



5

GENDER
EQUALITY





5. Gender Equality

5.1. Non-Discrimination Against Women

(Monitoring and Ensuring Equal Opportunities, Anti-Discrimination Awareness)

Palestine Ahliya University (PAU) is dedicated to promoting gender equality by ensuring equal opportunities for women in academia and the workplace. Through structured monitoring and awareness programs, the University actively works to eliminate discrimination and foster a supportive environment. Key initiatives include conducting regular evaluations of academic and employment policies, organizing workshops to raise awareness of anti-discrimination practices, and providing resources to ensure inclusivity. These efforts reinforce PAU's commitment to creating a fair and equitable environment for all members of its community.

5.2 Women's Access to Education Enhancement

(Female Scholarships Provision, Academic Mentoring and Underrepresented Fields)

PAU is committed to enhancing women's access to education and supporting their success in academia, particularly in underrepresented fields. Initiatives include providing scholarships to women, offering academic mentoring programs, and encouraging female participation in STEM and other non-traditional areas. The University also ensures an inclusive and discrimination-free learning environment by organizing awareness campaigns and mentorship opportunities. These actions aim to empower women, increase their representation in diverse academic fields, and support their academic and personal growth.

5.3 Non-Discrimination and Respect for Personal Diversity

(Diversity and Personal Respect Guidelines)

PAU strives to create an inclusive environment that celebrates diversity and upholds respect for personal differences, including race, religion, gender, and disability. To achieve this, the University implements clear guidelines to prevent discrimination and promote equity. Regular diversity training workshops and cultural awareness programs foster understanding and inclusion across the campus. Additionally, confidential reporting mechanisms and robust investigative procedures are in place to address discrimination cases effectively. These measures reflect PAU's commitment to building a respectful and diverse academic and work community.

5.4. Support for Women's Participation (Maternity and Paternity)

(Maternity and Paternity Leave Provision, Flexible Work for Supporting Parents)

PAU supports women's active participation in the workforce by promoting family-friendly policies that enable a balance between professional and personal responsibilities. Key initiatives include flexible maternity and paternity leave policies, workshops on shared childcare responsibilities, and flexible work arrangements for parents. The University regularly evaluates the impact of these policies to ensure they support employee satisfaction and productivity. By fostering an inclusive and supportive work environment, PAU empowers women and encourages equitable participation in both professional and family life.



5.5. Protection of Whistleblowers Against Discrimination (Safe Reporting Mechanism, Legal Protection Provision for Whistleblowers)

PAU is committed to protecting individuals who report cases of discrimination, ensuring a safe and secure environment for whistleblowers. The University provides legal safeguards and confidential reporting channels to prevent any retaliation or adverse effects on their careers. Regular awareness sessions on whistleblower rights, improved complaint follow-up mechanisms, and periodic case reviews further strengthen this initiative. These measures demonstrate PAU's dedication to fostering a culture of accountability, fairness, and justice.

5.6. Parental Participation in Childcare Duties Support (Work-Family Balance Support Programs)

PAU recognizes the importance of parental involvement in childcare and actively supports employees in balancing their work and family responsibilities. Flexible work policies, workshops on time management, and partnerships with childcare service providers are key components of this commitment. The University also offers professional development opportunities through flexible schedules and online platforms, allowing parents to advance their careers while meeting family needs. These initiatives reflect PAU's dedication to creating a supportive environment for working parents, fostering a healthy work-life balance.

5.7. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Female Academic Representation	91%	93%	96%
2.	Female Scholarship Recipients	92%	94%	97%
3.	Personal Anti-Discrimination Policy Compliance	93%	95%	98%
4.	Maternity Leave Users	95%	97%	100%
5.	Whistleblower Resolution Rate	95%	97%	100%
6.	Work-Family Program Participants	93%	95%	98%

5.8. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Equality Workshop	GO
2.	"Equal Despite Differences" Competition	GO
3.	The Independent Commission for Human Rights	GO