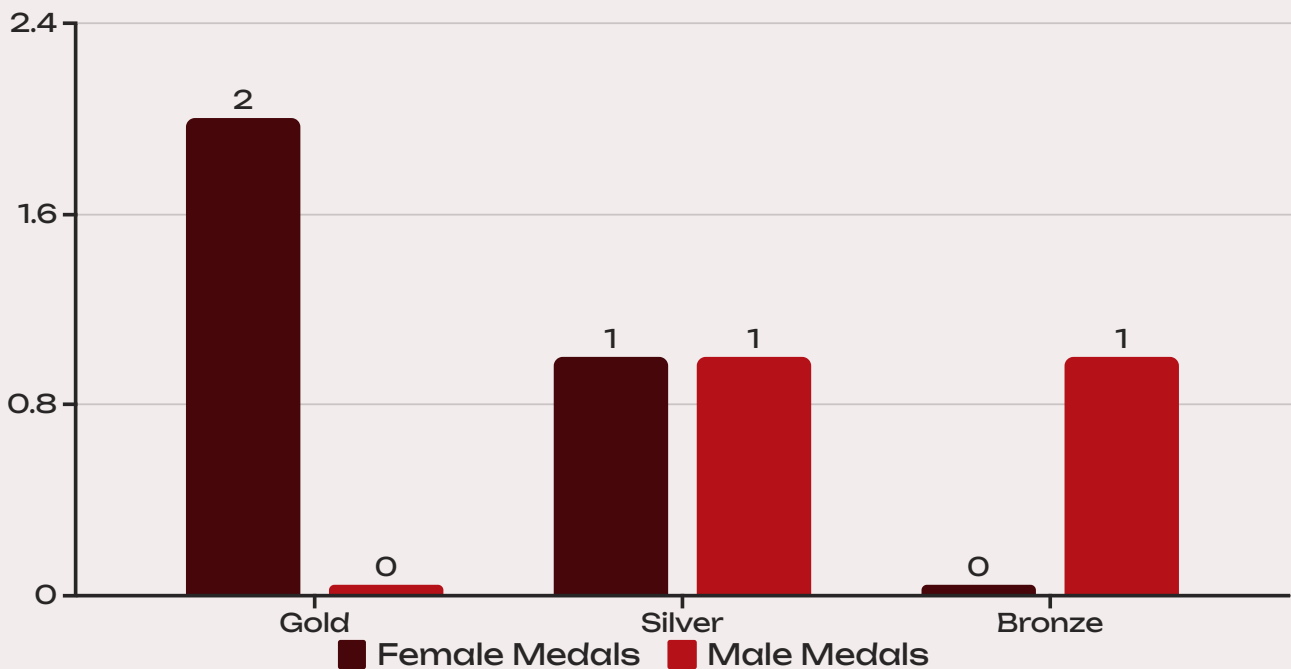
Although male-dominated, this event followed transparent participation and evaluation rules, ensuring equity of access even where female participation was limited.

Finding: Internal activities were implemented under equal conditions for both genders, with volleyball demonstrating effective gender integration.

2. Fifth Sector Championship (Private Universities)

Female and male teams both competed across the same range of sports under identical conditions. The medal distribution by sport was as follows:

- **Female Medals:**
 - **Gold:** Volleyball, Handball
 - **Silver:** Basketball
- **Male Medals:**
 - **Silver:** Handball
 - **Bronze:** Volleyball



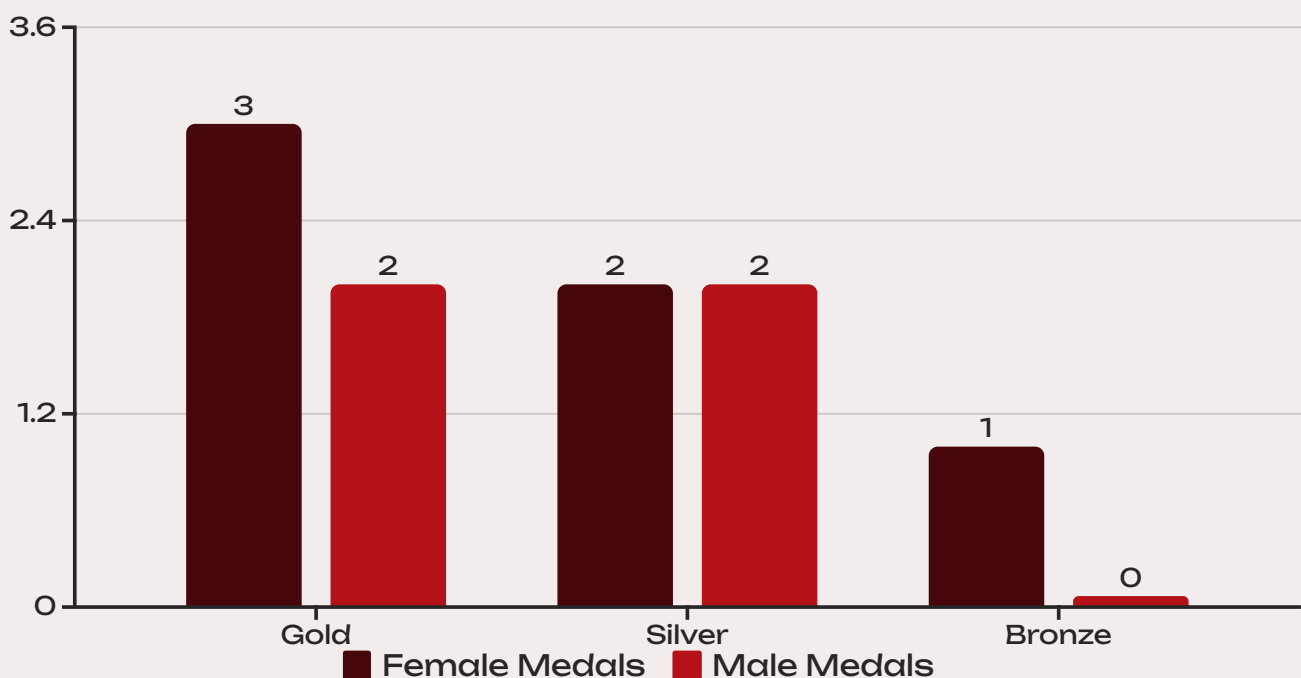
Analysis: Female teams not only achieved parity in participation but also outperformed male teams in medal quality, securing two gold medals in Volleyball and Handball, along with a silver in Basketball. In contrast, male teams earned a silver in Handball and a bronze in Volleyball. This demonstrates that when training and resources are provided equally, female athletes achieve top-level competitive excellence, proving the effectiveness of non-discriminatory access.

3. Individual Sports (Sector Level)

Female and male athletes both achieved success across several disciplines:

- **Female Athletes:** Earned gold medals in Athletics, Speedball, and Swimming, alongside additional silver and bronze medals in Badminton and Swimming.
- **Male Athletes:** Won gold medals in Tennis and Deadlift, and silver medals in Athletics and Badminton.

Below is a comprehensive chart comparing Gold, Silver, and Bronze medals for female and male athletes in individual sports.



Analysis: The medal distribution shows balanced recognition and opportunity, with female athletes excelling in more diverse categories, securing 3 gold, 2 silver, and 1 bronze medal. Male athletes earned 2 gold and 2 silver medals, with no bronze mentioned. The presence of female gold medals in endurance and precision sports reflects both equal access to professional training and institutional encouragement of women's participation.

4. Republic Championship - El-Rifai 51

Both genders represented MIU at the national level across team and individual disciplines (Volleyball, Basketball, Handball, Swimming, Fencing, and Athletics).

- Female athletes secured multiple gold and silver medals, particularly in Swimming and Athletics.
- Male athletes achieved similar medal levels across equivalent events.

Finding: At the national level, MIU demonstrated gender parity in both access and achievement, confirming that equality principles extend beyond internal competitions to external tournaments.

Gender-Based Quality Analysis

Category	Female Achievements	Male Achievements	Interpretation
Team Sports	2 Gold, 1 Silver	1 Silver, 1 Bronze	Female teams exceeded in medal quality.
Individual Sports	3 Gold + Mixed Medals	2 Gold + Mixed Medals	Equal access; female performance slightly stronger.
National Championships	Gold and Silver across multiple events	Gold and Silver across same events	Gender parity in performance outcomes.

Conclusion: Across all categories, female medal quality equals or surpasses male achievement, demonstrating the university's active and effective implementation of gender equality policies in extracurricular activities.



Achieve Gender Equality and Empower All Women and Girls

5.6.3: Maternity Policy

This indicator assesses the university's efforts to support female staff during **maternity and family-related** circumstances.



Maternity and Childcare Policy

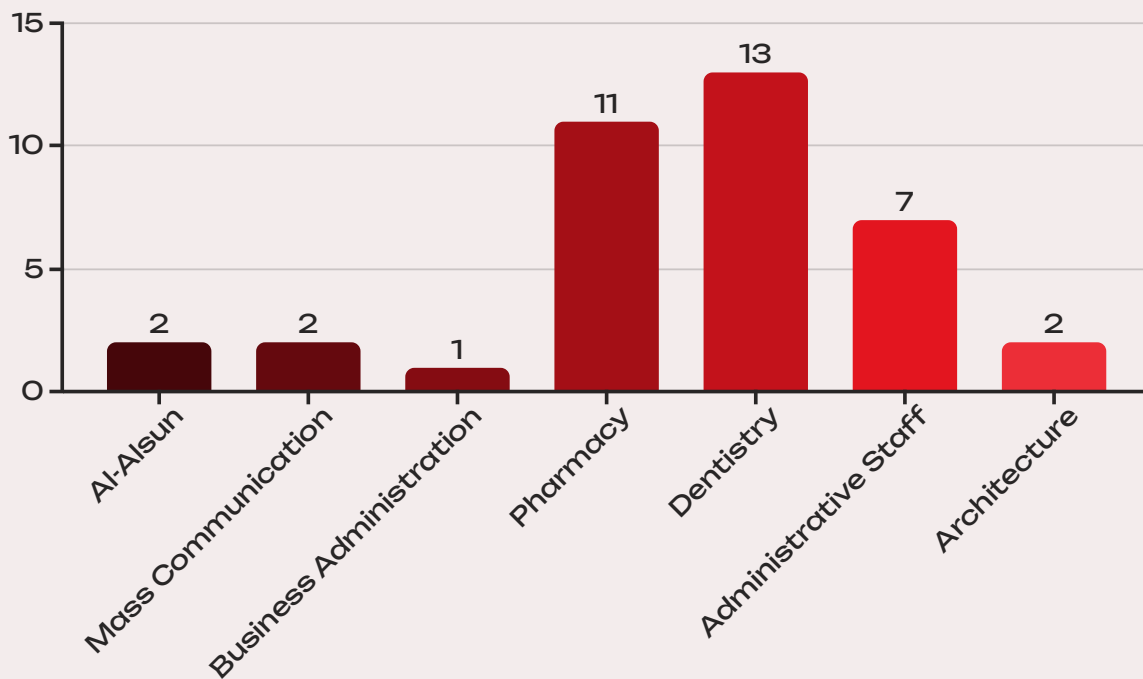
The university demonstrates its commitment to women's empowerment by providing a supportive environment that addresses maternity and childcare needs. This policy seeks to enable women to balance family obligations with their academic and professional life, ensuring their active engagement and equal opportunities within the university community.

To view the full policy statement, please [click here](#).

Implementation and Data (2023-2024)

During the academic year 2023–2024, a total of **38 female employees** were granted exceptional maternity leave across different faculties. Furthermore, pregnant women were exempted from attendance starting from the ninth month of their pregnancy and were also provided with intermittent sick leave throughout their entire pregnancy period.

Maternity Leave Distribution by Faculty



This data highlights MIU's active implementation of maternity support measures across academic and administrative sectors. Through flexible leave options, MIU ensures that women are able to manage maternity responsibilities without negatively affecting their career progression.

To view the full document, click the file below.

5 GENDER
EQUALITY



Achieve Gender Equality and Empower All Women and Girls

5.6.6: Women's Mentoring Schemes

MIU offers a range of mentoring and guidance opportunities that ensure female students benefit equally from academic, personal, and career support. These initiatives help women develop essential skills, and participate fully in all aspects of university life alongside their peers.



Human Rights Awareness Seminar



Academic Research Guidance



Career Mentorship Workshop



Human Rights Awareness Seminar

- Guides female students to understand their rights and equal opportunities.
- Encourages active participation in society.
- Discussions on equality, fairness, and national human rights strategy.
- Mentorship strengthens awareness and self-advocacy.
- Empowers women to recognize fundamental rights.
- Develops confidence to advocate for themselves in academic and professional settings.

[Learn More](#)



Equal Opportunities

Right to Education

Self-Advocacy

Academic Research Guidance and Support

The Research Guidance Center ensures that female students have the same opportunities as their peers to access academic guidance and research integrity training. Through individualized mentoring sessions, all students are taught how to use sources correctly, avoid plagiarism, and develop strong research skills.

01

Equal Access

02

Research Integrity

03

Skill Development

04

Professional Preparation

This equal-support system empowers female students and their peers to grow academically, build confidence, and prepare for future professional success.

[Visit Research Guidance Center](#)

Career Mentorship Workshop Supporting Equal Opportunities



Building Workforce Readiness

- Mentoring and career guidance for female and male students.
- Strengthens equal access to professional development.
- Insights from DXC Technology's Global Talent Acquisition representative, Mahitab El Hussiny.
- Practical guidance on resumes, networking, and multinational applications.



Resume Building



Professional Networking



Multinational Applications

- Session enhanced career readiness for all participants.
- Helped build skills for confidently entering the workforce.
- Promoted equal opportunities for success.

[Read More About This Workshop](#)



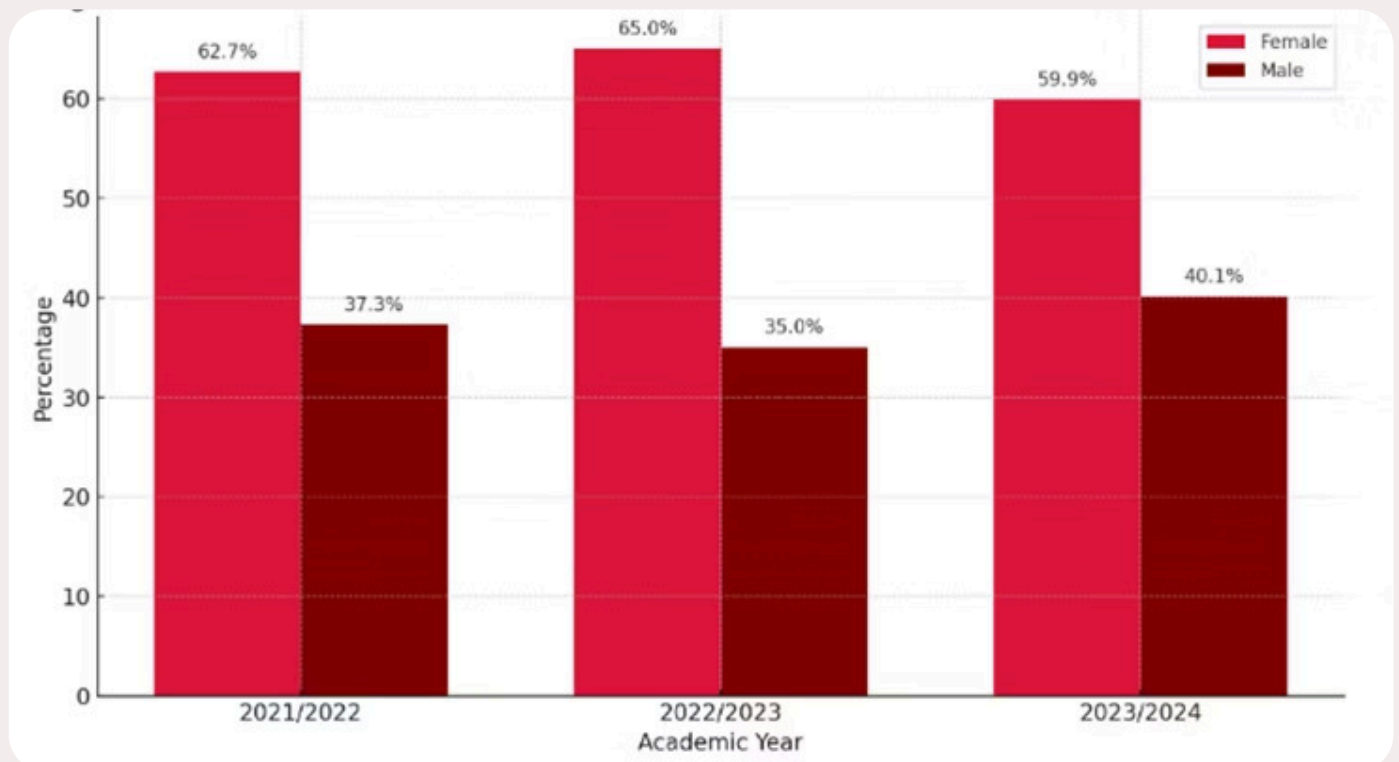


Achieve Gender Equality and Empower All Women and Girls

5.6.7 Track women's graduation rate

This indicator measures the proportion of women graduating compared to men, reflecting the university's commitment to fairness and equal opportunities in education. Tracking graduation rates by gender shows how well MIU helps female students finish their studies and points out areas where more support may be needed.

Tracking the Graduation Rate of Female & Male Students in the Last 3 Years (2021/2022-2023/2024)



Key Findings

The chart shows that the **percentage of female graduates** at MIU has remained higher than that of males over the past three academic years. Women made up **62.7%** of graduates in 2021/2022, **65.0%** in 2022/2023, and **59.1%** in 2023/2024. Although there was a slight drop in the latest year, the overall trend shows that women consistently represent the majority of graduates. This steady pattern highlights the strong participation and success of female students at MIU and reflects the university's ongoing efforts to promote gender equality and women's empowerment.



5.6.8: Policies protecting those reporting discrimination

MIU ensures a safe and confidential reporting environment for both students and staff.

Students

Report discrimination in education.

Mechanism: Student Support Office

[**Read more**](#)

Staff Members

Report workplace discrimination.

Mechanism: Employee Complaints Office

Ensures appropriate actions, whistleblower protection, and confidentiality.

[**Read more**](#)

Both pathways are designed to provide a safe and confidential reporting environment, ensuring that all reports are addressed with due diligence and appropriate protective measures are taken.

One of the key tools MIU uses to guarantee non-discrimination for individuals reporting concerns is the **University Ethics Committee**. This committee plays an essential role in ensuring that all complaints are handled fairly, confidentially, and without bias.

University Ethics Committee: Key Responsibilities



Monitor code of conduct adherence



Review ethical claims and complaints



Advise leadership on ethical dilemmas



Ensure fair complaint processes



Maintain confidentiality and impartiality

For more details,

[Click here](#)

To view "University Ethics Committee Annual Report 2023/2024",

[Click here](#)

A **human rights and anti-discrimination seminar** was organized to raise awareness, encourage dialogue, and reinforce the institution's commitment to fairness, respect, and equality within the campus community. For more details, [click here](#).



5.6.9 Paternity Policy

This indicator highlights the university's efforts to promote family-friendly practices and **gender equality** by supporting male staff during key family-related events. MIU recognizes the vital role of fathers in family well-being and ensures that male employees have access to **fair** and **supportive paternity leave** arrangements.



Paternity Support Policy

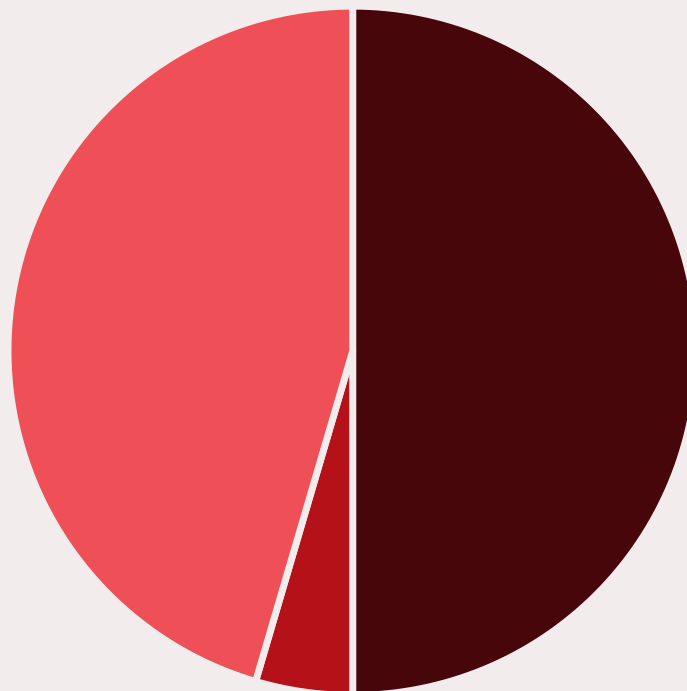
The university is committed to supporting fathers among faculty members, staff, and students, ensuring social and professional stability for families without discrimination. This policy reflects the university's commitment to promoting work-life balance and family well-being.

To view the full policy statement, please [click here](#).

Paternity Leave Data (2023-2024)

In addition to maternity leave, the university also implements its Paternity Support Policy, which allows male staff members to take leave under family-related circumstances. This includes cases such as child illness, wife's delivery, or wife's illness.

Paternity Leave by Type



■ Child Illness

■ Wife's Delivery

■ Wife's Illness

110

Total Paternity Leaves

Granted during 2023-2024

55

Child Illness Cases

Majority of paternity leaves

50

Wife's Illness Cases

Supporting family health

5

Wife's Delivery Cases

Supporting new births

Findings and Interpretation

The data indicates that during the 2023–2024 academic year, a total of **110 paternity-related leaves** were granted. The majority of these leaves (55 cases) were for child illness, followed by 50 cases related to wife's illness, and 5 cases for wife's delivery. This distribution suggests that MIU's paternity policy is effectively utilized by male employees, reflecting the university's commitment to promoting family welfare and gender balance. The inclusion of flexible leave options enables male staff to actively participate in family care responsibilities.

To view the cases of paternity leave, click the file below.



cases of paternity
leave 23-24.xlsx