Misr International University Report

Times Higher Education Impact Rating



Misr International University (MIU) is committed to advancing **SDG 5: Gender Equality** by creating an inclusive, safe, and empowering environment for all members of its community. The University promotes equal access to education, professional development, and leadership opportunities, while working to prevent discrimination and eliminate gender-based barriers. These efforts are reflected in the University's policies, programs, and practices across its academic, administrative, and community-engagement activities, reinforcing its commitment to women's empowerment and sustainable progress towards gender equality.



Achieve Gender Equality and Empower All Women and Girls

5.3.1 T*racking Women's Application Rate, Acceptance or Entry*

MIU monitors women's representation throughout the university journey, from application and completion of admission requirements to enrollment. During 2024–2025, female representation increased across these stages, from **55.3%** of **applicants** to **57.9%** of students who completed the **admission tests**, and **59.7%** of **enrolled students**.

Enrollment at a glance: 2023-2024 vs 2024-2025

1

Female students

681 → 1,279 (+598, +87.8%)

2

Male students

498 → 862 (+364, +73.1%)

3

Total students

1,179 → 2,141 (+962, +81.6%)

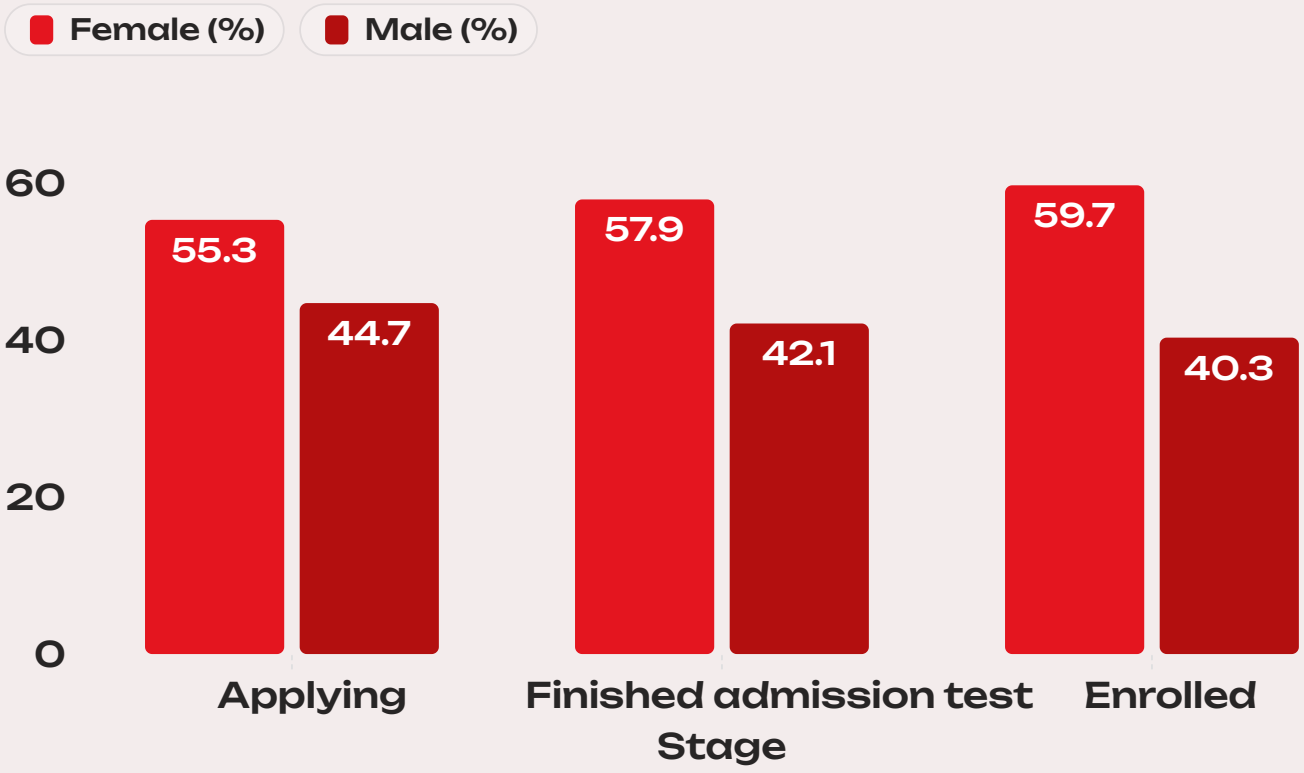
4

Female representation

57.8% → 59.7% (+2.0 percentage points)

Chart 1. Women's Representation Across the Admission Process, 2024–2025

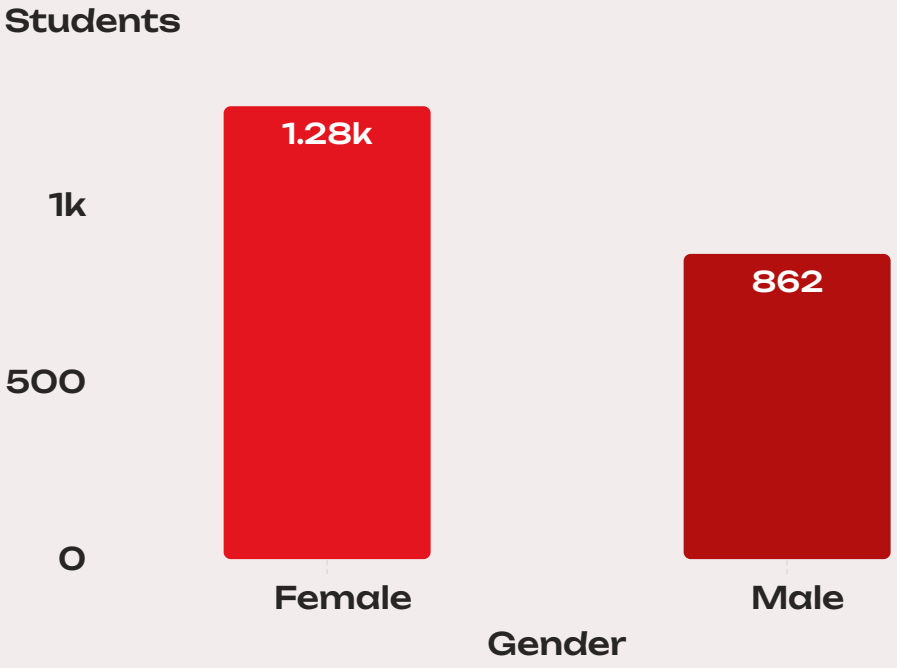
The chart below shows the share of women and men among **applicants**, students who completed the **admission tests**, and **enrolled students** in 2024–2025.



Female representation rises at each stage of the **admission process**, from **55.3%** of **applicants** to **57.9%** of those who finished the **admission test** and **59.7%** of **enrolled students**, while male share falls from 44.7% to 40.3%. This is a gain of 4.4 percentage points between application and enrollment, suggesting women are more likely to complete the admission steps and enroll.

Chart 2. Student Enrollment by Gender

Student enrollment, 2024-2025



Female
+87.8%

Male
+73.1%

Female enrollment grew faster than male enrollment.

Total enrollment: 2,141 students in 2024–2025.

Comparison: 2023-2024 vs 2024-2025

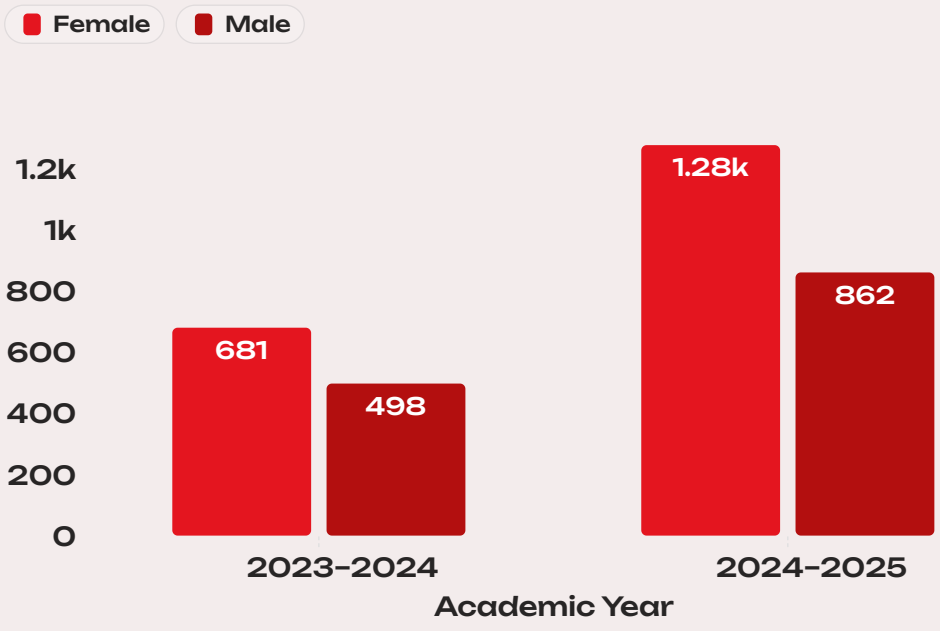
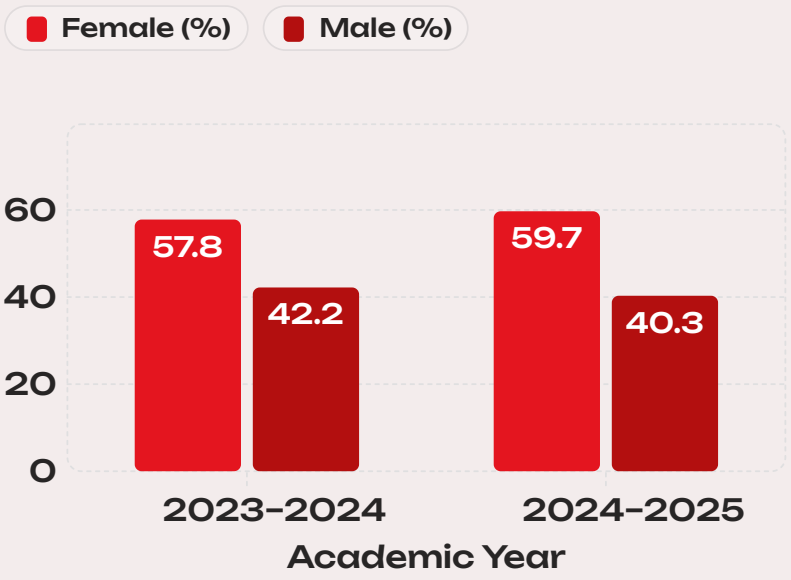


Chart 3. Growth in Female and Male Representation

Share of female and male students in total enrollment (%)



+2.0 percentage points

Female representation rose from 57.8% to 59.7%, while male representation moved from 42.2% to 40.3%.

Key findings

1. **Faster growth**

   Female enrollment grew faster than male enrollment (87.8% vs 73.1%).

2. **Higher representation**

   Female representation increased from 57.8% to 59.7%.

3. **Progression**

   Women make up 60.6% of selected final-year cohorts: 661 female vs 429 male.

4. **Broad-based progress**

   Female enrollment increased in most faculties.



Achieve Gender Equality and Empower All Women and Girls

5.3.2: *Policy on the Admission of Female Students*

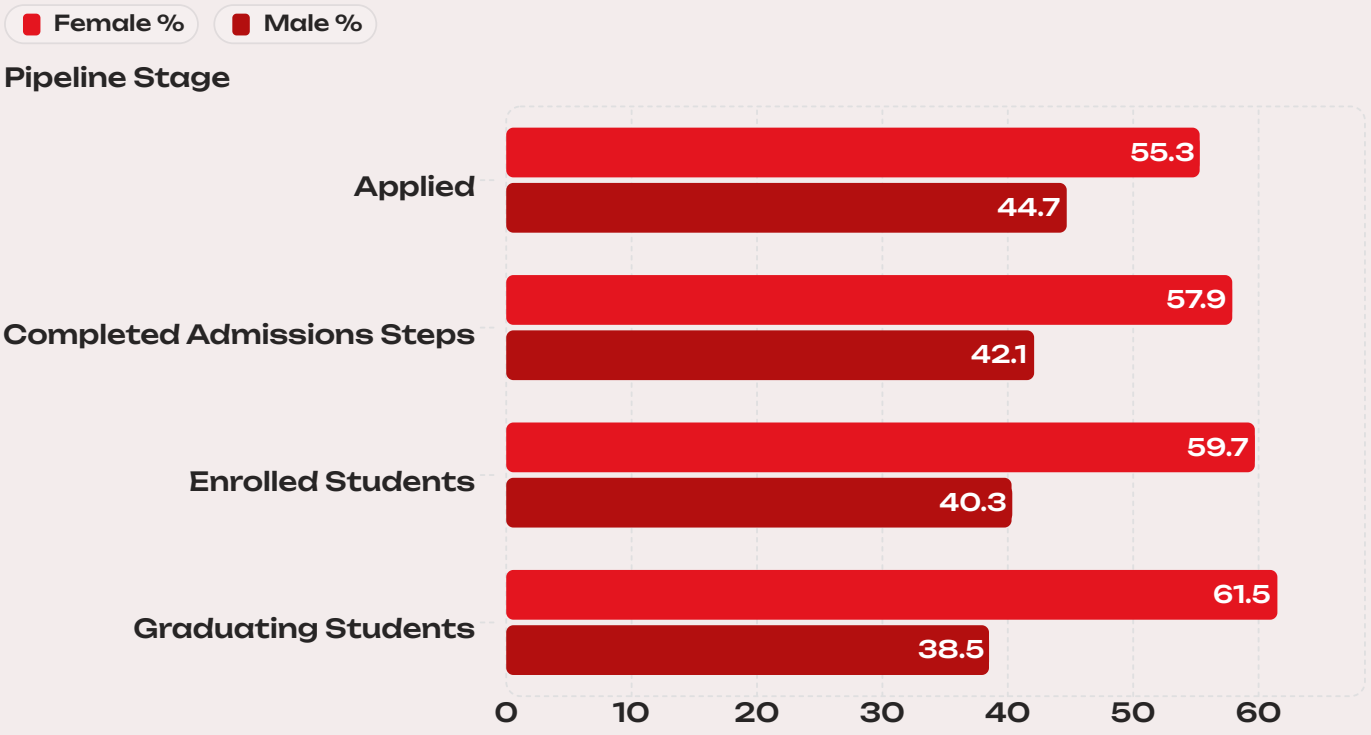
In support of **SDG 5 (Gender Equality)**, Indicator 5.3.2, the university's **policy** affirms its commitment to ensuring **equal opportunities** for women in the **admission** process and throughout their academic studies. It states that:

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**.

Percentage of Applying, Enrolled, and Graduating Students in 2024-2025



Applied

8,395 total

4,645 females vs. 3,750 males

Completed Admissions Steps

4,239 total

2,453 females vs. 1,786 males

Enrolled Students

7,617 total

4,551 females vs. 3,066 males

Graduating Students

1,295 total

796 females vs. 499 males

Key Findings

The data presented aligns with Indicator 5.3.2 and highlights MIU's strong commitment to its policy on the **admission** of **female** students in 2024-2025. Women represented **55.3%** of applicants (4,645 females vs. 3,750 males) and **57.9%** of those who completed the admission steps (2,453 vs. 1,786). This pattern continued after admission, with females making up **59.7%** of enrolled students (4,551 vs. 3,066) and **61.5%** of graduates (796 vs. 499). 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*

MIU provides **female** students with **equal access** to all university services, facilities, and support schemes, including admission opportunities, scholarships, academic advising, research guidance, laboratory access, library resources, study rooms, sports facilities, health and psychological services, transportation, career development and alumni services, and **maternity** support. These provisions promote **fairness** by ensuring that **women** benefit from **equal** academic, professional, physical, and logistical opportunities, while addressing their specific needs and supporting their full participation in university life.



Admission Opportunities

Equal opportunities to explore programs and pursue admission



Scholarships

Financial support for **female students**



Academic Advising

Guidance for academic progress and planning



Student Support Office

Dedicated assistance for student needs and concerns



Achieve Gender Equality and Empower All Women and Girls

5.3.3: *Women's Access Scheme (continued ...)*

Research Guidance

Structured support for academic development

Laboratory Access

Open digital learning resources

Library and Study Facilities

Comprehensive resources and focused learning environments

Career Development and Alumni Services

Pathways to professional growth and networking

Health and Psychological Support

Safe and timely **medical** and mental health care

Maternity Support

Support for students and staff during **maternity**

Sports Facilities and Activities

Inclusive wellness and athletics

University Transportation

Secure commuting options



1. Admission Outreach and *Engagement*

MIU promotes **equal access** to higher education through admission outreach activities that introduce prospective students to its academic programmes, admission requirements, and university facilities. During 2024/2025, the Admission Office implemented several initiatives:

9

Educational Fairs

Participation in local and international university fairs.

2

Open Days

590 prospective students, in addition to parents.

6

Schools Hosted

Campus visits introducing programmes and student life.

75

School Visits

Off-campus visits to schools offering different educational systems.

These activities provided opportunities for **prospective students** to interact with university representatives, explore academic options, receive admission guidance, and become familiar with campus facilities.



Continuous Communication and *Admission Support*

MIU maintains communication with prospective students throughout the academic year, keeping them informed about admission opportunities, application updates, academic events, and extracurricular activities.

The Admission Office also provides guidance throughout the application process through:

Online Application & Test Booking
Online application submission and admission-test booking.

Medical & Technical Support
Medical examination arrangements and technical support for online examinations.

Document Review
Reviewing application documents and communicating preliminary admission decisions.

Enquiries
Responding to students' and parents' enquiries.

Campus Tours
Arranging campus tours to introduce university facilities and student services.

Email Updates
Sending periodic email communications and updates.

These services facilitate access to admission information and support **prospective female students** in making informed decisions and completing the application process.

To view the events, click links below:

- Educational fair – Instagram
- Educational fair video
- First Open Day
- Second Open D





- ay

2. Student Scholarships and Financial Support

MIU ensures that **female** and male students have **equal opportunities** to access scholarships and financial assistance, based on the applicable eligibility criteria and academic merit. Through a range of scholarship schemes and tuition-fee reductions, the university supports students from different backgrounds in pursuing and continuing their higher education.

120

Full scholarships

Female continuing students

38

Full scholarships

Female new students

1,043

GPA-based reductions

Continuing students

1,039

Academic merit reductions

New students

Additional schemes include discounts for siblings, school graduates, children of university employees, students with exceptional social circumstances, and students with sports achievements.

Financial Support for Academic Conference Participation

MIU provides financial support to academic staff to participate in national and international conferences, encouraging research dissemination, professional development, and academic collaboration.

During 2024/2025, the university provided support for eight conference participations across the Fall 2024 and Spring 2025 semesters, involving academic activities in Belgium, Morocco, Serbia, the United States, and Egypt.



This support provides **female academics**, alongside their colleagues, with opportunities to participate in international academic activities and enhance their professional development.Click to view document.

3. Academic *Advising*

MIU provides **female** and male students with **equal access** to academic advising and guidance services that support academic progress, address learning difficulties, and encourage achievement. Through academic monitoring and follow-up, the university identifies students who may need additional support and guides them to improve their performance.

The Academic Advising Report (Fall 2024 and Spring 2025) documents three main areas of monitoring:

Students Experiencing Academic Difficulties

Identification and follow-up of students facing academic challenges.

Academic Monitoring System

Monitoring students who benefit from academic follow-up.

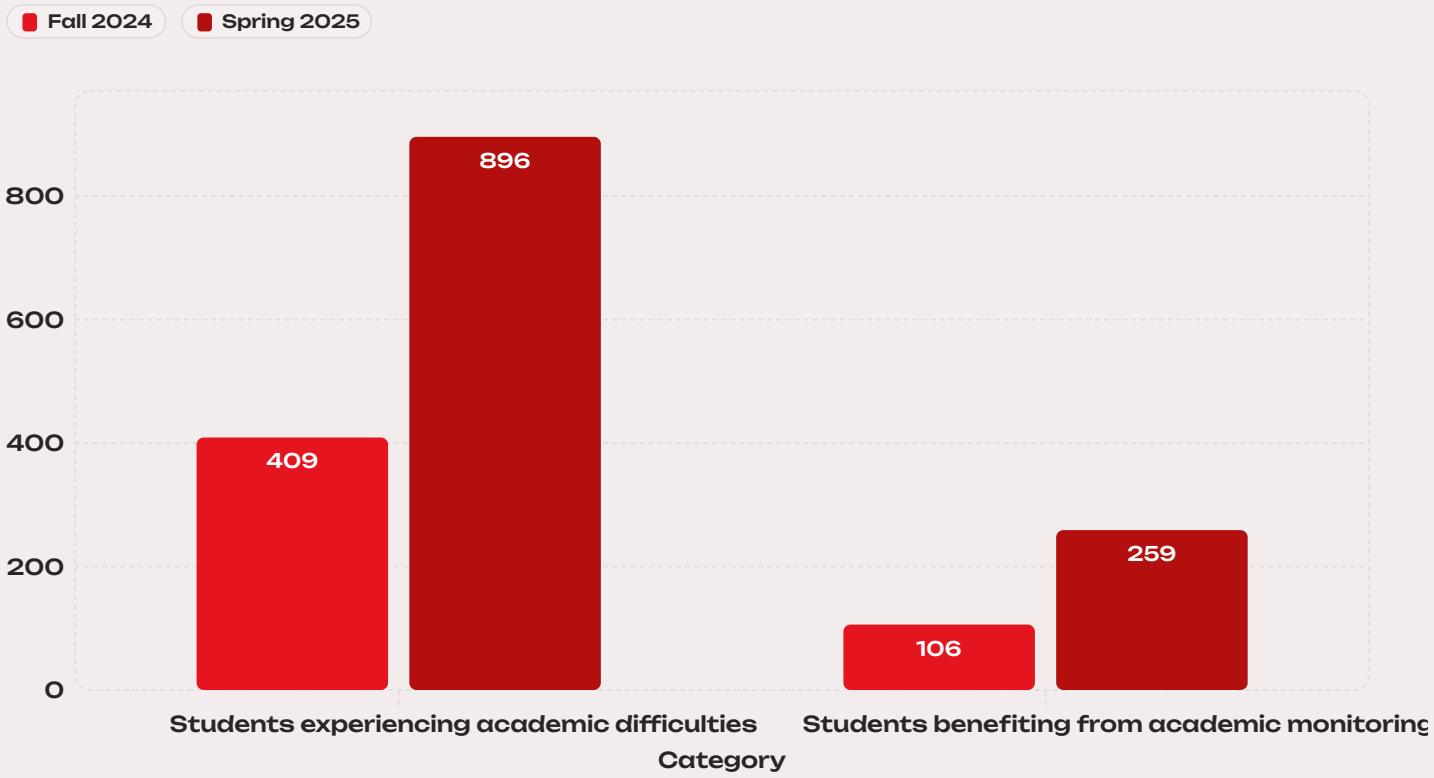
Distinguished Students

Tracking students demonstrating strong academic performance.

Faculties covered:

Al-Alsun	**Architecture**	**Business Administration**
Computer Science	**Electronics and Communications Engineering**	**Mass Communication**
Pharmacy	**Dentistry**	

Academic Monitoring – *Key Figures 2024/2025*



409

Students experiencing academic difficulties

Fall 2024

896

Students experiencing academic difficulties

Spring 2025

106

Students benefiting from academic monitoring

Fall 2024

259

Students benefiting from academic monitoring

Spring 2025

Faculty-level records also track **distinguished students** in both semesters, reflecting the university's attention to academic achievement alongside the identification of students requiring additional guidance.

Academic Advising Report – Fall 2024 and Spring 2025

4. Student Support Office *(SSO)*

MIU provides **female** and male students with **equal access** to the services of the Student Support Office (SSO), which addresses students' academic, administrative, financial, and personal concerns. The office receives and processes student petitions, offering support in matters that may affect students' academic progress and university experience.

During the 2024/2025 academic year, the SSO processed 3,873 student petitions across the university's faculties, providing equal support to both male and female students without discrimination.

3,873

Total student petitions

2024/2025

Petitions covered academic, financial, medical, and administrative areas:



Academic

Grade reconsideration, re-examination requests, absence-related and academic advising-related petitions



Financial

Tuition-fee postponement and **financial support**



Medical

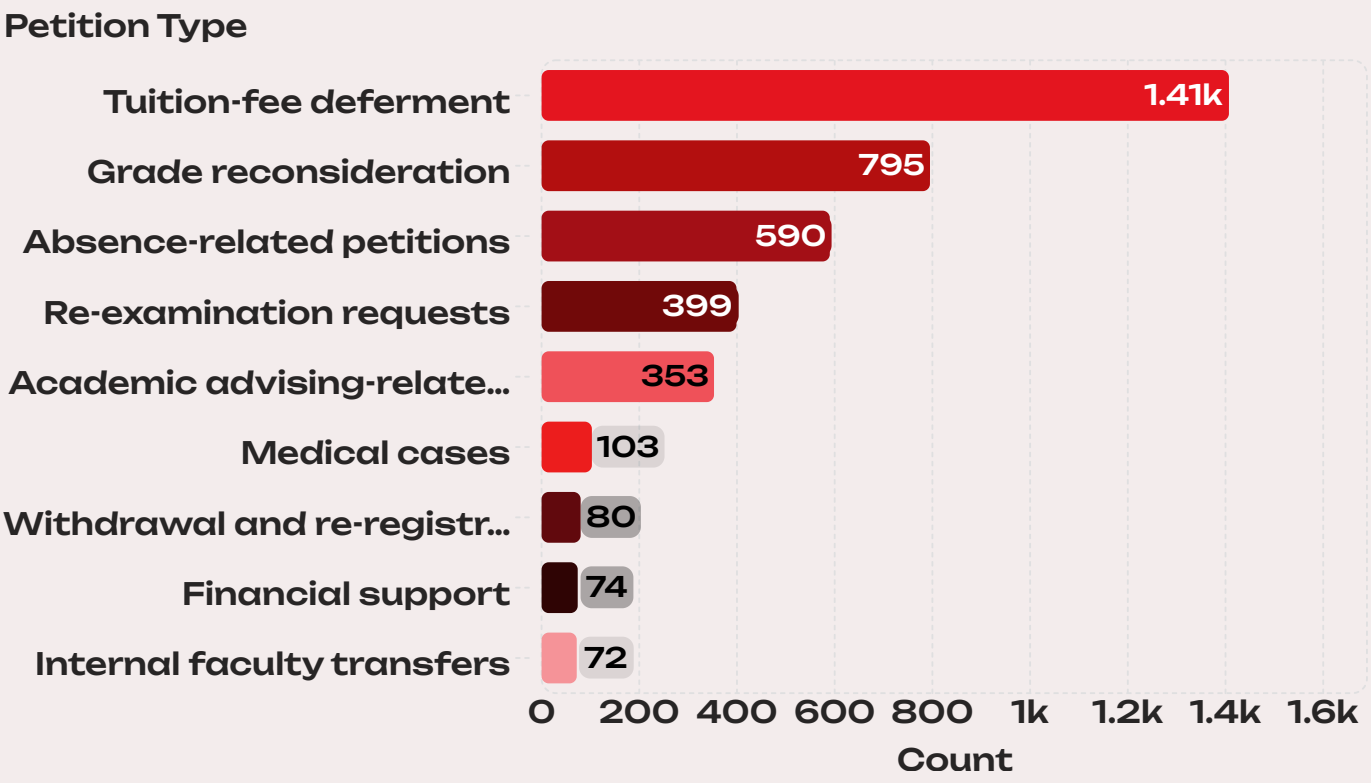
Medical cases



Administrative

Withdrawal and re-registration, internal faculty transfers

Student Petitions *by Type – 2024/2025*



Tuition-fee postponement and grade reconsideration were the most frequent requests, together accounting for more than half of all petitions.

These services provide students with channels to raise concerns and request assistance in academic, financial, medical, and administrative matters, supporting their continued participation in university life.

Student Support Office – Student Petitions Report, 2024/2025

5. Health and Psychological *Support*

MIU provides **female** and male students and employees with **equal access** to medical and psychological support services, ensuring that individuals experiencing psychological or mental health difficulties receive appropriate assessment, care, and follow-up. Through the Medical Department and the university's contracted psychiatric consultant, MIU offers support while taking individual health needs into consideration.

During 2024/2025, MIU contracted a specialized psychiatric and neurological consultant to assess psychological and mental health cases within the university:

Evaluates cases

Assesses psychological and mental health cases within the university

Provides recommendations

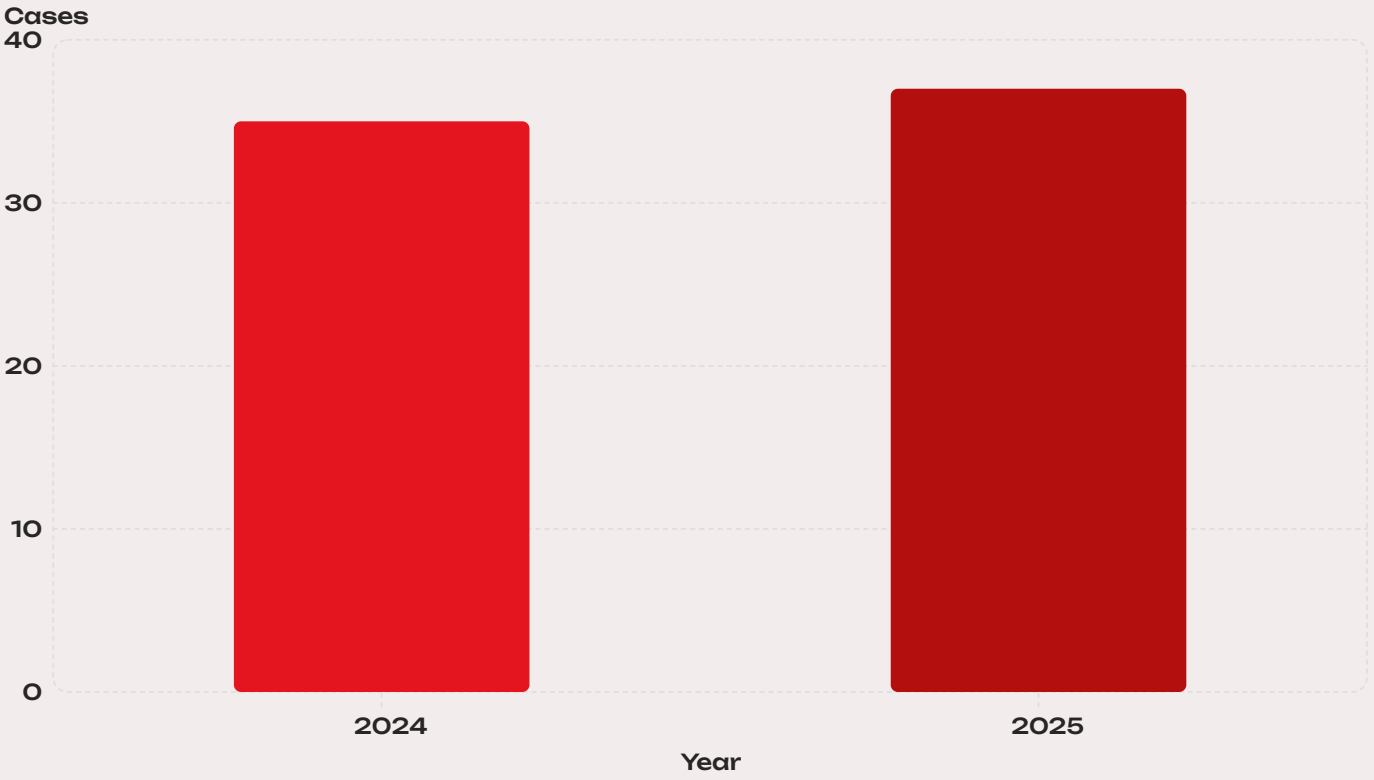
Issues the necessary medical recommendations

Prepares medical reports

Reports are maintained by the University's Medical Department; student-submitted medical reports are also reviewed and evaluated

Psychiatric Consultant: Professor Dr. Mohamed Mostafa El-Hamady, Professor of Psychiatry, Faculty of Medicine.

Psychological Consultancy
Cases - 2024 and 2025



A total of 72 cases were reviewed across the two years, with the number of cases remaining broadly stable (35 in 2024 and 37 in 2025).

This consultancy provides **students and employees** with access to specialist assessment, medical recommendations, and follow-up support.

Psychiatric Consultant and Case Statistics – 2024/2025

Mental Health Support *Procedures*

MIU follows established procedures to provide psychological and medical support to students and employees who report mental health concerns.

For students

Initial meeting

The Medical Department arranges a meeting to discuss the student's complaint.

Guardian meeting and referral

A meeting with the student's guardian is arranged to coordinate referral to the university's psychiatric consultant.

Coordinated support

Support is coordinated with the Student Support Committee and Academic Advising Office to accommodate the student's health needs without adversely affecting academic performance.

Absences

Absences are considered upon approval of the relevant medical reports.

For employees

Initial meeting

The Medical Department arranges a meeting to discuss the employee's complaint.

Referral

The employee is referred to the university's psychiatric consultant for assessment and appropriate support.

Tailored support

Psychological and medical support is provided while taking the employee's health condition into consideration.

Absences

Absences are accommodated according to the treating physician's recommendation.

The university's documented experience includes cases involving anxiety, panic attacks, mild depression, and major depression, for which psychological support is provided.

Mental and Psychological Health Support Procedures for Students and Employees – 2024/2025

6. Career Development and *Alumni Services*

MIU provides **female** and male students and graduates with **equal access** to career development and alumni services, supporting their transition from university to the workplace and further academic study. Through employment announcements, professional development activities, internship opportunities, and assistance with postgraduate applications, the university helps graduates enhance their qualifications, develop professional skills, and explore career opportunities.

During 2024/2025, the Alumni Affairs and Career Development Office offered several services to support students and graduates in preparing for employment and entering the labour market:

Employment Opportunities

Weekly job bulletins featuring vacancies from more than six companies per edition, with over 30 employment opportunities for graduates

Career Development Workshops

CV Writing Session "How to Write a Proper CV" on 12 February 2025: 90 minutes, delivered by Youssef Katamish (Co-founder and CTO), attended by 84 students from different faculties

Employment Fair

23rd Employment Fair on 15 February 2025 with 36 companies from different sectors, where students and graduates met employers and submitted CVs

Summer Internship Program

Placements with five companies for third- and fourth-year students in Business Administration, Mass Communication, Al-Alsun, Computer Science, and Architecture

Employment Fair – *Key Figures*

36

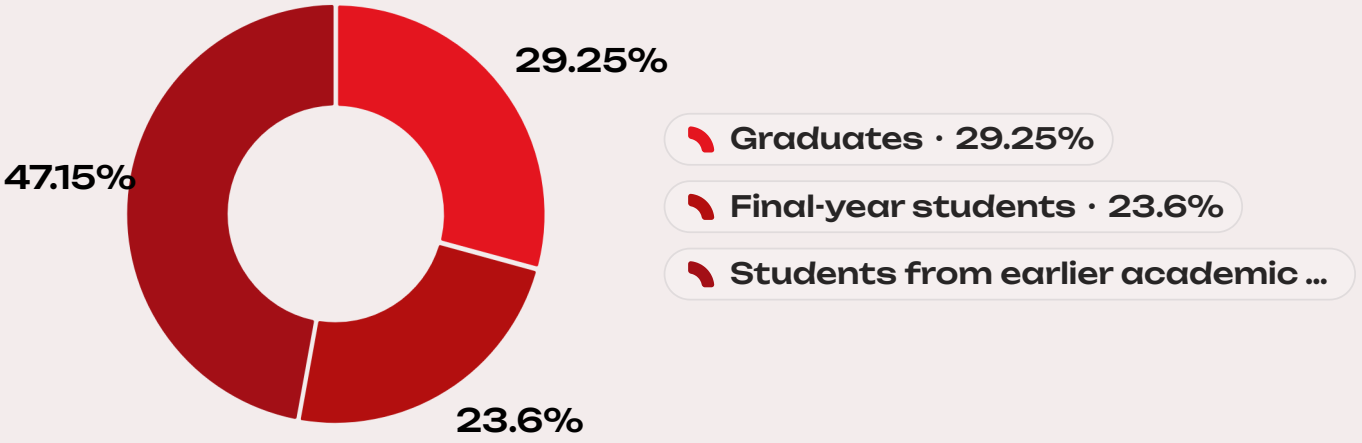
Participating companies

From **different sectors**

1,682

Total attendees

23rd Employment Fair, 15 February 2025



The fair gave **students** and graduates the opportunity to meet potential employers, submit their CVs, and explore available career prospects. An additional 793 students from earlier academic years attended.

Alumni Affairs and Career Development Office – Annual Report 2024/2025.

Alumni Services and *Postgraduate Support*

MIU provides graduates with **equal access** to services that facilitate further academic study and professional advancement, both locally and internationally.

Postgraduate Program Announcements

Regular communication with graduates on new Master's programs, postgraduate degrees, faculty events, specialized training courses, and workshops

Recommendation Letters

Issued to graduates applying for postgraduate studies in Egypt and abroad

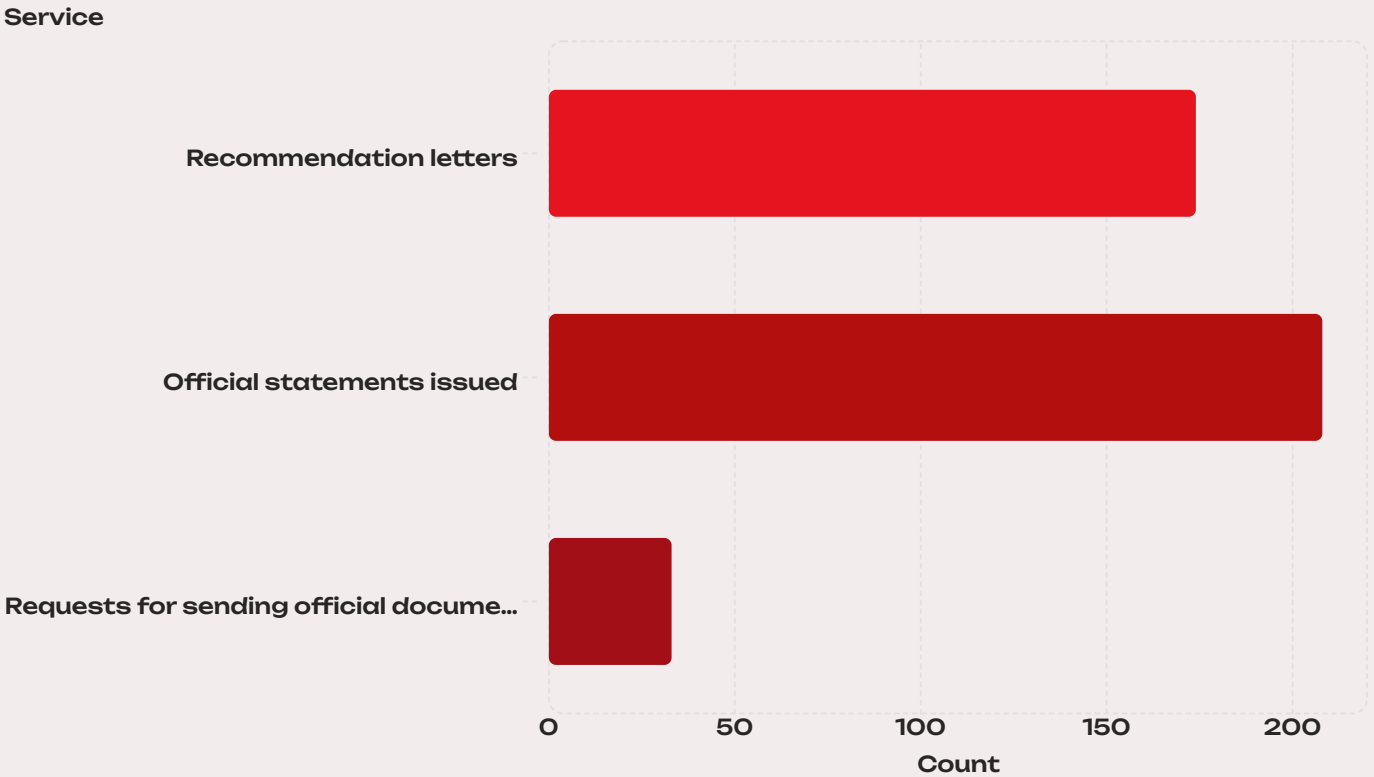
Official Documents and Certificates

Statements for employers and universities, including certificates confirming study in English and certificates of good conduct

International Document Services

Official graduate documents sent to universities and institutions abroad by email and by courier through Aramex

Alumni Services – 2024/2025



7. Sports Facilities and Activities – *Inclusive Wellness and Athletics*

MIU promotes **equal opportunities** for **female** and male students to participate in sports, physical activities, and university competitions. Through internal tournaments and external championships, the university encourages female students to develop their athletic abilities, represent MIU, engage in teamwork, and participate actively in campus sports life.

During 2024/2025, MIU organized internal sports tournaments across different faculties, providing opportunities for students to participate in a variety of team and individual sports. Examples of **female** participation in internal activities:

Table Tennis

Two **female** students participated in the first-semester tournament

Volleyball

Female students participated alongside male students in the university tournament

Basketball

A tournament involving two teams of **female** students (10 participants) was organized

Special Sports Activities

Activities involving students with special needs, reflecting the university's commitment to **inclusive** participation

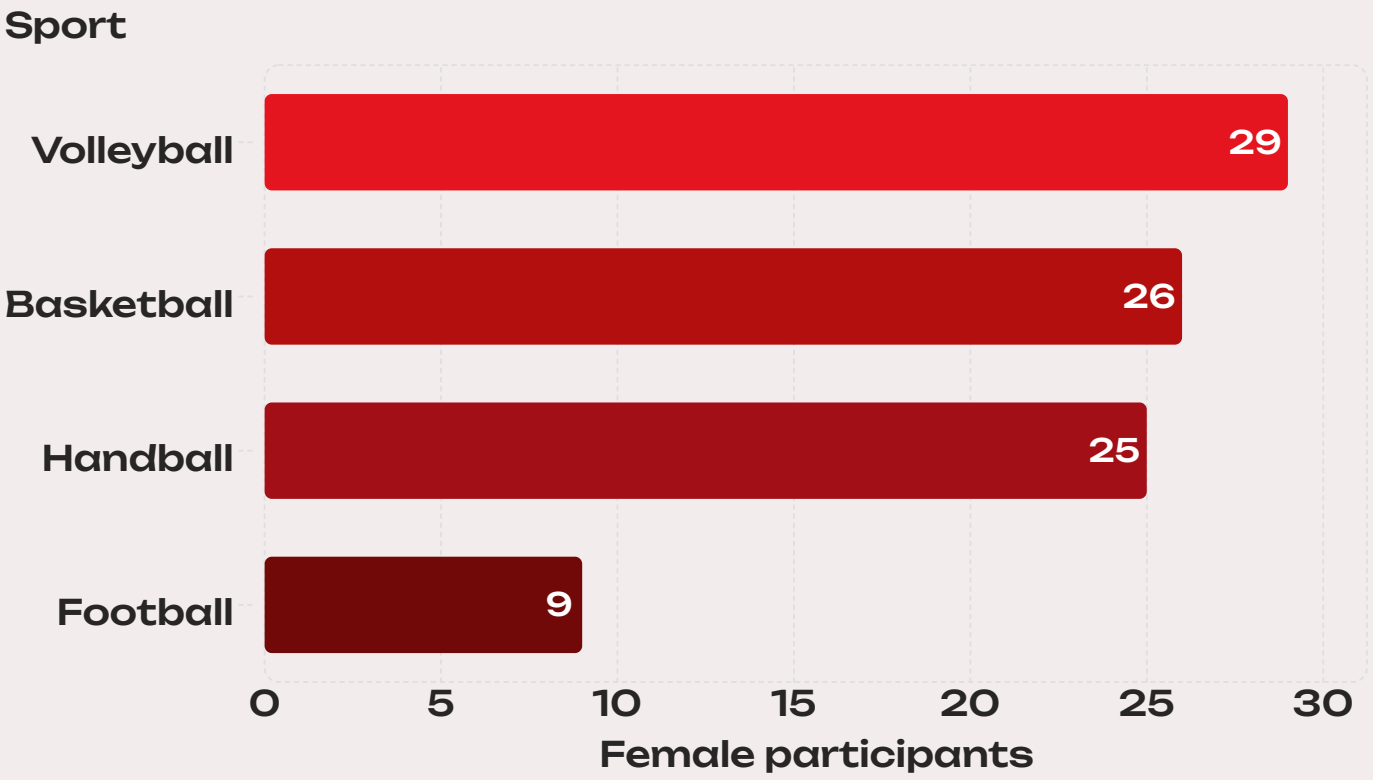
The internal sports program included table tennis, football, volleyball, basketball, and electronic games, among other activities.

Sports Activities Report – Internal and External Competitions, 2024/2025 (file: تقرير النشاط الرياضي خارجي وداخلي 2024-2025).

Female Representation in *External Sports Championships*

MIU encourages **female** students to represent the university in external competitions, providing opportunities to demonstrate their athletic abilities and achieve recognition at the university level.

Female participation in the 52nd Universities Championship (Rifaa)



Total listed across team sports: 89 **female** participants.

Individual sports – external participation

26	46	56.5%
Female students	**Total participants**	**Female share of individual-sports participants**

The individual sports included table tennis, tennis, squash, fencing, martial arts, swimming, karate, taekwondo, artistic gymnastics, and other activities.

Data note: The external report's team-sports table lists seven **female** team entries totalling 89 participants (page 4), but its summary row states 89 participants divided into 44 male and 45 **female** students. These figures conflict; the 89 shown here is the sum of the listed **female** team entries and should be verified against the original register before publication as a confirmed **female** total. The individual-sports summary (page 5) records 26 **female** participants out of 46 (56.5%).

Sports Activities Report – Internal and External Competitions, 2024/2025 (file: تقرير النشاط الرياضى خارجى وداخلى 2025-2024).

Sports Participation – *Key Findings*

1 Female participation across different sports

Female students participated in volleyball, handball, basketball, football, and several individual sports.

2 Representation in competitive sports

Female students represented MIU in the 52nd Universities Championship, demonstrating involvement beyond internal university activities.

3 Participation in individual sports

Women accounted for 26 of the 46 participants recorded in individual sports (56.5%).

4 Inclusive sports environment

MIU's internal and external activities provide opportunities for students of **both genders** to develop athletic skills and participate in university sports.

8. Maternity *Support*

MIU provides **maternity**-related support to **female students** and employees, recognizing their specific health and academic or professional needs. Through the Medical Department and university clinic, the university offers health monitoring, appropriate leave arrangements, and academic accommodations to help **pregnant** students and employees continue their studies or professional responsibilities while safeguarding their well-being.

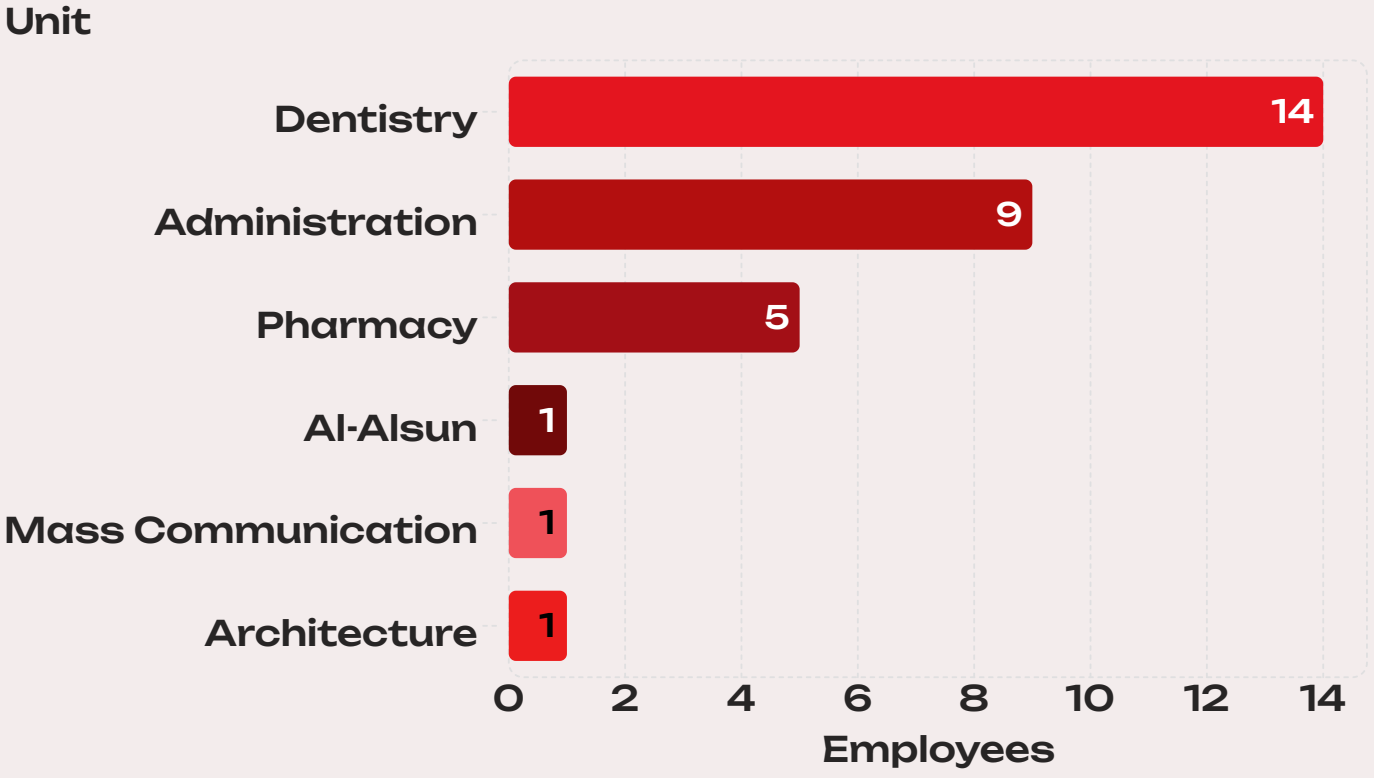
During 2024/2025, MIU provided exceptional leave arrangements for **pregnant female employees** across different faculties and administrative units, including exemption from attendance starting from the ninth month of pregnancy, in addition to intermittent sick leave during pregnancy.

31

Female employees

Granted exceptional **maternity**-related leave, 2024/2025

Distribution by faculty/administrative unit



The arrangements reflect MIU's commitment to supporting **pregnant** employees through appropriate attendance exemptions and medical leave during pregnancy.

Pregnant Employees Statistics – Academic Year 2024/2025

Maternity Support for *Female Students*

MIU provides pregnant students with medical monitoring and academic accommodations through the University Clinic to help them manage their health needs without unnecessarily disrupting their education. Support arrangements include:

Health Monitoring

Monitoring of health within the clinic's available services, including blood pressure and blood sugar measurements

Medical Excuses

Accepted throughout **pregnancy**, subject to attendance regulations and permitted absence limits

Examination Arrangements

Examinations rescheduled if a student becomes ill during the exam period, once her health allows her to attend

Extended Medical Leave

Students whose physicians recommend prolonged leave are advised to withdraw from the semester until childbirth and return when able

Academic and Financial Considerations

Earned grades are retained and tuition fees transferred to the following semester to avoid additional financial burden

These arrangements help **pregnant students** maintain their academic progress while receiving appropriate medical care and flexibility according to their health circumstances.

Procedures Adopted by the University Clinic for the Care of Pregnant Students (file: الاجراءات المتخذة في عيادة الجامعة لرعاية طالبة حامل**(1)**

Maternity Support – *Key Findings*

1 Employee support

31 **pregnant** employees benefited from exceptional leave arrangements during 2024/2025.

2 Academic continuity

Pregnant students are provided with medical and academic accommodations to help them continue their education.

3 Health and well-being

Medical monitoring and appropriate leave arrangements address the health needs of **pregnant** women.

4 Financial consideration

Tuition-fee transfers and retention of earned grades help prevent additional academic and financial burdens.

9. Research *Center*

The Research Guidance Center 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.

Fall 2003

Center established

Structured research support for **all students**

Through individual mentoring sessions, assistants help students avoid plagiarism and follow correct academic formats:



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

This system ensures **fair**, personalized guidance that enables **women** to participate fully and confidently in academic research, strengthening students' overall academic readiness and future professional opportunities.

Visit the Research Center page

10. Laboratory Access – *Open Access Labs*

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 all students, including **female students** who have **full and equal access**, reliable internet connectivity for academic research, browsing, uploading, downloading, and printing.

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**

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.

11. Library and *Study Facilities*

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.

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

Study Rooms

Female students have **equal access** to designated study rooms that support focused and collaborative learning. The quiet, organized environment allows all students to study efficiently and pursue their academic goals.

Comfortable seating

High-speed internet

Essential digital tools

By continually expanding its collections and integrating modern technologies, the library and study rooms strengthen students' academic preparedness, and **female students** benefit **equally** from high-quality resources and opportunities.

12. University *Transportation*

MIU ensures that **female students** have safe and **equal access** to all transportation services provided by the university, supporting a secure and reliable commuting environment for everyone.

Twice daily

Shuttle service

To the nearest underground station

Fully air-conditio...

University buses

Supervised by trained attendants

Safe Commuting

Fully air-conditioned buses supervised by trained attendants support a secure environment for everyone

Equal Access

Safe, **inclusive**, and reliable mobility for all students, including **female students**

These services guarantee **inclusive** and reliable mobility, helping **female students** attend classes and university activities safely.



Achieve Gender Equality and Empower All Women and Girls

5.3.4 - *Women's Application in Underrepresented Subjects*

Promoting and Expanding Women's Participation in STEM Disciplines

MIU is committed to encouraging **women's participation** in academic disciplines where they have traditionally been **underrepresented** as (**STEM**). Through **equal-opportunity** admission policies, targeted outreach, accessible application procedures, and continuous **monitoring** of **enrollment** patterns, the university seeks to expand women's access to scientific and technical education.

Three complementary pillars

Equal-opportunity policies

Ensuring fair and **non-discriminatory admission** procedures.

Outreach and awareness

Encouraging prospective **female** students to explore scientific and technical disciplines.

Monitoring and evaluation

Tracking **women's** applications and **enrollment** across **underrepresented** fields to identify trends and opportunities for growth.



Achieve Gender Equality and Empower All Women and Girls

1. Policy Framework Supporting Women's Access

MIU maintains its Policy on the Admission of **Female Students**, reaffirming its commitment to **equal opportunities** for **women** across all academic disciplines. The policy ensures that:



Non-discriminatory admission

Admission procedures remain free from **gender-based** or social discrimination.



Merit-based evaluation

All applicants are evaluated fairly based on **merit**.



Equal access

Female applicants have **equal access** to available academic programs and **admission** opportunities.

Full Policy on the Admission of Female Students

5 GENDER EQUALITY

Achieve Gender Equality and Empower All Women and Girls

2. Outreach Initiatives Encouraging Women's Applications

MIU continues to engage prospective students and their families through school visits, open-campus events, and accessible online **application** pathways. These initiatives introduce prospective applicants to the university's academic programs, laboratories, facilities, and opportunities across its faculties, including **scientific** and technical disciplines.

A. Open Campus and On-Campus Engagement

The August 20 Open Campus event welcomed prospective students and parents, offering **admission** consultations, faculty presentations, campus tours, and visits to laboratories and classrooms. Participants also explored student clubs and international study opportunities through MIU's **17** global affiliations.



Global affiliations available to MIU students



Achieve Gender Equality and Empower All Women and Girls

B. Continued School Outreach

MIU sustained its engagement with prospective students through school visits, including the I.S.K. American Division university visit during the 2024–2025 academic year.

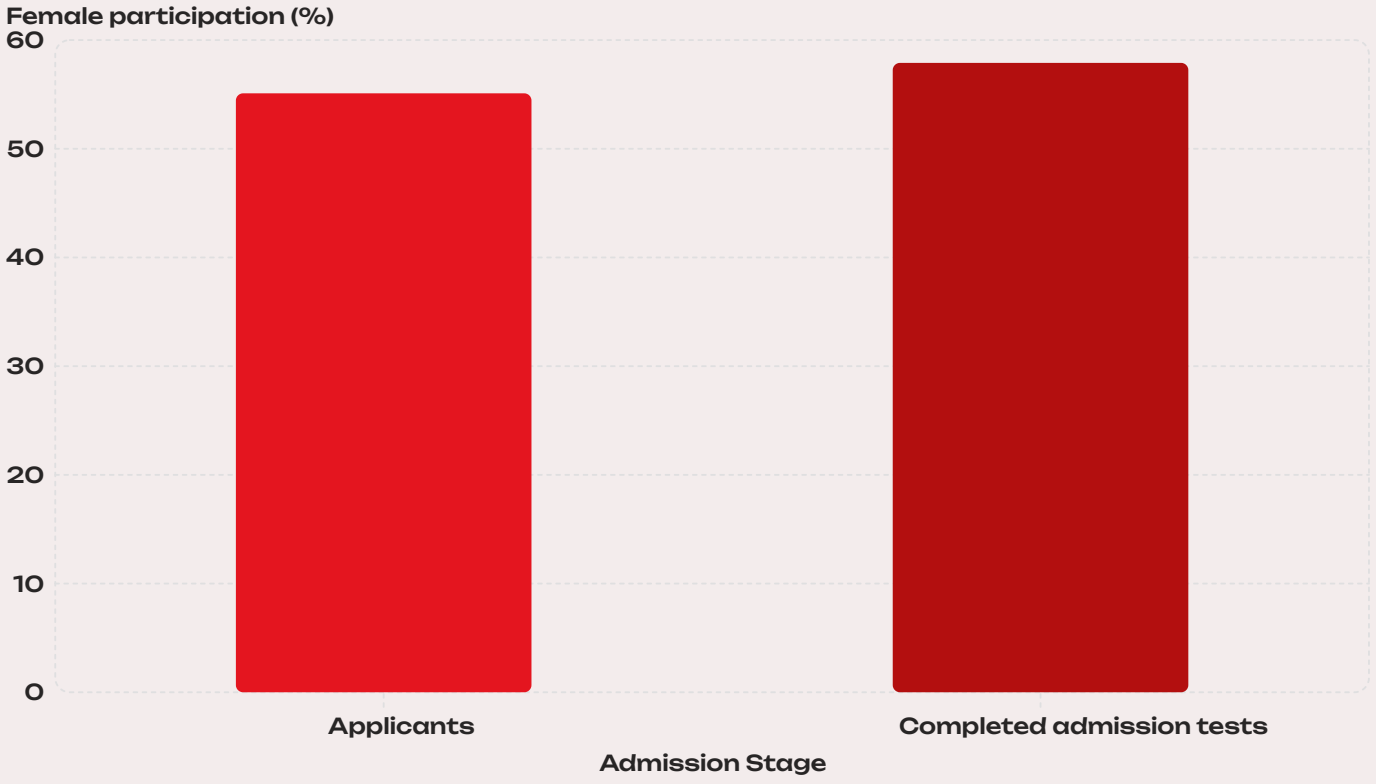
C. Accessible Online Application Pathways

The university maintains an online application platform that facilitates access to **admission** information and **application** procedures, enabling prospective students to explore and apply to its academic programs.

MIU Online Application Portal

3. Women's Participation in the University Admission Process

The 2024/2025 admission statistics demonstrate **women's** significant participation in MIU's overall admission process. **Female** applicants represented **55.1%** of all applicants, while their share increased to **57.9%** among those who completed the admission tests. **Women** also accounted for nearly **60%** of newly **enrolled** students across the university.





Achieve Gender Equality and Empower All Women and Girls

Female participation by admission stage (%)

FEMALE APPLICANTS

55.1%

4,629 of 8,395

COMPLETED ADMISSION TESTS

57.9%

2,453 of 4,239

These figures provide an overview of **women's** access to university education and contextualize the university's broader efforts to encourage **female applications** across academic disciplines.

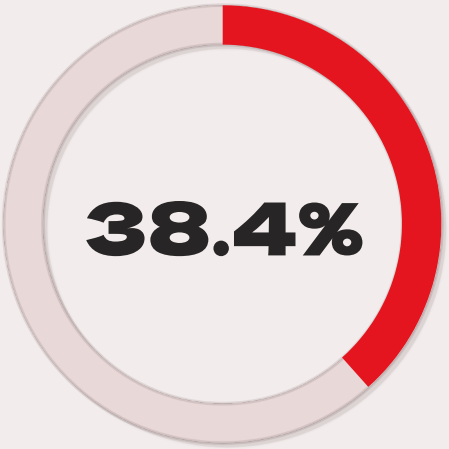
[View Applicants and Completed Admission Tests – 2024/2025]

[View Enrolled Students – 2024/2025]

4. Expanding Women's Participation in Traditionally Underrepresented STEM Disciplines

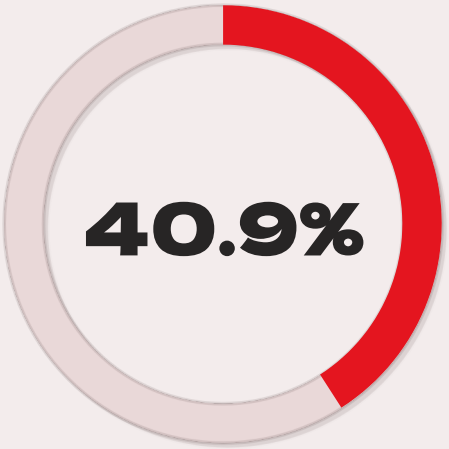
MIU monitors **female participation** across three STEM faculties: **Architecture**, **Electronics and Communications Engineering**, and **Computer Science**. The 2024/2025 admission statistics document women's participation at both the **application** and **enrollment** stages. Women accounted for **38.4%** of STEM **applicants** and **40.9%** of newly enrolled STEM students. The increase of **2.5 percentage points** between the two **admission** stages reflects a higher **female** share among newly enrolled students compared with applicants.

+2.5 PERCENTAGE POINTS FROM APPLICATION TO ENROLLMENT



STEM APPLICANTS

1,034 female applicants out of 2,695

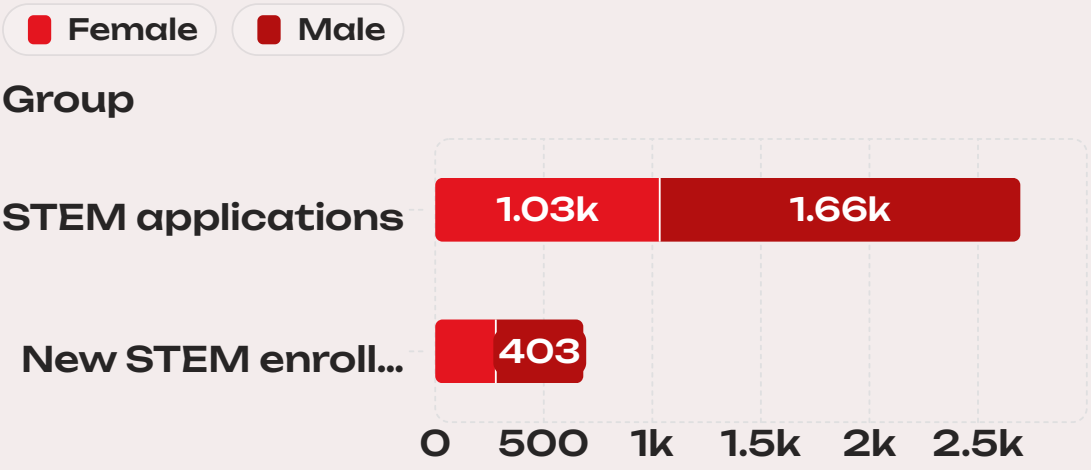


STEM ENROLLMENT

279 female newly enrolled students out of 682

Women's Applications and Enrollment across STEM

STEM here covers **Architecture**, **Electronics and Communications Engineering**, and **Computer Science**. **Women** are **38.4%** of **STEM applicants** and **40.9%** of newly enrolled **STEM** students.



STEM applications – Female: 1,034 / Total: 2,695

Female: 1,034

Male: 1,661

Total: 2,695

New STEM enrollment – Female: 279 / Total: 682

Female: 279

Male: 403

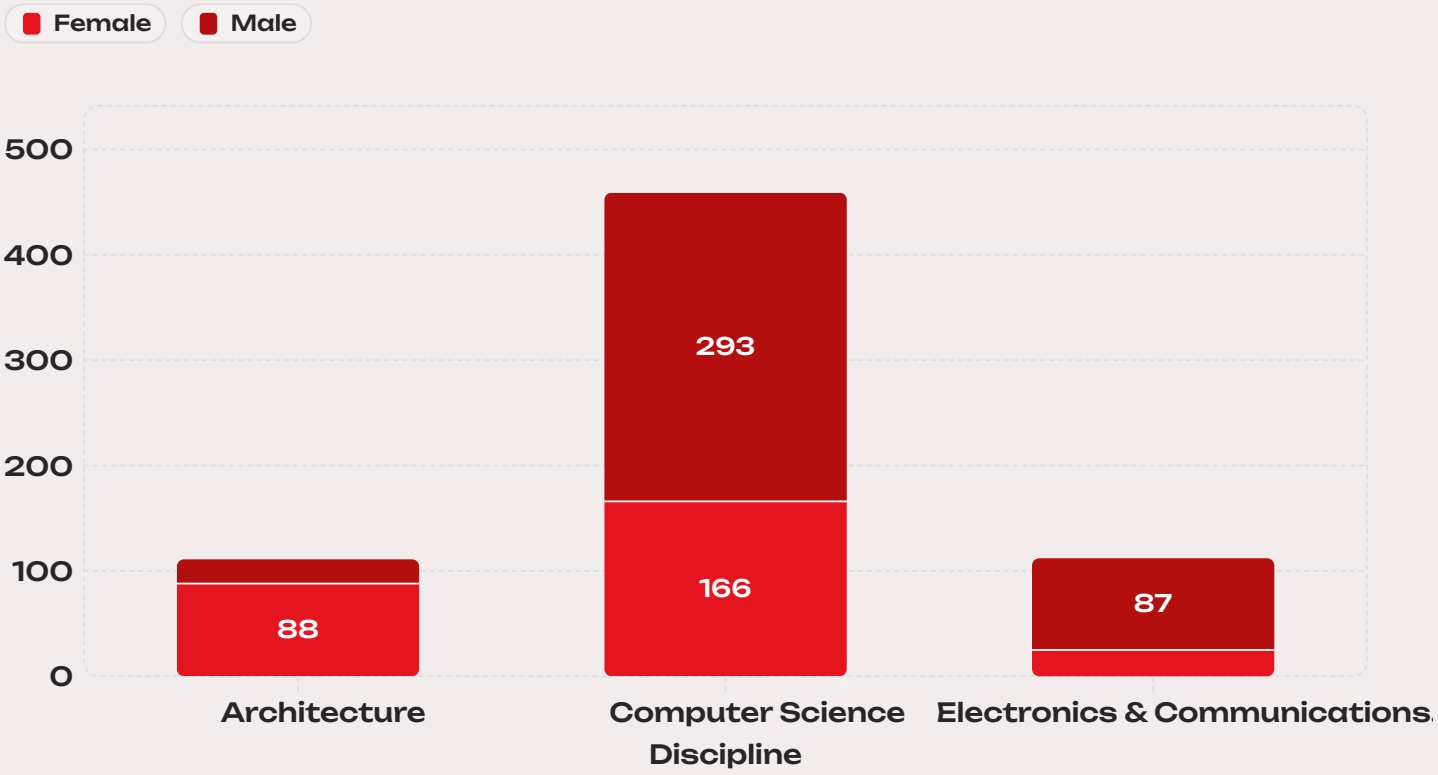
Total: 682

5 GENDER EQUALITY

Achieve Gender Equality and Empower All Women and Girls

Female Participation by STEM Discipline

The distribution of **female** enrollment across the three **STEM** faculties demonstrates different participation patterns and highlights areas of established and growing **female** engagement.



Achieve Gender Equality and Empower All Women and Girls

Newly enrolled students by gender, 2024/2025



ARCHITECTURE

88 female students out of 111 newly enrolled



COMPUTER SCIENCE

166 female students out of 459 newly enrolled



ELECTRONICS & COMMUNICATIONS ENGINEERING

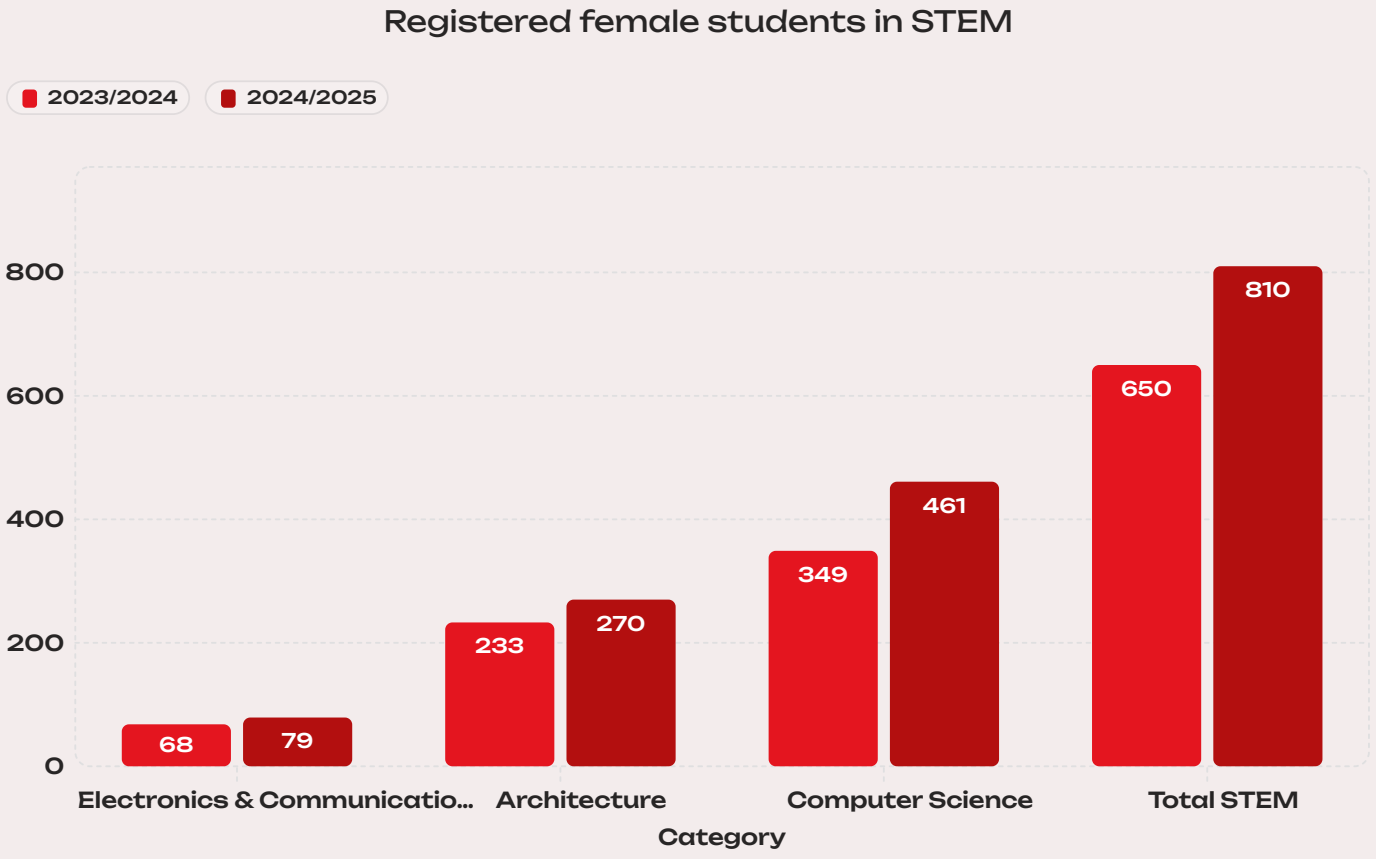
25 female students out of 112 newly enrolled

Architecture demonstrates particularly strong **female** participation, while **Computer Science** and **Electronics and Communications Engineering** provide important areas for continued **outreach** and encouragement of **female applications**.

5. Growing Women's Enrollment in STEM: 2024/2025 Compared with 2023/2024

A year-on-year comparison demonstrates continued expansion in the number of **women** enrolled across MIU's three **STEM** faculties. Total registered **female** students increased from 650 in 2023/2024 to 810 in 2024/2025, representing an increase of 160 students (**24.6%**).

+24.6% – **female** STEM enrollment (650 → 810, +160 women)

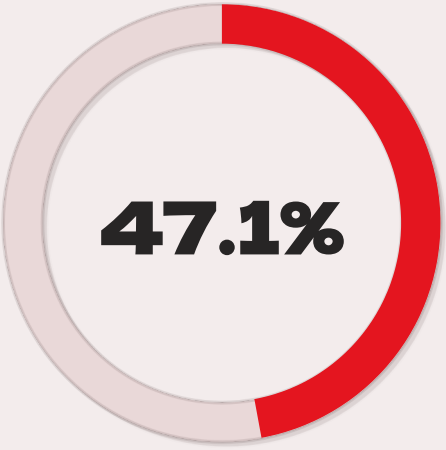


The 2024/2025 statistics demonstrate **women's** substantial engagement in the university's **admission** process, their participation across the three **STEM** faculties, and a notable increase in **female STEM enrollment** compared with the previous academic year.

> The growth recorded in **Architecture**, **Computer Science**, and **Electronics and Communications Engineering** provides evidence of expanding **female** participation and reinforces the importance of sustained efforts to encourage **women's applications** in scientific and technical fields.

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.



Achieve Gender Equality and Empower All Women and Girls

5.5.1: *Proportion of women receiving degrees (Undergraduates & Postgraduates)-2024-2025*

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

In 2024–2025, **958** of the **1,543** MIU graduates (undergraduate and postgraduate) are female.

1,543

Total MIU Graduates

Undergraduate and postgraduate, 2024–2025

958

Female Graduates

62.1%

Female Share of All Graduates

958 of 1,543

Undergraduate Key Numbers 2024-2025

1,295

Total Graduates

262

STEM Graduates

Architecture, Electronics & Communications, Computer Science

486

Medicine Graduates

Dentistry and Pharmacy

547

Arts & Humanities and Social Science Graduates

795

Female Graduates

61.4% of all

100

Female STEM Graduates

38.2%

313

Female Medicine Graduates

64.4%

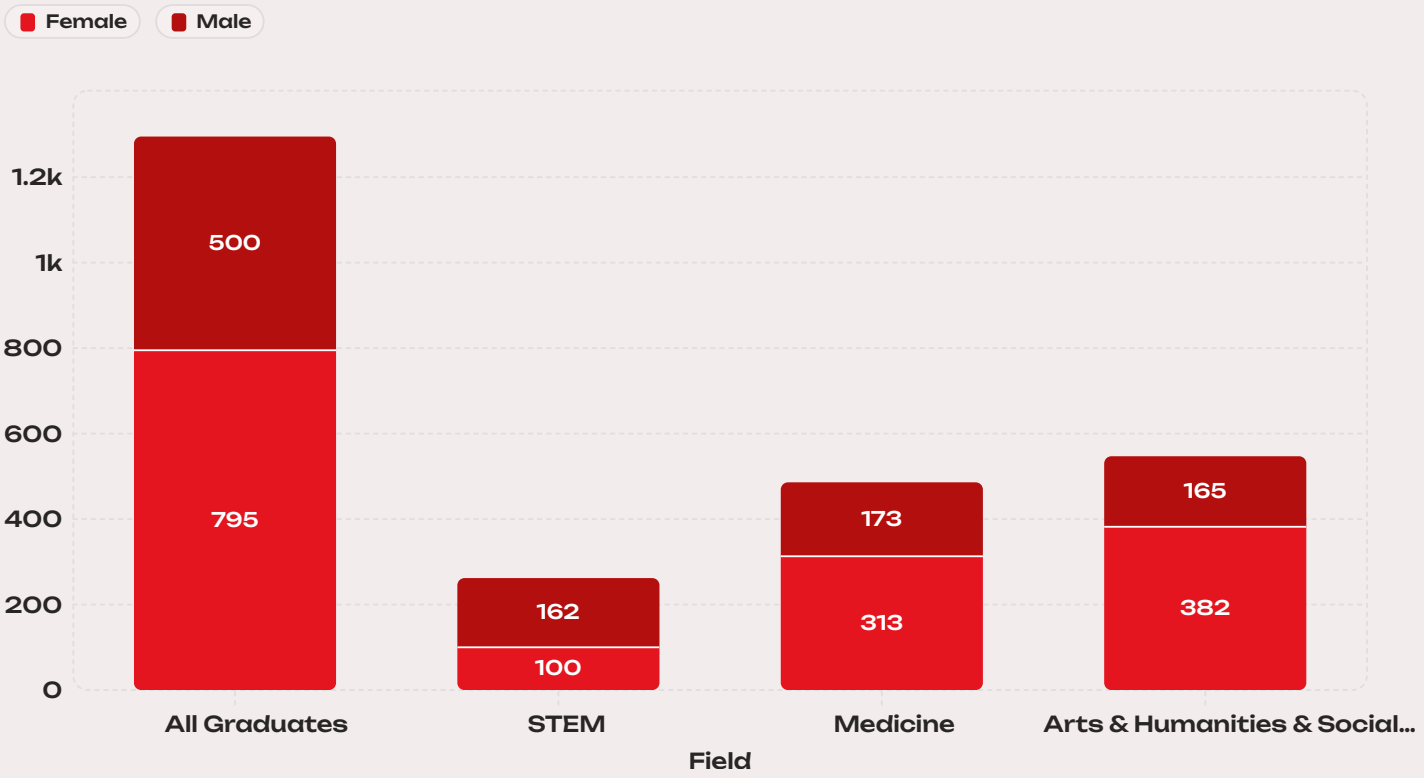
382

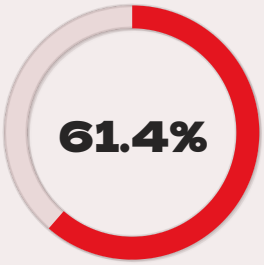
Female Arts & Humanities and Social Science Graduates

69.8%

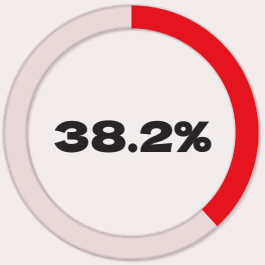
At MIU, **61.4%** of undergraduate graduates are female. In **STEM 38.2%** are female, in **Medicine 64.4%**, and in **Arts & Humanities & Social Sciences 69.8%**.

Undergraduate Graduates by Field: Female vs Male, 2024–2025

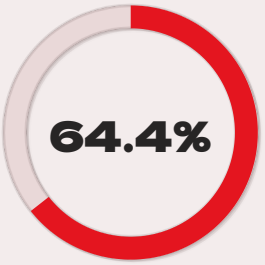




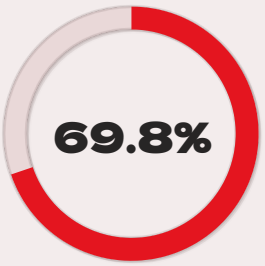
of all undergraduate graduates are female



of STEM



of Medicine



of Arts & Humanities & Social Sciences

Postgraduate Key Numbers 2024-2025

248

Total Graduates

163 female (65.7%)

156

Medicine Graduates

Dentistry and Pharmacy

89 female (57.1%)

78

Arts & Humanities and Social Science Graduates

67 female (85.9%)

14

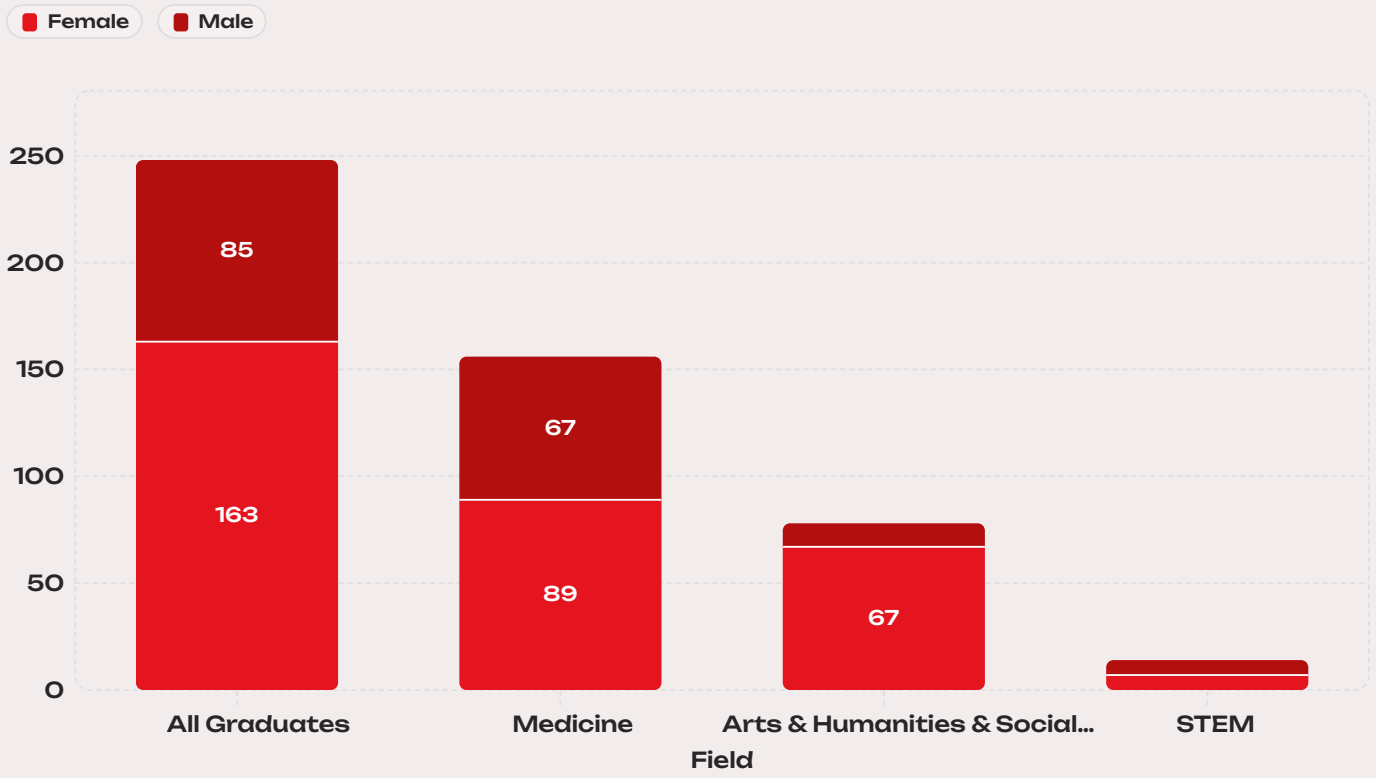
STEM Graduates

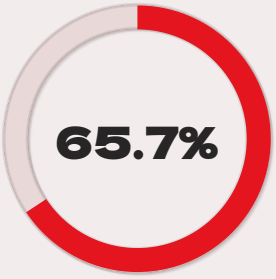
Electronics & Communications, Computer Science

7 female (50.0%)

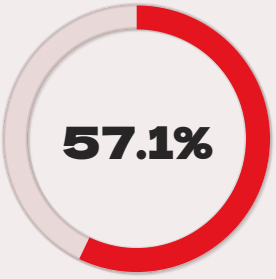
At MIU, **65.7%** of postgraduate graduates are female. In **Medicine 57.1%** are female, in **Arts & Humanities & Social Sciences 85.9%**, and in **STEM 50.0%**.

Postgraduate Graduates by Field: Female vs Male, 2024–2025





of all postgraduate graduates are female



of Medicine



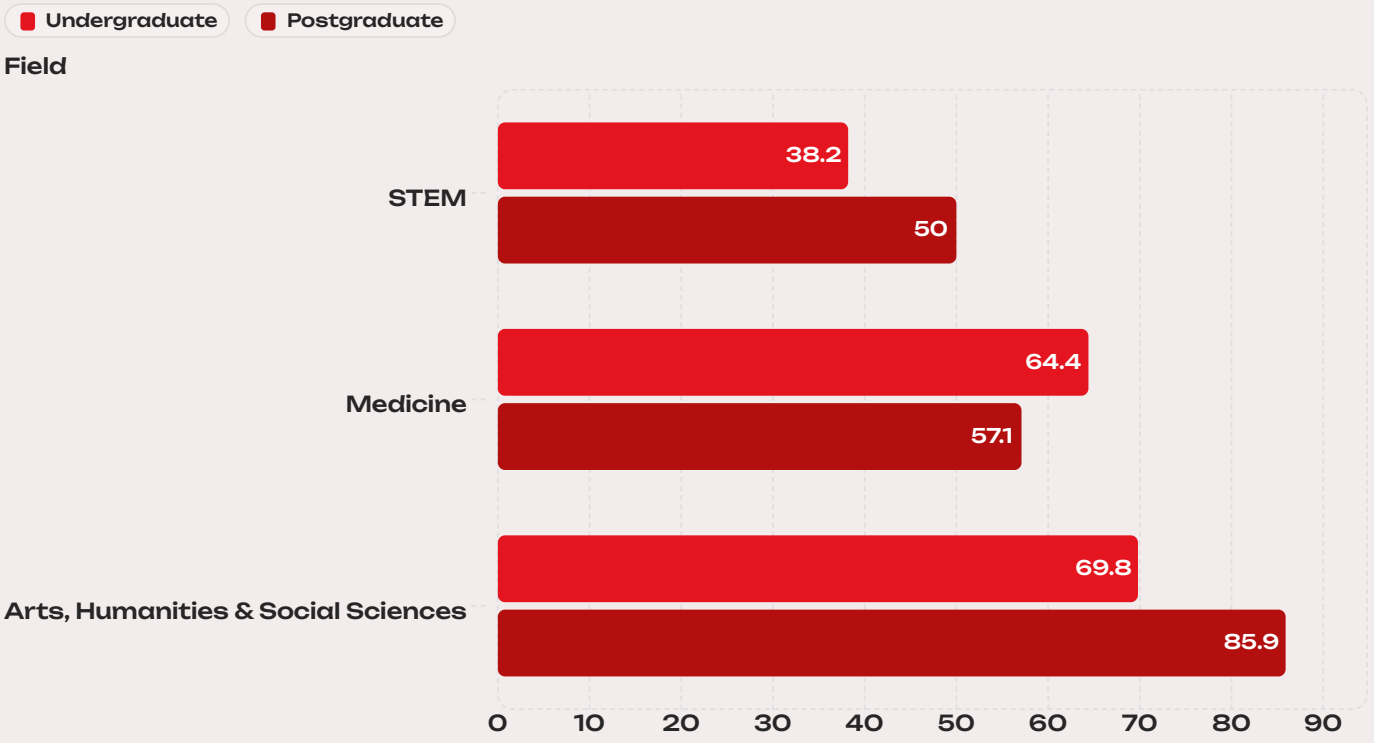
of Arts & Humanities & Social Sciences



of STEM

Key Findings 2024-2025

Women are the majority of MIU graduates in 2024–2025: **958 of 1,543** graduates (**62.1%**) across both levels. Female representation varies by field and by level of study.



61.4%

Undergraduate Female Share

795 of 1,295 graduates

65.7%

Postgraduate Female Share

163 of 248 graduates

MIU remains committed to gender equality in higher education, supporting women's advancement across every discipline.



Achieve Gender Equality and Empower All Women and Girls

5.6.1 – *Policy of Non-Discrimination against Women*

MIU is committed to implementing its **Equality** and **Non-Discrimination Policy**, which guarantees equal rights and opportunities for women and men in admission, education, extracurricular activities, and employment, providing an institutional framework that promotes **fair treatment**, **equal participation**, and **equitable access** to university resources.

61.4%

Female share of graduates

59.7%

Female share of newly enrolled students

56.5%

Female share of individual-sports participants

[View the full policy statement]

Policy Implementation Framework

The policy is implemented across three main areas of university life:

Education (Students)

- Admission procedures
- Teaching and learning opportunities
- Library and laboratory access
- Academic support
- Student participation

Teaching (Faculty)

- Recruitment
- Equal work responsibilities
- Promotion opportunities
- Professional development
- Research participation

Administration (Staff)

- Fair hiring practices
- Equal job opportunities
- Transparent job descriptions
- Access to leadership and career development

This framework ensures equality and non-discrimination principles are applied consistently across the university's academic and administrative operations.

Women Lead Every Stage: Applicants to Graduates (2024/2025)

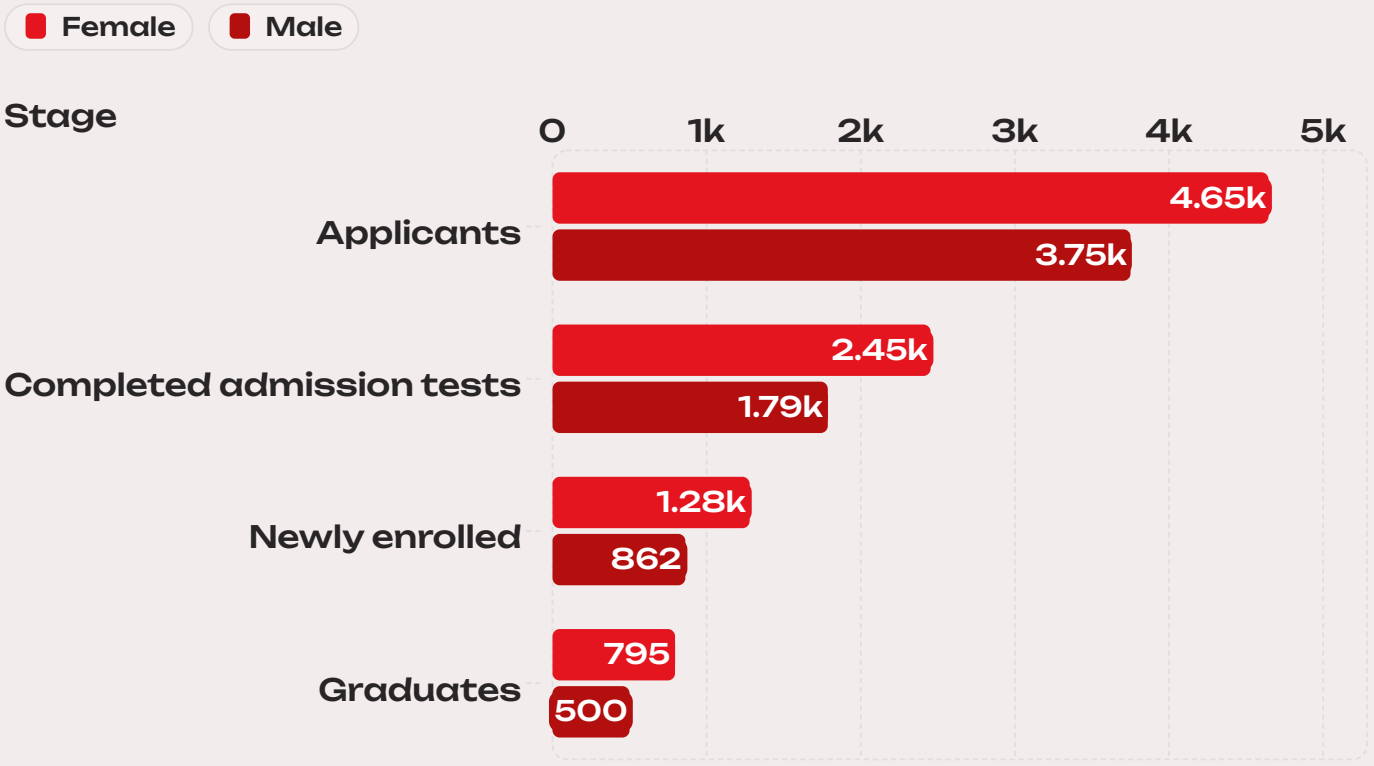
Women accounted for the majority at each reported stage.

55.3%
Applicants

57.9%
Completed admission tests

59.7%
Newly enrolled students

61.4%
Graduates



These figures demonstrate strong female representation in access to and participation in higher education at MIU.

Sports as Evidence of Equality: Internal Activities

In line with its policy, MIU gives female and male students opportunities to take part in internal sports and to represent the university externally. MIU organized internal tournaments in both semesters covering table tennis, football, volleyball, basketball and other activities.



Table Tennis

Female students participated in the university tournament.



Volleyball

Female students participated in mixed-gender university teams.



Basketball

Female students participated in a dedicated women's tournament.



Special Sports Activities

Activities involving students with special needs, reflecting commitment to inclusive participation.

These activities show sports participation opportunities across the university community.

Female Achievements in Team Sports: 52nd Universities Championship

MIU participated in the 52nd Universities Championship (Rifaa), with female students representing the university in several team sports.

45

Female Participants

44

Male Participants

Overall team-sports summary (89 total participants).

Medal-Winning Female Team Entries

Gold – Volleyball
16 members

Silver – Volleyball
13 members

Bronze – Handball
15 members

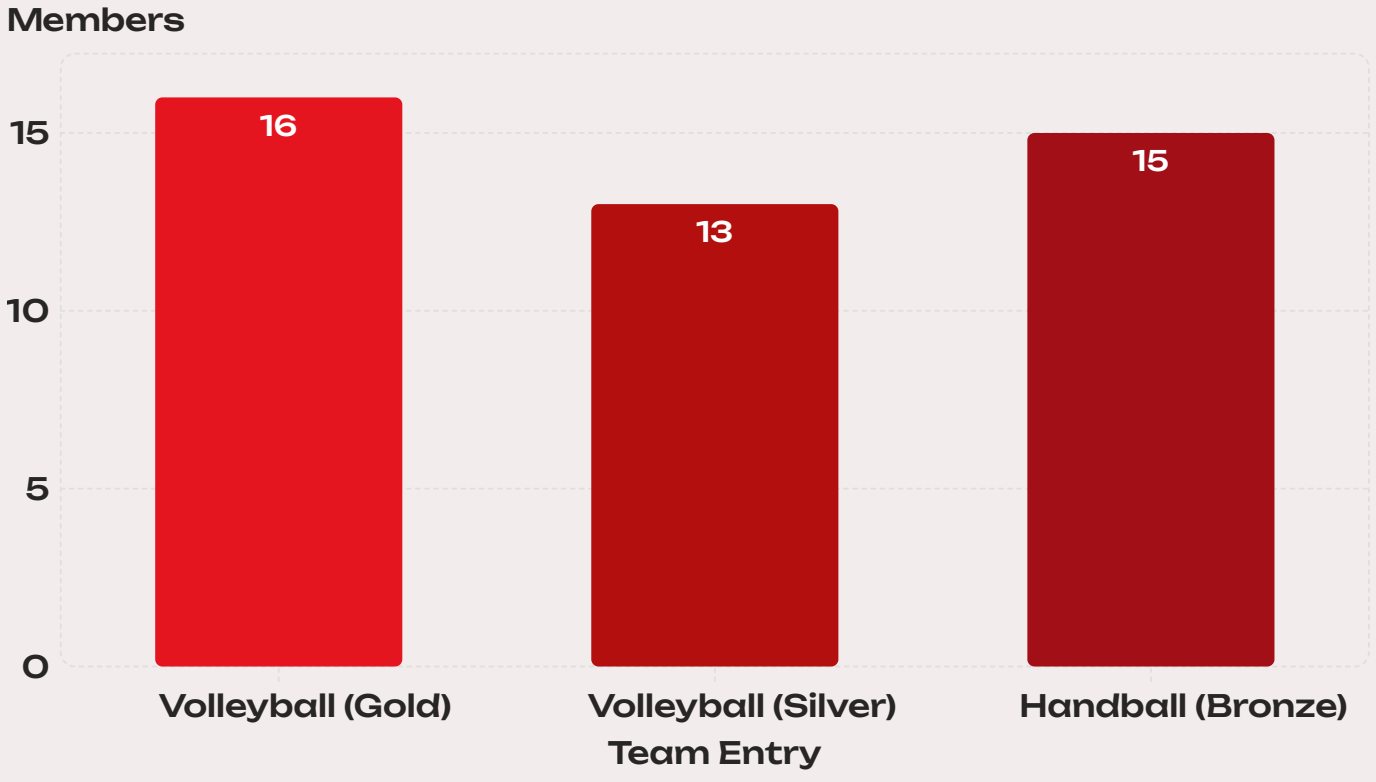
3

Medal-Winning Team Entries

44

Members of Medal-Winning Teams

Distribution of team members per medal-winning entry:



Source: MIU Internal and External Sports Activities Report, 2024/2025

Individual Sports: Female Students Are the Majority

Female students represented MIU in table tennis, tennis, fencing, speedball, swimming, squash, martial arts and other disciplines.

26

Female participants

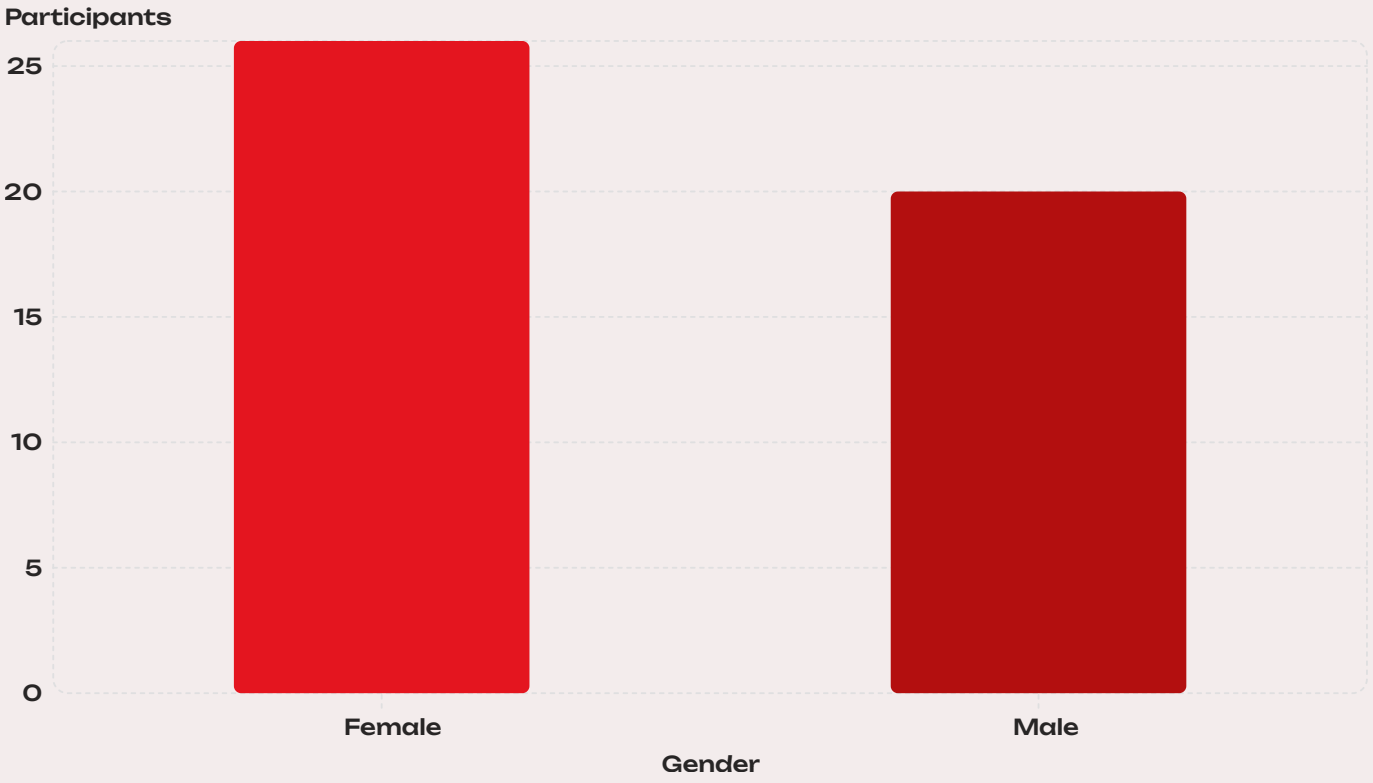
20

Male participants

56.5%

Female share

26 out of 46



18

Total medals

7

Gold

5

Silver

6

Bronze

Source: MIU Internal and External Sports Activities Report, 2024/2025

Sports Participation at a Glance: Key Findings

Strong female representation

Women were 45 of the 89 participants in the team-sports summary.

Majority in individual sports

56.5% of participants.

Competitive achievements

Female teams won gold and silver in volleyball and bronze in handball.

Diverse participation

A range of team and individual sports, beyond internal activities.

Equal access and opportunity

Both genders can participate in university sports and external competitions.

Gender-Based Evidence Summary

Category	Female	Male
Team sports	45 participants; 3 medal-winning team entries	44 participants
Individual sports	26 participants (56.5%)	20 participants (43.5%)
Internal activities	Participation in table tennis, volleyball, and basketball	Participation across internal tournaments

The 2024/2025 sports report demonstrates MIU's continued support for women's participation in athletic activities and competitive events, with female students representing the university in a variety of sports, achieving medal positions, and accounting for the majority of individual-sports participants.

Overall Key Findings – Indicator 5.6.1

The 2024/2025 evidence demonstrates the implementation of MIU's Equality and Non-Discrimination Policy across student admission, enrolment, graduation, and extracurricular activities.

Majority of applicants, newly enrolled students, and graduates are women

56.5% of individual-sports participants are women

Female teams won gold and silver in volleyball and bronze in handball at the 52nd Universities Championship

Internal and external sports gave female and male students opportunities to participate and represent the university

Together, these outcomes demonstrate substantial female representation and participation in university opportunities, supporting MIU's commitment to equality and non-discrimination.



Achieve Gender Equality and Empower All Women and Girls

5.6.3 *Sustaining Maternity and Childcare Support*

MIU continues to implement its Maternity and Childcare Policy, reaffirming its commitment to providing a supportive environment for female employees and students during pregnancy and maternity. The university maintains practical arrangements that address maternity-related needs, including exceptional leave, attendance flexibility, medical follow-up, and academic support.

Continued implementation through three areas

Employee care
Maternity leave and attendance arrangements

Medical care
Health monitoring and follow-up

Student support
Academic flexibility during pregnancy

MIU's Maternity and Childcare Policy continues to support women in balancing family responsibilities with their academic and professional commitments, while maintaining their opportunities to participate in university life.

View document – Full Maternity and Childcare Policy

Maternity Support for Female Employees (2024–2025)

During the academic year 2024–2025, 31 female employees across academic faculties and administrative units were granted exceptional maternity leave during pregnancy. In addition, pregnant employees were exempted from attendance starting from the ninth month of pregnancy and were granted intermittent sick leave throughout pregnancy, as needed.

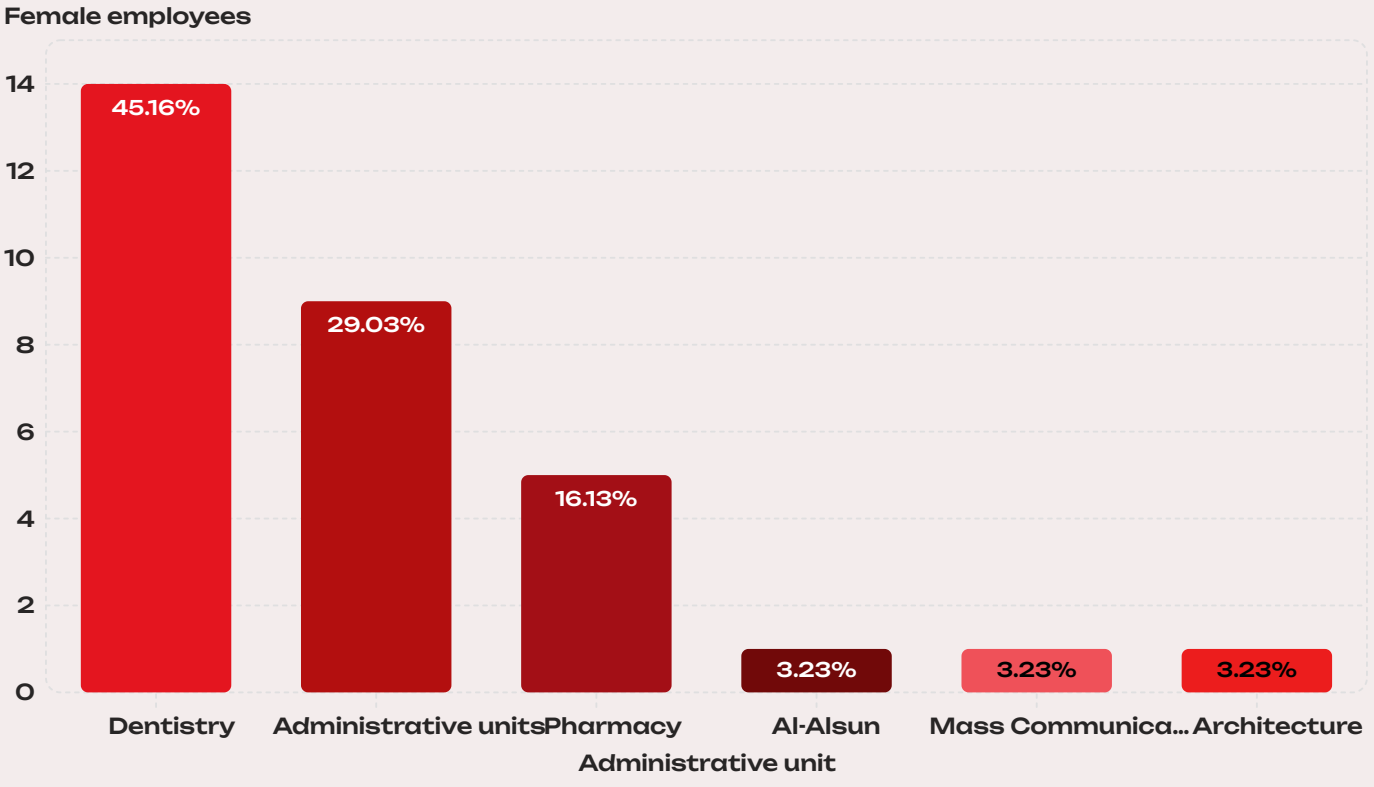
2024–2025 IMPLEMENTATION

31

Female employees granted exceptional maternity leave

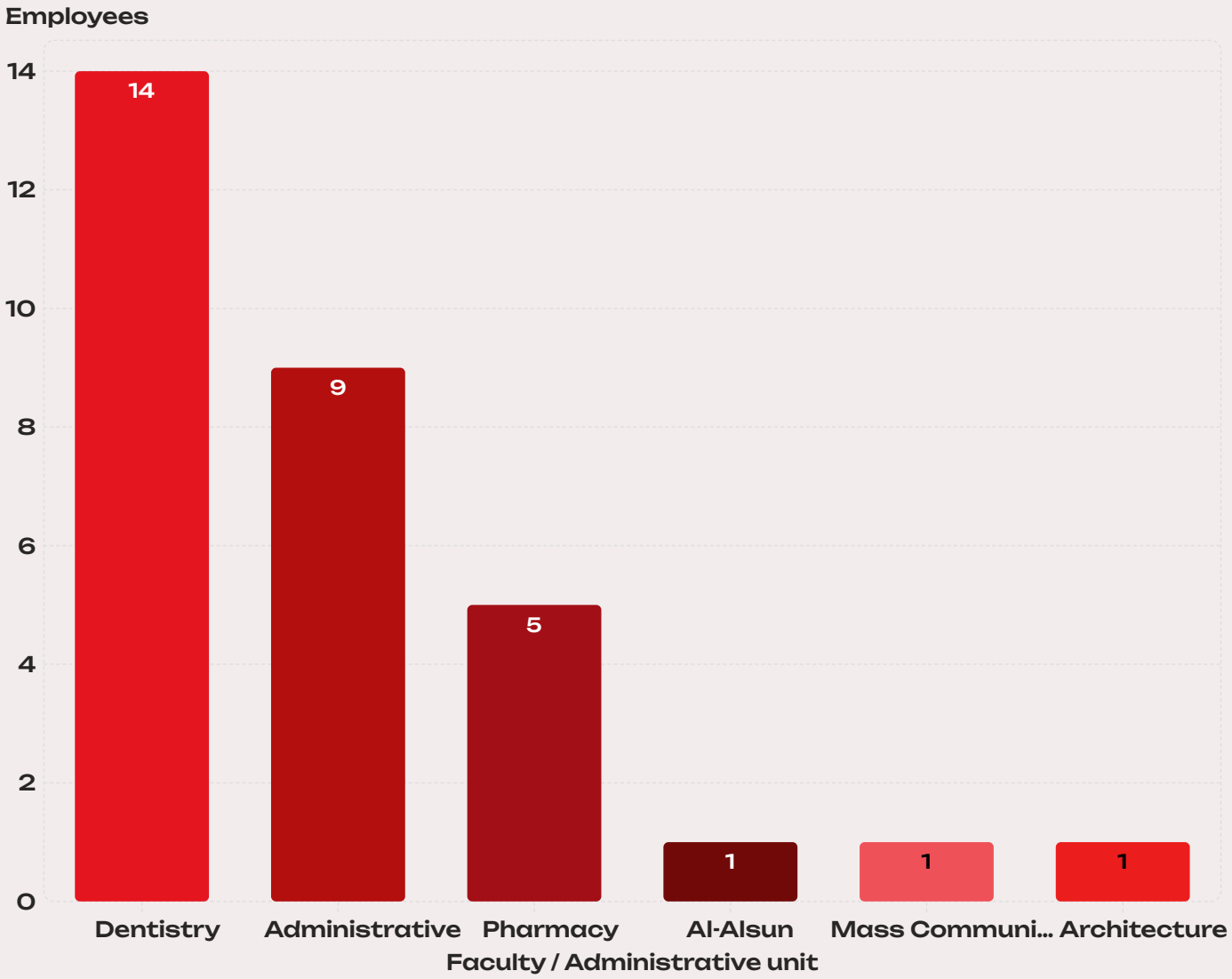
Across six faculties and administrative units

Distribution of maternity leave by faculty and administrative unit



31 female employees, academic year 2024–2025.

Maternity Leave Distribution by Faculty and Administrative Unit



Total: 31 female employees, academic year 2024–2025

Additional maternity arrangements

From the ninth month

Exemption from attendance for pregnant employees.

Throughout pregnancy

Intermittent sick leave as needed.

Maternity Support for Pregnant Students

MIU also maintains arrangements to support pregnant students through the University Clinic, ensuring access to medical follow-up and appropriate academic flexibility during pregnancy.

Medical follow-up and care

Health monitoring at the University Clinic, including blood pressure and blood sugar measurements, within available facilities.

Attendance and medical excuses

Acceptance of medically supported excuses throughout pregnancy, subject to university attendance regulations.

Examination arrangements

Rescheduling examinations when illness during pregnancy prevents attendance, once the student's health permits.

Academic and financial flexibility

When a treating physician recommends extended medical leave, students may withdraw from the semester until after childbirth, retain their earned grades, and transfer tuition fees to the following semester.

These measures help pregnant students manage health-related circumstances without unnecessarily compromising their academic progress or imposing an additional financial burden.

Continued Implementation and Evidence

MIU's 2024–2025 records demonstrate the continued implementation of maternity support arrangements for both employees and students, reflecting the university's ongoing commitment to accommodating maternity-related needs across its academic and administrative community.

Evidence to include in the report

Maternity leave statistics

2024–2025 (31 employees)

Faculty-level distribution chart

Breakdown of maternity leave across faculties

Sample attendance exemption record

Employees exempted from attendance (personal information concealed)

University Clinic procedures

Procedures for pregnant students

Maternity and Childcare Policy

View document

5.6.6 – *Women's Mentoring Schemes*

MIU offers female students **equal access** to a variety of academic, research, personal **support** and **career development** services. These initiatives help them develop essential skills, explore career opportunities, and participate effectively in university life alongside their peers.

Academic Guidance & Advising

Research Guidance

Student Support Services

Female Senior Academic Staff

Career Development



1. Academic Guidance and Student Advising

MIU provides academic monitoring and **advising** to support **students** of both genders facing academic challenges across all faculties during 2024–2025.

Monitor

Students experiencing academic difficulties are tracked through the academic monitoring system across all faculties.

Guide

Ongoing **guidance** and **mentoring** are provided.

Follow-up

Continued follow-up and **support** are offered.

Outcome

Female and male students overcome challenges, improve performance, and achieve their educational goals.

[Website: MIU Academic Advising Center]

2. Research Guidance and Support



Through its **Research Center**, established in Fall 2003, MIU provides **female students**, alongside their male counterparts, with **support** in developing their research skills and understanding academic research requirements, offering **equal access** to **guidance** and resources that enhance their academic and research capabilities.

Research methods

guidance on research methods

Academic integrity

academic integrity and plagiarism

Research resources

use of research resources, including the Egyptian Knowledge Bank (EKB)

Individual sessions & training

individual guidance sessions and training opportunities to strengthen research capabilities and promote responsible academic practices.

3. Student Support Services

The **Student Support Office** handled 3,873 student requests and cases during 2024–2025. These services contribute to providing students with **guidance** and **assistance** in addressing academic and personal challenges.

3,873

student requests and cases

handled in 2024–2025

Academic advising exceptions

Grade reconsideration

Medical cases

Examination rescheduling

Financial support

Tuition fee postponement

Other student concerns

4. Female Representation among Senior Academic Staff

During 2024–2025, MIU had 232 **female senior academic staff** members out of 409 senior academic staff (professors, associate professors, assistant professors).



56....

female share of senior academic staff

232

female senior academic staff

409

total senior academic staff

This provides a substantial pool of experienced **female academics** who can contribute to **academic guidance** and **professional development**.

Number of Senior Female Academic Staff 2024–2025







5. Career Development and Professional Guidance

MIU supports the academic and professional development of **female students** and graduates, alongside their male counterparts, through its **Alumni and Career Development services**. During 2024–2025, these included internship opportunities, postgraduate study **guidance**, specialized training, and professional development workshops. These initiatives provide female students and graduates with career **guidance**, practical experience, and development opportunities that support women's **professional growth and advancement**.

84

Students

attended a CV-writing session

36

Companies

at the career fair

1,6...

Attendees

at the career fair

174

Letters

for postgraduate applications

Additional information: **MIU Employment Fair**

5

Companies

joined the training program this year

2

Student years

opportunities offered to third- and fourth-year students

5

Faculties

opportunities were sent to

View more about Alumni Office & and Career Services

6. Additional Guidance for Prospective Students

MIU's Admission Office organizes Open Days and outreach activities to help prospective students make informed academic and career choices. Faculty representatives and teaching assistants **guided** students and their parents.

[Website: MIU Admissions]

On campus

2

Open Days

590 prospective students, in addition to p arents.



6

Schools Hosted



Campus visits introducing programs and **student life**.

Off campus

9

Educational Fairs

Local and international university fairs.

75

School Visits

Visits to schools offering different educational systems.







Overall Contribution

Through academic **advising**, research **guidance**, student **support** services, **career development** activities, and the availability of experienced **female senior academic staff**, MIU provides an institutional environment that supports students' academic progress and **professional growth**. These initiatives offer relevant guidance and support opportunities that can contribute to **women's advancement** throughout their university experience.

5 GENDER EQUALITY

Achieve Gender Equality and Empower All Women and Girls

5.6.7 *Track women's graduation rate*

MIU continues to show strong female representation, with women the majority of graduates in each of the last three academic years (2022/2023–2024/2025). The share reached 61.4% in 2024/2025.

61.4%

2024/2025

Female graduates — 795 out of 1,295 graduates

795

Female

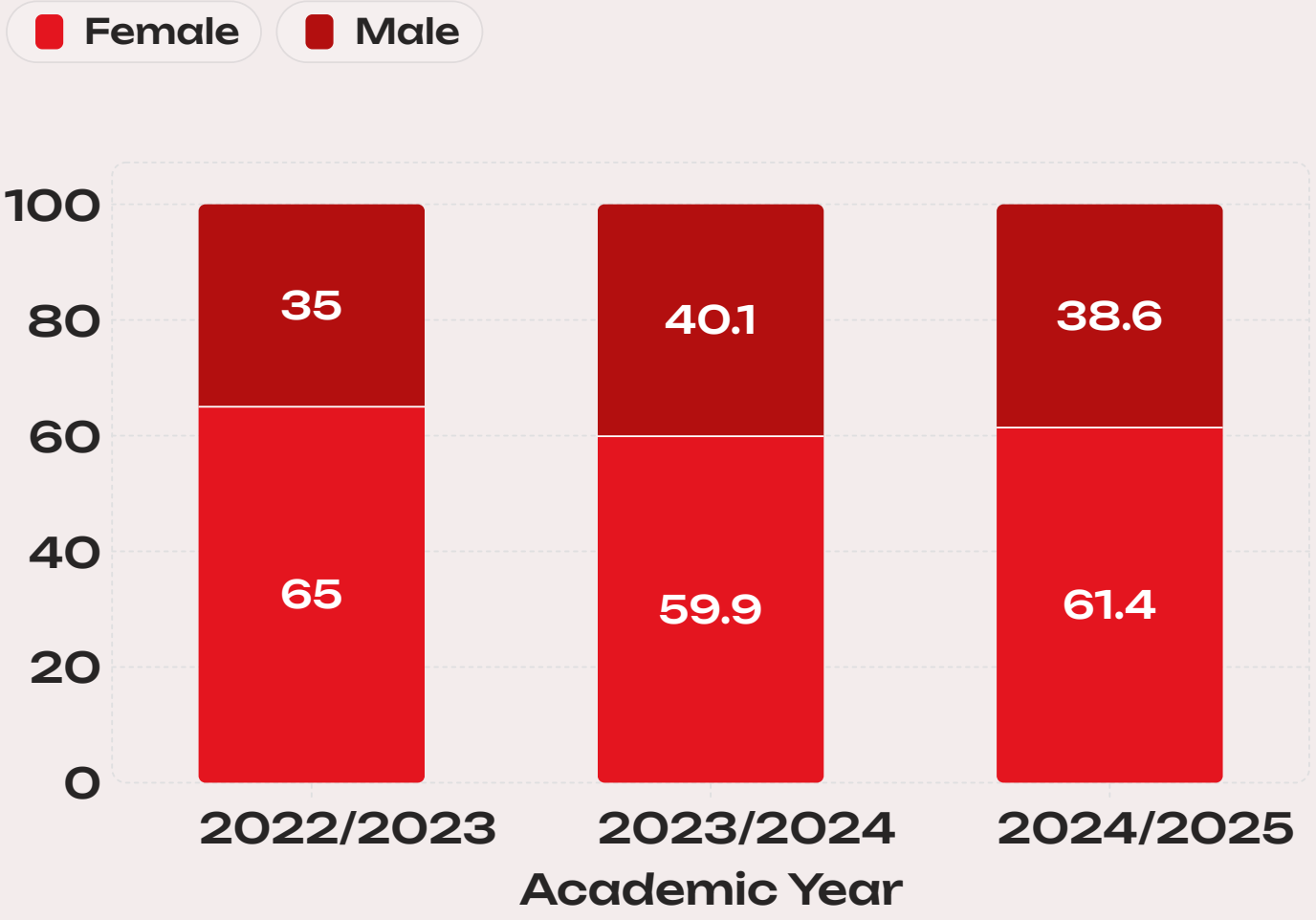
Female graduates in 2024/2025

500

Male

Male graduates in 2024/2025

Gender distribution of graduates across three academic years (2022/2023–2024/2025)



Key Findings

Majority every year

Women made up the majority of graduates in all three years: 65.0% in 2022/2023, 59.9% in 2023/2024, and 61.4% in 2024/2025.

Latest year

In 2024/2025, women accounted for 795 of the university's 1,295 graduates, compared with 681 female graduates out of 1,179 in 2023/2024. This reflects an increase of 1.5% in the proportion of female graduates year over year.

Strong participation

The steady pattern reflects the strong participation and success of female students and the university's ongoing efforts to promote gender equality and women's empowerment.

5 GENDER EQUALITY

Achieve Gender Equality and Empower All Women and Girls

5.6.8: *Policies protecting those reporting discrimination*

MIU continues to uphold its commitment to providing **safe**, **confidential**, and **accessible reporting** mechanisms for students and staff who experience or report **discrimination**. Through established institutional channels, the university maintains procedures for addressing **complaints**, ensuring **confidentiality**, and **protecting** individuals who come forward.

Students

Reporting discrimination in education

Mechanism: **Student Support Office**

Read more

Staff Members

Reporting workplace **discrimination**

Mechanism: **Employee Complaints Office**

Provides a channel for reporting workplace **complaints** while ensuring **confidentiality**, appropriate action, and **whistleblower protection**.

Read more

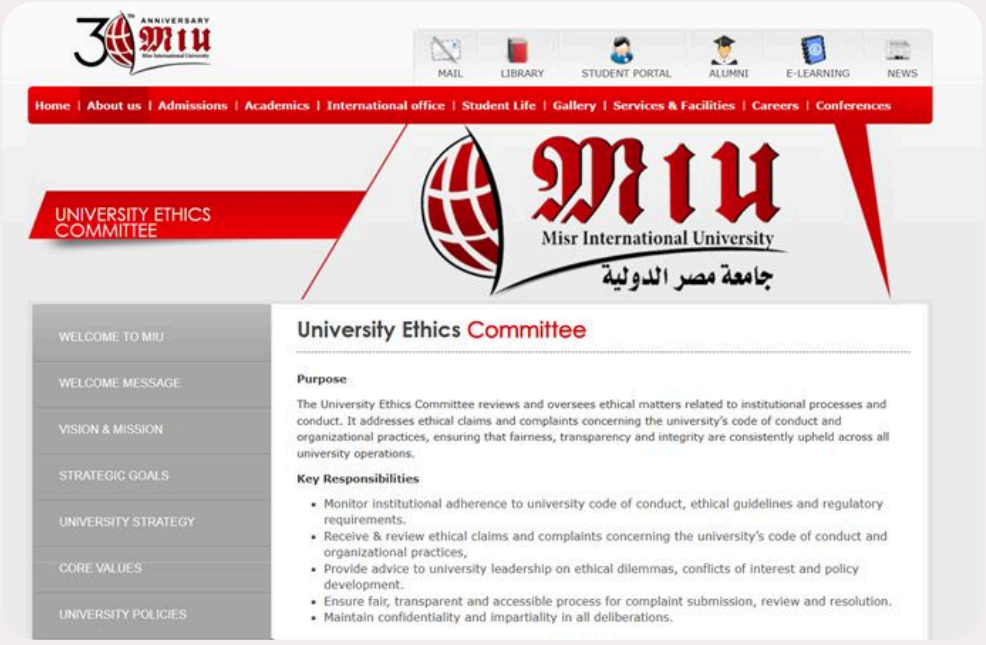
Safe **Confidential** **Accessible**

Both mechanisms reflect the continued implementation of MIU's commitment to **protecting** individuals who **report discrimination** and ensuring that **complaints** are handled with due diligence and appropriate **protective** measures.

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**





Achieve Gender Equality and Empower All Women and Girls

5.6.9 Paternity Policy

This indicator highlights MIU's continued efforts to promote **family-friendly practices** and **gender equality** by supporting male employees during important family-related circumstances. Recognizing fathers' role in family well-being, the university maintains **supportive leave arrangements** that enable male staff to participate in family care responsibilities.

Paternity Support Policy

MIU continues to implement its Paternity Support Policy, which supports fathers among faculty members and staff and promotes family stability, work-life balance, and equal opportunities without discrimination.

*To view the full policy statement, please **click here**.*

Paternity Leave Data (2024–2025)

During the 2024–2025 academic year, 23 male employees were granted exceptional leave to attend to family health-related circumstances, including the illness of their children or wives.

23

Male Employees

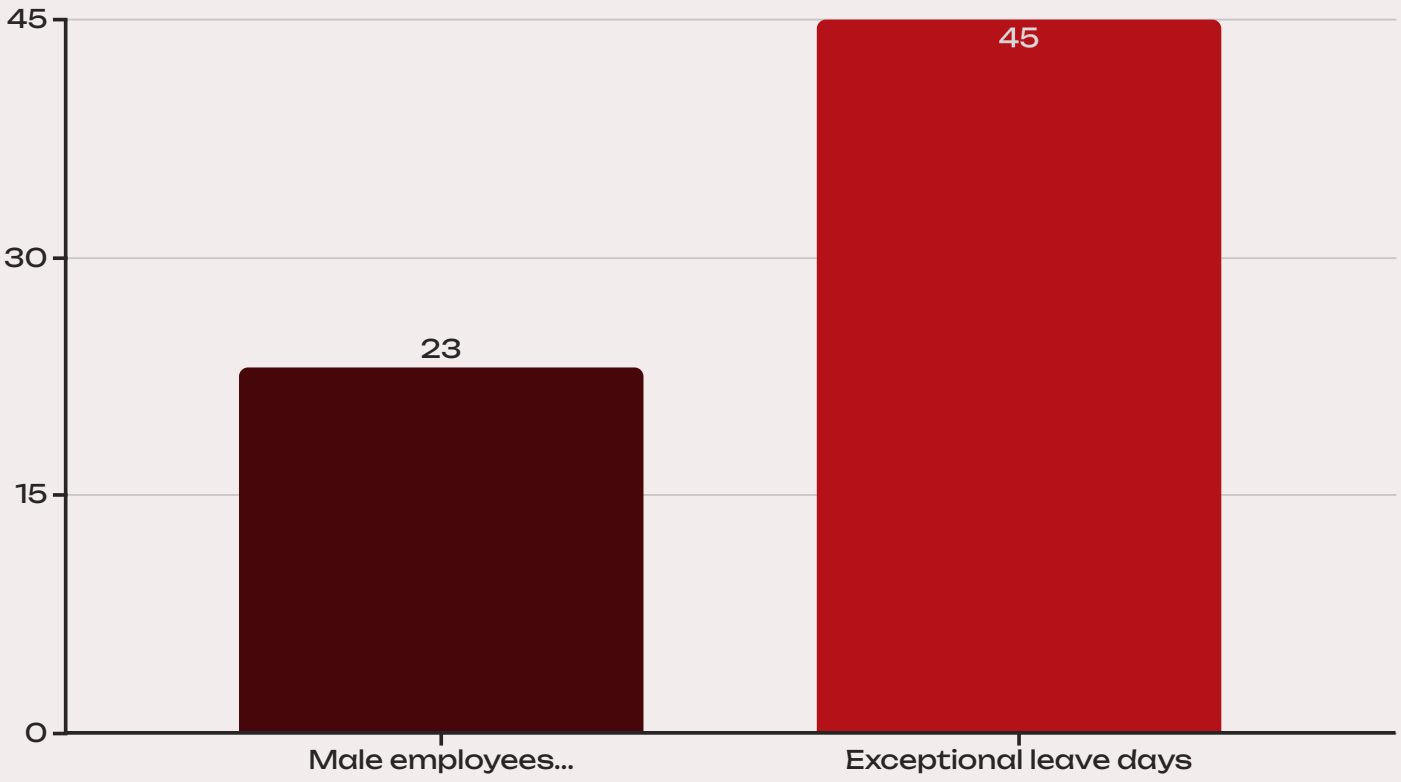
Recorded cases

45

Total Exceptional Leave

Leave days

Comparison of Totals



Paternity Leave by Type

The recorded cases covered two main family-care circumstances:

Child illness

Leave granted to fathers caring for sick sons or daughters.

Wife's illness

Leave granted to male employees to support their wives during illness.

Findings and Interpretation

23

Male Employees Benefited

Supported under the Paternity Support Policy

45

Exceptional Leave Days

Granted for family-care responsibilities

The 2024–2025 records demonstrate the continued implementation of MIU's Paternity Support Policy, with **23 male employees** benefiting from a total of **45 exceptional leave days** to fulfil family-care responsibilities. These arrangements reflect the university's recognition of fathers' role in supporting family health and well-being and its efforts to accommodate employees' family circumstances alongside their professional commitments.

The continued availability and use of these arrangements reinforce MIU's commitment to family-friendly practices, work-life balance, and gender equality.