



Palestine Ahliya University



Sustainability Report 2024

English Version





Index

No.	SDG Name	Page
1.	No Poverty	6
2.	Zero Hunger	10
3.	Good Health and Well-being	14
4.	Quality Education	18
5.	Gender Equality	22
6.	Clean Water and Sanitation	26
7.	Affordable and Clean Energy	30
8.	Decent Work and Economic Growth	34
9.	Industry, Innovation and Infrastructure	38
10.	Reduced Inequalities	43
11.	Sustainable Cities and Communities	47
12.	Responsible Consumption and Production	51
13.	Climate Action	55
14.	Life Below Water	57
15.	Life On Land	61
16.	Peace, Justice and Strong Institutions	65
17.	Partnerships for the Goals	69





Palestine Ahliya University (PAU) and the 2030 Agenda for Sustainable Development

The **2030 Agenda for Sustainable Development** and its **17 Sustainable Development Goals (SDGs)** were adopted by all UN member states in 2015, presenting an ambitious roadmap to end poverty, combat inequality, and build peaceful, just, and sustainable societies by 2030. Achieving these goals requires a collective effort across all sectors of society. **Prof. Imad Alzeer**, President of PAU

Universities hold a unique and essential position in shaping a sustainable future. Through research and education, universities drive innovations and generate knowledge to address the interconnected social, economic, and environmental challenges embodied in the SDGs. Beyond academics, universities also instill in students the skills and awareness necessary to champion sustainability.

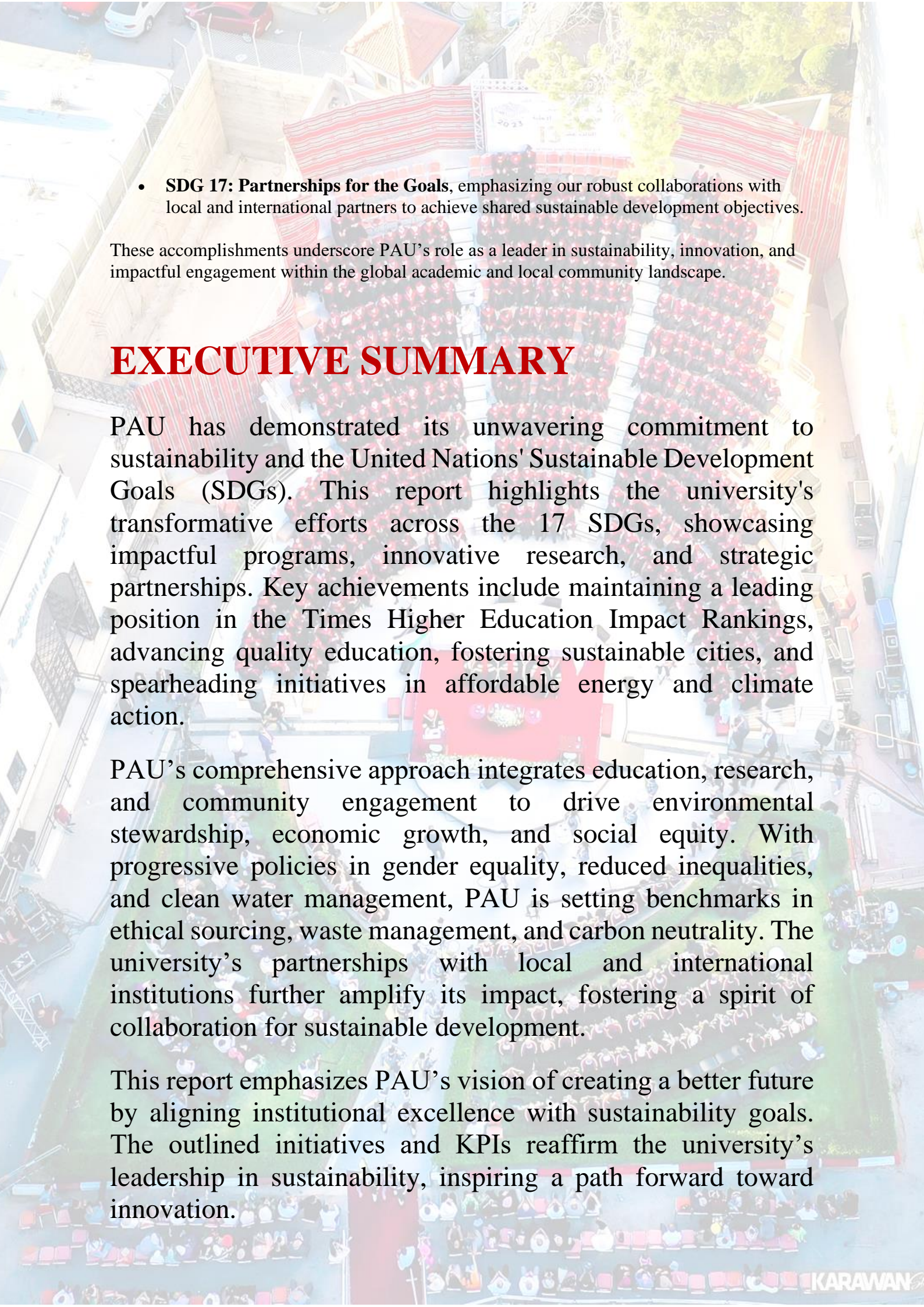
At **Palestine Ahliya University**, we understand our vital role in advancing sustainable development. Our research initiatives address local and global challenges, our teaching programs equip students to be proactive change-makers, and our community engagement fosters partnerships for positive impact. By aligning our institutional policies and practices with the SDGs, we commit to leading by example in transitioning toward sustainability.

In this report, we present an overview of PAU's contributions to the SDGs through research, teaching, outreach, and operations. While it is impossible to highlight every remarkable initiative undertaken by our faculty, students, and staff, this report underscores the collective efforts that are positioning PAU as a driver of sustainable progress for Palestine and the world.



Palestine Ahliya University (PAU) continues to make significant strides in advancing sustainability and academic excellence. PAU has been recognized in the **Times Higher Education (THE) Impact Rankings**, standing out among Palestinian universities for its achievements in:

- **SDG 3: Good Health and Well-being**, reflecting our commitment to improving health outcomes through research, community outreach, and innovative health education programs.
- **SDG 4: Quality Education**, highlighting our dedication to inclusive and equitable learning opportunities, as well as lifelong learning initiatives that empower students and community members.
- **SDG 8: Decent Work and Economic Growth**, showcasing our efforts to foster entrepreneurship, enhance employability, and support sustainable economic development in Palestine.

- 
- **SDG 17: Partnerships for the Goals**, emphasizing our robust collaborations with local and international partners to achieve shared sustainable development objectives.

These accomplishments underscore PAU's role as a leader in sustainability, innovation, and impactful engagement within the global academic and local community landscape.

EXECUTIVE SUMMARY

PAU has demonstrated its unwavering commitment to sustainability and the United Nations' Sustainable Development Goals (SDGs). This report highlights the university's transformative efforts across the 17 SDGs, showcasing impactful programs, innovative research, and strategic partnerships. Key achievements include maintaining a leading position in the Times Higher Education Impact Rankings, advancing quality education, fostering sustainable cities, and spearheading initiatives in affordable energy and climate action.

PAU's comprehensive approach integrates education, research, and community engagement to drive environmental stewardship, economic growth, and social equity. With progressive policies in gender equality, reduced inequalities, and clean water management, PAU is setting benchmarks in ethical sourcing, waste management, and carbon neutrality. The university's partnerships with local and international institutions further amplify its impact, fostering a spirit of collaboration for sustainable development.

This report emphasizes PAU's vision of creating a better future by aligning institutional excellence with sustainability goals. The outlined initiatives and KPIs reaffirm the university's leadership in sustainability, inspiring a path forward toward innovation.



1 NO
POVERTY





1. No Poverty

1.1. Equitable Access and Admissions

(Social Admissions, Financial Need Assessment, Financial Waiver)

PAU is committed to advancing the "No Poverty" goal by promoting equitable access to education, particularly for students from low-income and marginalized backgrounds. The university's transparent admission process includes the assessment of financial needs and the provision of financial waivers and scholarships to reduce barriers for economically disadvantaged students. These measures ensure that every student, regardless of their financial background, has equal access to high-quality education. By offering academic support and guidance, PAU empowers students to succeed academically and make a meaningful contribution to society.

1.2. Low-Income Student Support

(Affordable Housing, Meal Subsidy, Transportation Assistance, Healthcare Support)

PAU strives to support low-income students by offering affordable housing, meal subsidies, transportation assistance, and healthcare services. These initiatives address both the academic and non-academic challenges faced by students, enabling them to focus on their education. By reducing the financial strain on students from lower-income backgrounds, PAU ensures that they have the resources to excel and continue their studies without worrying about essential living costs.

1.3. Scholarship and Financial Aid

(Scholarship Allocation, Low-Interest Loan, Financial Aid)

PAU is dedicated to increasing access to higher education for low-income students by offering scholarships and financial aid. These programs aim to ease the financial burden on students, making education more affordable. Additionally, PAU provides low-interest loans to help students manage their educational expenses. This financial support ensures that no student is excluded from higher education due to financial constraints, fostering a more inclusive and diverse academic environment.

1.4. Graduation and Retention

(Academic Mentorship, Academic Support, Psychological and Social Support)

PAU is committed to improving the graduation and retention rates of its students, especially those from low-income backgrounds. The university offers academic mentorship, psychological counseling, and social support to help students overcome personal and academic challenges. Through these support systems, PAU creates an environment where students feel valued and supported, ultimately improving their chances of academic success and graduation.

1.5. Social and Economic Empowerment

(Entrepreneurship Training, Microloan, On-Campus Employment, Community Empowerment)

PAU focuses on social and economic empowerment by offering entrepreneurship training,



microloans, on-campus employment opportunities, and community engagement programs. These initiatives aim to enhance students' entrepreneurial skills and foster sustainable development within the local community. By supporting small business ventures and providing employment opportunities, PAU helps students and community members become economically self-sufficient, contributing to the overall economic development of Palestine.

1.6. International Cooperation to Support Students from Low-Income Countries

(Scholarship Allocation for International Students from Low-Income Countries, Collaboration with International and Local Institutions for Low-Income Student Support)

PAU is dedicated to supporting international students from low-income countries, especially those from Palestine's neighboring regions, by providing scholarships and forging partnerships with local and international institutions. These collaborations ensure greater access to higher education for students who face financial challenges, enabling them to pursue academic and professional opportunities. By supporting students from economically disadvantaged countries, PAU contributes to the broader goal of sustainable development and global solidarity.

1.7. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Low-Income Admissions Rate	85%	87%	90%
2.	Affordable Housing Beneficiaries	86%	88%	91%
3.	Scholarship Recipients	91%	93%	96%
4.	Low-Income Graduation Rate	92%	94%	97%
5.	Entrepreneurship Trainees	86%	88%	91%
6.	Low-Income Intl. Scholars	93%	95%	98%

1.8. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Employment Days	GO
2.	Career Success Activity	GO

1.9. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Ajouz, M., Abuamria, F., & Hammad, J. (2021, November). Factors influencing mobile payment adoption and its role in promoting financial inclusion: an integrated reflective model with theory of planned behavior. In International Conference on Business and Technology (pp. 563-581). Cham: Springer International Publishing.	Click



2 ZERO HUNGER





2. Zero Hunger

2.1. Campus Food Waste Management

At Palestine Ahliya University (PAU), we are committed to supporting Palestine's Zero Hunger goal by implementing effective food waste management strategies. By measuring and analyzing food waste on campus, we aim to reduce waste volumes and minimize environmental impact. Our structured approach includes data collection to inform reduction strategies, raising awareness among students and staff about food waste's social and environmental implications, and partnering with local organizations to repurpose waste into compost or other sustainable resources. Recent efforts include improving data accuracy, hosting workshops on waste reduction, and fostering collaborations to create a culture of sustainability across the university community.

2.2. Student Hunger Alleviation

(Sustainable Food Provision)

PAU is dedicated to addressing food insecurity among students and supporting their academic success through sustainable food initiatives. These programs offer affordable, nutritious meals, contributing to students' well-being and reducing hunger on campus. By ensuring access to healthy food options, promoting awareness about nutrition, and encouraging sustainable eating habits, PAU fosters an inclusive environment where students can thrive academically, physically, and emotionally. These efforts align with Palestine's Zero Hunger vision, ensuring no student is left behind due to food insecurity.

2.3. Sustainability Graduate Enhancement - Agriculture and Aquaculture

(Graduate Tracking in Agriculture and Aquaculture)

PAU is leading efforts to promote sustainability education in agriculture and aquaculture, preparing graduates to advance sustainable practices in Palestine. With a focus on practical application, our academic programs are aligned with global standards to address local food security and resource management challenges. Initiatives include specialized training workshops, skill development for students and faculty, and strategic partnerships with local and international institutions to strengthen research and innovation. These efforts aim to empower future professionals in agriculture and aquaculture with the knowledge and tools to contribute to sustainable development and food security in Palestine.

2.4. Contribution to National Food Security and Sustainable Agriculture

(Farmer Engagement and Support, University Facilities Access Procedure Sustainable Purchasing)

PAU plays a pivotal role in contributing to national food security and promoting sustainable agriculture practices in Palestine. We actively support local farmers by providing access to university facilities, resources, and training programs that focus on sustainable agricultural technologies. By hosting agricultural events and strengthening collaborations with regional organizations, we empower farmers to enhance productivity while adopting environmentally responsible practices. Additionally, PAU has updated its sustainable purchasing policies to prioritize local products, reducing its environmental footprint while supporting the Palestinian



Sustainability Report 2024



economy. These initiatives directly align with national goals for food security and sustainable development, fostering resilience and self-reliance in local agriculture.

2.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Food Waste Total	91%	93%	96%
2.	Hunger Program Beneficiaries	87%	89%	92%
3.	Agriculture & Aquaculture Graduates	83%	85%	88%
4.	Farmer Events Organized	86%	88%	91%
5.	Farmers Using Facilities	88%	90%	93%
6.	Local Sustainable Purchases	89%	91%	94%

2.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Food Parcels	GO

2.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Qumsiyeh, E., & Sabha, M. (2023, December). Utilizing Convolutional Neural Networks and KMeans Clustering for Efficient Plant Leaf Disease Detection. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-7). IEEE.	Click



3 GOOD HEALTH AND WELL-BEING





3. Good Health and Well-being

3.1. Sustainability Graduate Enhancement - Health Professions.

(Graduate Tracking in Health Professions)

Palestine Ahliya University (PAU) is committed to equipping health profession graduates with the skills and knowledge to integrate sustainability into their practices. By incorporating environmental and social responsibility into health curricula, PAU ensures that students are well-versed in the importance of sustainable healthcare practices. Hands-on training and workshops enhance their understanding and application of these principles, preparing them to contribute meaningfully to sustainable health initiatives. Collaborations with local and international health institutions provide specialized training opportunities, reinforcing PAU's role in producing competent professionals dedicated to advancing sustainability in the health sector.

3.2. Sustainable Health Services Delivery

(Sexual and Reproductive Health Services, Sexual Health Education, Health Education, Student Mental Health Counseling, Staff Mental Health Support, Providing various health services to the university community)

PAU prioritizes the delivery of sustainable and inclusive health services to support the well-being of its community. A wide range of services, including mental health counseling, sexual and reproductive health education, and general health education, aim to foster a healthier campus environment. PAU collaborates with health organizations to enhance the quality of these services and raise awareness on critical health topics such as stress management and sexual health. Additional resources have been allocated to mental health support, ensuring that both students and staff have access to necessary psychological care, contributing to a thriving academic and work environment.

3.3 Health Collaboration

(Health Collaborations, Health Sustainability Internship Program, Community Health Outreach, Sports Facilities Access, Postgraduate Scholarship - Health Specialties)

PAU is dedicated to promoting public health and well-being through robust collaborations with health institutions at the local and international levels. These partnerships facilitate knowledge exchange, enhance health services, and support both campus and community health. Key initiatives include signing new collaboration agreements, developing a sustainability-focused health internship program, and conducting outreach programs to increase health awareness in the broader community. Additionally, PAU promotes physical well-being by providing access to sports facilities and offers postgraduate scholarships in health specialties to nurture expertise in sustainable health practices, shaping a healthier and more resilient society.

3.4. Smoke-Free

(Smoke-Free Policy Implementation)

PAU is committed to maintaining a smoke-free campus to promote the health and well-being of its students, staff, and visitors. A comprehensive smoke-free policy is enforced across all university buildings and outdoor spaces, fostering a safe and healthy environment. Awareness campaigns emphasize the harmful effects of smoking and the benefits of a smoke-free lifestyle. Counseling services are available to support individuals who wish to quit smoking. To ensure



compliance, PAU has established an effective monitoring and reporting system, reflecting its dedication to cultivating a clean, health-conscious campus environment.

3.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1	Health Professions Graduates	93%	95%	98%
2	Health Education Participants	89%	91%	94%
3	Sustainable Health Beneficiaries	91%	93%	96%
4	Health Cooperation Agreements	92%	94%	97%
5	Healthcare Outreach Programs	89%	91%	94%
6	Smoke-Free Policy Compliance	93%	95%	98%

3.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Breast Cancer Awareness	GO
2.	Diabetes Awareness	GO
3.	Pink October	GO

3.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Abufara, A., Amro, A., & Ahmad, M. S. (2024). The effect of physiotherapy intervention on functional outcomes among COVID-19 patients: Clinical experimental study. <i>Physiotherapy Research International</i> , 29(4), e2136.	Click
2.	Dwaib, H., & Michel, M. C. (2024). Adrenoceptor Expression and Function in the Endocrine Pancreas. <i>Adrenoceptors</i> , 639-664.	Click
3.	Abutrabi, I. H., Ayed, A., Malak, M. Z., & Batran, A. (2024). Knowledge, Attitudes, and Practices Toward Retinopathy of Prematurity Among Neonatal Intensive Care Nurses: A Cross-sectional Study. <i>INQUIRY: The Journal of Health Care Organization, Provision, and Financing</i> , 61, 00469580241249431.	Click
4.	Ahmad, M. S., & Mohammad, H. (2024, February). Statistical calculation of beta radiotherapy dose using I-131: analysis and simulation method. In <i>Journal of Physics: Conference Series</i> (Vol. 2701, No. 1, p. 012026). IOP Publishing.	Click
5.	Dwaib, H. S., & Michel, M. C. (2023). Is the β_3 -Adrenoceptor a Valid Target for the Treatment of Obesity and/or Type 2 Diabetes?. <i>Biomolecules</i> , 13(12), 1714.	Click
6.	Ahmad, M. S., & Hjouj, M. (2023, November). Efficacy of 18F-FDG-PETCT Scanning in Accurately Detecting Metastases in Patients with Undetected Primary Cancer. In <i>Proceedings of the 2023 6th International Conference on Digital Medicine and Image Processing</i> (pp. 94-97).	Click
7.	Shatat, M., Ahmad, M. S., & Hjouj, M. (2023, November). The Role of Cardiac MRI and Echocardiography in the Treatment of Cardiac Disorders in the Palestinian Health System. In <i>Proceedings of the 2023 6th</i>	Click



Sustainability Report 2024



	International Conference on Digital Medicine and Image Processing (pp. 130-135).	
8.	Tamimi, Q., S. Ahmad, M., & Hjouj, M. (2023, November). Mastering Patient Preparation for Precise Balancing of Bladder and Rectal Radiation during Prostate Radiotherapy. In Proceedings of the 2023 6th International Conference on Digital Medicine and Image Processing (pp. 117-123).	Click
9.	Khlaif, Z. N., Sanmugam, M., Hattab, M. K., Bensalem, E., Ayyoub, A., Sharma, R. C., ... & Bsharat, T. R. (2023). Mobile technology features and technostress in mandatory online teaching during the COVID-19 crisis. Heliyon, 9(8).	Click
10.	Ahmad, M. S., Iyad, N., Felat, J. W., Jabari, J., Aljabari, S., & Mohammad, H. (2023, December). Radiation Dose Assessment in PET ICT Imaging: A Comparative Analysis of CT-Expo and VirtualDose™ CT Software's Across Diverse Body Mass Indexes in Oncologic Patients. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-7). IEEE.	Click



4 QUALITY EDUCATION





4. Quality Education

4.1. Teaching Qualification Enhancement.

(Teaching Certification Program Delivery)

Palestine Ahliya University (PAU) is committed to enhancing the teaching qualifications of its faculty and graduates through specialized certification programs designed to elevate teaching standards and align with global higher education benchmarks. These programs combine practical methodologies with theoretical frameworks to ensure a high-quality educational experience. Recent advancements include the introduction of comprehensive evaluation mechanisms to assess the certifications' impact on teaching performance and the establishment of collaborations with international accreditation bodies to expand access to recognized teaching certifications. These initiatives promote professional development and uphold excellence in education at PAU.

4.2. Free Access to Educational Resources

(Free Library and Educational Resources Access)

PAU prioritizes equitable learning opportunities by offering free access to diverse educational resources, including its library facilities, digital platforms, and academic courses, for both the university and the local community. Expanding digital channels and enhancing infrastructure have been key steps to ensure seamless resource accessibility. Regular evaluations ensure the resources remain relevant, efficient, and effective. These initiatives cultivate a culture of knowledge-sharing and accessibility, aligning with PAU's mission to serve as a hub for learning and academic excellence in the region.

4.3 Equal Opportunity and Non-Discrimination

(Monitoring and Evaluation of Equal Access)

PAU is dedicated to fostering an inclusive academic and administrative environment that ensures equal opportunities and eliminates all forms of discrimination. Policies are reinforced through awareness and training programs that emphasize the importance of diversity and inclusion in education, employment, and services. A confidential and transparent process allows students and staff to report discrimination cases, ensuring timely and effective resolution. Regular policy reviews are conducted to align with the principles of equity and non-discrimination, reinforcing PAU's commitment to creating a fair and respectful community for all.

4.4. First-Generation Student Support

(First-Generation Student Mentoring Programs)

PAU recognizes the unique challenges faced by first-generation students and is dedicated to their academic and social success. Tailored mentoring programs provide guidance to help these students navigate university life while building essential skills. Current initiatives include the development of specialized mentoring content, increasing the availability of academic advisors for personalized support, and implementing monitoring systems to track students' academic progress and social integration. By addressing the specific needs of first-generation students, PAU fosters an environment that encourages their growth and success.



4.5. Managing Educational Activities for the Public (Internal and External) (Educational Events Management- Internal and External)

PAU is committed to hosting impactful educational events, both internally for the university community and externally for the broader public. A structured management framework ensures these events are organized efficiently and deliver significant value. Mechanisms to measure community impact and annual progress help refine the approach to event planning. Collaborations with local partners extend the reach and effectiveness of external initiatives, while dedicated training for event organizers enhances the quality of educational activities. Through these efforts, PAU strengthens its role as a leader in promoting knowledge dissemination and lifelong learning in Palestine.

4.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1	Teaching Certification Enrolees	94%	96%	99%
2	Free Resource Users	91%	93%	96%
3	Anti-Discrimination Policy Compliance	93%	95%	98%
4	First-Gen Completion Rate	93%	95%	98%
5	Internal Education Event Participants	93%	95%	98%
6	External Education Event Participants	92%	94%	97%

4.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1	Distribution of Bags	GO
2	Scholarships	GO
3	Graduation Ceremony	GO
4	Education and Technology Conference	GO

4.8. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Zeer, M., Sijaj, R. W., Ghannam, J. A., & Kanan, M. (2023, December). Ethics of Artificial Intelligence in University Education. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-4). IEEE.	Click
2.	Qaddumi, H., Smith, M., Alawneh, Y., Shawamreh, N., Bakeer, A., & Itemizeh, M. (2023). Palestinian undergraduate learners' foreign language classroom anxiety in online environments.	Click
3.	Toqan, D., Ayed, A., Amoudi, M., Alhalaiqa, F., Alfuqaha, O. A., & ALBashtawy, M. (2022). Effect of progressive muscle relaxation exercise on anxiety among nursing students in pediatric clinical training. SAGE open nursing, 8, 23779608221090002.	Click
4.	Hijazi, H. W., & Itmazi, J. A. (2013, May). Crawler based context aware model for distributed e-courses through ubiquitous computing at higher education institutes. In 2013 Fourth International Conference on e-Learning "Best Practices in Management, Design and Development of e-Courses: Standards of Excellence and Creativity" (pp. 9-14). IEEE.	Click



Sustainability Report 2024



5.	Hamad, N., Hussein, A., Allan, B., Karakra, N., & Daher, W. (2024). The effect of PIQMAS application on the engagement processes of upper basic stage mathematics and science students. Eurasia Journal of Mathematics, Science and Technology Education, 20(2), em2405.	Click
6.	Mosleh, S. M., Afzal, A. R., & Jubeh, R. S. (2024). The Level of Students' Satisfaction with Their Academic Performance in e-learning Through Learning Platforms. In Artificial Intelligence-Augmented Digital Twins: Transforming Industrial Operations for Innovation and Sustainability (pp. 253-263). Cham: Springer Nature Switzerland.	Click



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



6 CLEAN WATER AND SANITATION





6. Clean Water and Sanitation

6.1. Campus Water Consumption Management

6.2 Water Treatment and Reuse

(Waste Water Treatment, Water Pollution Prevention, Water Reuse)

PAU strives to ensure sustainable water resource management by adopting advanced practices in wastewater treatment and reuse. These initiatives aim to reduce environmental impact by enhancing water quality and promoting safe reuse of treated water. The University continually updates its water treatment systems to comply with the latest environmental standards, while conducting awareness programs to inform students and staff about the benefits of water reuse. Collaborations with local institutions further extend the use of treated water beyond the campus, contributing to broader sustainability efforts.

6.3 Water Management Education and Awareness

(Community Water Management Education, Water Usage Awareness Campaign)

PAU is dedicated to fostering environmental awareness and reducing water consumption through educational programs on water resource management. The University encourages sustainable water practices both on campus and within the local community. Key initiatives include regular awareness campaigns, workshops, and training sessions to enhance understanding of water sustainability. Through partnerships with local organizations, PAU develops collaborative programs focused on improving water conservation and quality, empowering students and the broader community to engage in responsible water management.

6.4. Water Security and Conservation Collaboration

(Water Security Collaboration, Off-Campus Water Conservation Support Procedure)

PAU is committed to promoting water security and conservation through strategic collaborations with government and community organizations. These joint efforts focus on sustainable water resource management both on and off-campus. Key initiatives include developing cooperative programs to share expertise on water conservation practices and hosting workshops to raise community awareness about the importance of water and conservation techniques. By working with local partners, PAU strengthens regional water security and contributes to broader conservation efforts.

6.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Per Capita Water Efficiency Use	92%	94%	97%
2.	Water Conservation Compliance	93%	95%	98%
3.	Water Reuse Rate	89%	91%	94%
4.	Water Education Programs	90%	92%	95%
5.	Water Awareness Campaigns	88%	90%	93%
6.	Water Security Partnerships	87%	89%	92%



6.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Blue Filter Project	GO

6.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Shakarna, M., Jaradat, O., Kanan, M., Shalaldah, A., & Shalaldah, M. (2023, December). Energy-Saving Gypsum Bricks with Recycled Stone Powder for Sustainable Buildings. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-6). IEEE.	Click
2.	Salameh, D., Dannoun, R., Zawahra, I., Sara, M. R. A., Alkhateeb, J. H., Taqatqa, S., & Kanan, M. (2023, December). Solar Photovoltaic Panels Detection Using Machine Learning Algorithms. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-5). IEEE.	Click
3.	Shakarna, M., Jaradat, O., Kanan, M., Shalaldah, A., & Shalaldah, M. (2023, December). Energy-Saving Gypsum Bricks with Recycled Stone Powder for Sustainable Buildings. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-6). IEEE.	Click



7 AFFORDABLE AND CLEAN ENERGY





7. Affordable and Clean Energy

7.1. University Building Energy Efficiency

(Water Security Collaboration, Off-Campus Water Conservation Support)

Palestine Ahliya University (PAU) is committed to achieving energy efficiency across all campus buildings and facilities. By incorporating advanced energy-saving standards in both new constructions and renovations, PAU aims to minimize energy consumption and reduce carbon emissions, aligning with global environmental goals. Key initiatives include staying up-to-date with international energy efficiency standards, applying these practices in every construction and renovation project, and conducting workshops to educate faculty, staff, and students on energy-saving practices. Furthermore, collaborations with specialized sustainable energy institutions support knowledge exchange and the adoption of advanced technologies, positioning the University as a leader in energy efficiency.

7.2 Carbon Management and Emissions Reduction

(Carbon Emissions Management)

PAU is dedicated to reducing its carbon emissions and minimizing its environmental impact through innovative strategies, such as integrating solar panels and other renewable technologies across campus. By enhancing energy efficiency, investing in low-carbon energy sources, and adhering to eco-friendly standards in all facilities and future projects, the University aims to foster a sustainable campus environment. Key initiatives include developing a long-term carbon reduction plan with clear targets, organizing training programs and workshops on sustainable practices, and implementing solar panels to meet energy needs with renewable power. Regular assessments of carbon management procedures ensure continued progress in achieving PAU's environmental goals, establishing it as a leader in carbon management and sustainability.

7.3 Energy Efficiency and Clean Energy Education

(Community Energy Efficiency Education Programs)

PAU is committed to promoting energy efficiency and clean energy education through dedicated awareness programs aimed at both students and the local community. These programs enhance understanding of energy conservation and the adoption of clean energy technologies, fostering a culture of environmental sustainability. Key efforts include organizing workshops and educational lectures to inform the community about energy efficiency and the benefits of clean energy. Partnerships with local organizations and government bodies further amplify sustainable energy awareness, while the University continues to integrate renewable energy and energy efficiency topics into its academic programs.

7.4. Innovation and Low-Carbon Economy Support

(Low-Carbon Economy Startups Support, Local Industry Energy Efficiency Consulting)

PAU is dedicated to driving innovation and advancing a low-carbon economy by creating an environment that supports clean energy entrepreneurs and startups. Through consulting services and technical assistance, the University contributes to the development of sustainable solutions that reduce environmental impact and support a green economy. Key initiatives include increasing funding for startups in low-carbon fields, forming partnerships with industrial sectors to expand consulting services on energy efficiency, and offering specialized training



Sustainability Report 2024



programs to enhance skills in clean energy innovation and entrepreneurship. These efforts position PAU as a catalyst for sustainable economic growth and environmental stewardship.

7.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Energy Standards Compliance	92%	94%	97%
2.	Energy Efficiency Improvement Rate	93%	95%	98%
3.	CO2 Reduction Rate	92%	94%	97%
4.	Emission Reduction Initiatives	93%	95%	98%
5.	Community Education Programs	89%	91%	94%
6.	Industry Consulting Services	90%	92%	95%

7.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Ahliya Solar Energy Company	GO
2.	Solar Energy Program	GO



8 DECENT WORK AND ECONOMIC GROWTH





8. Decent Work and Economic Growth

8.1. Fair and Equitable Wage

(Living Wage Compliance Review, Gender Pays Gap Review, Employee Rights and Pay Appeals)

Palestine Ahliya University (PAU) is committed to ensuring fair and equitable wages for all employees, with a focus on living wage standards and promoting pay equity across gender and demographic groups. This commitment creates a transparent, balanced work environment that values employee rights and enhances job satisfaction. Key initiatives include conducting annual reviews to ensure compliance with living wage standards, implementing a confidential and secure system for reporting pay-related grievances, and ensuring fair investigations of these concerns. Additionally, the University promotes internal communication to raise awareness about fair wage policies and encourages feedback to improve employee satisfaction and uphold pay equity.

8.2. Labour Rights and Non-Discrimination

(Workplace Anti-Discrimination, Union and Labour Rights Recognition, Long-Term Employment Contract Monitoring)

PAU is dedicated to fostering a workplace based on equality and respect for labor rights, free from discrimination, and supportive of equal opportunities for all employees. The University works to protect workers' rights, enhance union participation, and affirm essential labor standards. To uphold these values, PAU prepares annual reports on labor rights and workplace equality, providing senior management with insights for potential policy improvements. Employees are encouraged to participate in union activities, with administrative assistance and a cooperative approach between management and unions. Regular sessions are organized to inform employees about their rights and labor policies, ensuring a fair and transparent work environment.

8.3. Outsourced Labour Rights

(Supplier Labour Rights Compliance Review)

PAU is committed to upholding labor rights for outsourced personnel by ensuring all suppliers and external partners comply with established labor standards. This policy guarantees a fair and ethical work environment for everyone involved in university activities. Key initiatives include implementing a robust system to regularly monitor and evaluate supplier compliance with labor rights, conducting awareness programs on the importance of these standards, and taking strict actions against non-compliant suppliers, such as issuing warnings or terminating contracts. These efforts reinforce PAU's dedication to equitable treatment across all partnerships.

8.4. Anti-Forced Labour and Anti-Human Trafficking

(Forced Labour and Human Trafficking Risk Assessment)

PAU is committed to preventing forced labor and human trafficking by implementing comprehensive protective policies. This includes establishing procedures to identify, report, and address instances of forced labor or trafficking, ensuring compliance with both local and international laws. Key actions involve providing training programs for employees and administrators to recognize the signs of forced labor, strengthening partnerships with legal authorities to enforce protective policies, and developing secure reporting channels for



suspected cases. These initiatives foster a safe, rights-respecting work environment and reinforce PAU's stance against exploitation.

8.5. Student Work Placement and Development (Student Work Placement Provision)

PAU is dedicated to providing students with valuable practical training opportunities that enhance job readiness and foster academic and professional growth. Through partnerships with local and international companies, the University offers multi-disciplinary fieldwork experiences to build essential job market skills. To ensure effective training, PAU is developing an electronic monitoring system to evaluate student performance during and after placements. Additionally, preparatory courses are offered to maximize the benefits of work placements, helping students establish a strong foundation for career success upon graduation.

8.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Living Wage Employees	94%	96%	99%
2.	Pay Equity Satisfaction Rate	93%	95%	98%
3.	Discrimination Complaints Addressed	95%	97%	100%
4.	Labor Rights Compliance	91%	93%	96%
5.	Anti-Forced Labor Compliance	95%	97%	100%
6.	Post-Placement Employment Rate	90%	92%	95%

8.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Stock Market Growth Seminar	GO
2.	Entrepreneurship Workshop	GO

8.8. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Khattab, M., Jaradat, O., Hachemi, S., Suleiman, H., Benzetta, H., & Shakarna, M. (2024). An experimental study on the use of waste marble as replacement of aggregates and cement in construction material. <i>Innovative Infrastructure Solutions</i> , 9(7), 269.	Click
2.	Ajouz, M., Shehadeh, M., Jabarin, R., Sharar, S. A., Jawabra, S., & Salman, W. (2024, February). Is FinTech Catalyst or Constraint for Banking Performance?. In <i>2024 2nd International Conference on Cyber Resilience (ICCR)</i> (pp. 1-5). IEEE.	Click
3.	Ajouz, M., Abuamria, F., & Hammad, J. (2021, November). Factors influencing mobile payment adoption and its role in promoting financial inclusion: an integrated reflective model with theory of planned behavior. In <i>International Conference on Business and Technology</i> (pp. 563-581). Cham: Springer International Publishing.	Click



9 INDUSTRIES, INNOVATION AND INFRASTRUCTURE





9. Industry, Innovation and Infrastructure

9.1. University Spin-Off Support

(Spin-Off Project Mentorship and Support)

Palestine Ahliya University (PAU) is committed to fostering innovation and entrepreneurship by supporting spin-off projects that emerge from academic research and innovations within the university community. This includes providing a nurturing environment for these initiatives to thrive. Key actions involve allocating additional financial resources to assist spin-off projects during their early stages, offering specialized training programs and workshops for aspiring entrepreneurs, and strengthening partnerships with external entities to secure additional funding opportunities. Through these efforts, PAU empowers spin-off projects, driving innovation and contributing to the broader entrepreneurial ecosystem.

9.2. Industrial and Commercial Research Funding and Revenue Enhancement

(Industry and Commerce Research Partnership Development)

PAU is dedicated to increasing research funding by cultivating partnerships with industrial and commercial sectors, aimed at driving innovation, supporting sustainable development, and generating revenue from research projects. To strengthen these efforts, PAU is developing strategies to attract new partnerships, providing incentives for researchers and faculty members who secure research contracts, and establishing a database to monitor and evaluate the effectiveness of research collaborations. This approach ensures continuous improvement in research partnerships, fostering mutual benefits that enhance both academic and industry outcomes.

9.3 Academic Resources and Targeted Research Expansion

(Academic Resources Allocation by Subject Area)

PAU is committed to advancing academic resources and research in strategic fields that foster academic innovation and address industry and community needs. This includes prioritizing the development of key academic disciplines by ensuring optimal allocation of resources and faculty support, thus strengthening both research and educational capacities. Key initiatives involve regular reviews to assess resource requirements across disciplines, reinforcing partnerships with industry and community organizations to support the expansion of strategic fields, and promoting continuous development and training programs for faculty. These efforts ensure a dynamic and forward-thinking academic environment that aligns with both local and global demands.

9.4. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Supported Spin-Offs	89%	91%	94%
2.	Industrial Research Income	91%	93%	96%
3.	Industry Research Contracts	92%	94%	97%
4.	STEM Academic Staff	94%	96%	99%
5.	Medicine Academic Staff	94%	96%	99%
6.	Arts & Humanities Staff	93%	95%	98%



9.5. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Equal Access to Academic Programs	GO
2.	Equality Workshop	GO
3.	Activity for People with Disabilities: More Opportunities	GO

9.6. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Jaradat, O., Shakarna, M., Gadri, K., Suleiman, H., Khattab, M., Sirhan, A., & Guettala, A. (2024). Sustainable valorisation of sand concrete properties using quarry waste as crushed sand. Asian Journal of Civil Engineering, 25(7), 5533-5546.	Click
2.	Shehadeh, H., Al-Manshawi, A. B. J., Ajouz, M., & Kanan, M. (2024). The Impact of Supply Chain Management Practices on Total Quality Management in Industrial Companies. In Business Analytical Capabilities and Artificial Intelligence-enabled Analytics: Applications and Challenges in the Digital Era, Volume 2 (pp. 399-413). Cham: Springer Nature Switzerland.	Click



10 REDUCED INEQUALITIES





10. Reduced Inequalities

10.1. First-Generation Student Support

(Tracking First-Generation Students, Mentoring Programs for First-Generation Students)

Palestine Ahliya University (PAU) is committed to supporting first-generation students by providing tailored mentoring and academic support programs that foster their academic success and ease their transition to university life. Key initiatives include developing specialized mentoring programs to strengthen their academic skills, offering additional scholarships and financial aid to alleviate financial burdens, and organizing awareness events to promote engagement in university activities. These efforts create a supportive environment that helps first-generation students build meaningful academic and social connections, enhancing their overall higher education experience.

10.2. International Students from Developing Countries Support

(Scholarships for International Students from Developing Countries)

PAU is dedicated to supporting international students from developing countries by offering accessible educational opportunities, including scholarships, academic support, and services that foster an inclusive educational environment. These initiatives encourage cultural diversity and knowledge exchange while contributing to the development of students' home countries. Key efforts include expanding scholarship programs to increase the number of available seats for international students, developing tailored academic and social support services such as orientation and mentoring programs, and strengthening partnerships with universities and institutions in developing countries to enhance academic collaboration and student exchange opportunities. Through these actions, PAU creates a welcoming and enriching environment for international students.

10.3. Disability Inclusion and Support

(Accessible Facilities for People with Disabilities, Disability Support Services - reasonable accommodation- including adequately funded)

PAU is committed to creating an accessible and inclusive environment for students with disabilities by providing a range of services that ensure equal opportunities. Key efforts include ensuring that campus facilities are accessible, providing tailored disability support services, and ensuring reasonable accommodation is provided for all students in need. Additionally, the University works to guarantee that these services are adequately funded and accessible, helping students with disabilities achieve their full academic potential in a supportive environment.

10.4. Anti-Discrimination and Anti-Harassment

(Anti-Discrimination and Anti-Harassment Complaints, Anti-Discrimination Workshops Procedure)

PAU is dedicated to fostering a safe and inclusive environment by preventing all forms of discrimination and harassment, ensuring fair treatment and mutual respect for all members of the university community. This policy promotes equality in both work and study settings, in alignment with applicable regulations. Key initiatives include expanding training programs on anti-discrimination and anti-harassment for staff and students, improving confidential reporting channels for complaints, and conducting annual reviews of policies and procedures to maintain



a high standard of inclusivity. Through these efforts, PAU promotes a respectful and equitable environment for everyone.

10.5. Diversity and Equality Support (Support Programs for Underrepresented Groups)

PAU is committed to fostering diversity and equality by implementing comprehensive programs and policies that support the representation and inclusion of underrepresented groups within the university community. These initiatives include creating a fair and inclusive environment, promoting cross-cultural understanding, and encouraging mutual respect among all members. Key actions involve expanding diversity and equality awareness programs, involving the local community alongside students and staff, developing regular training for faculty and administrative staff on inclusive practices, and establishing dedicated campus spaces for open discussions on diversity and equality. These efforts contribute to building an integrated, understanding campus community that celebrates diversity and supports all individuals.

10.6. Strategic Key Performance Indicators (KPIs)

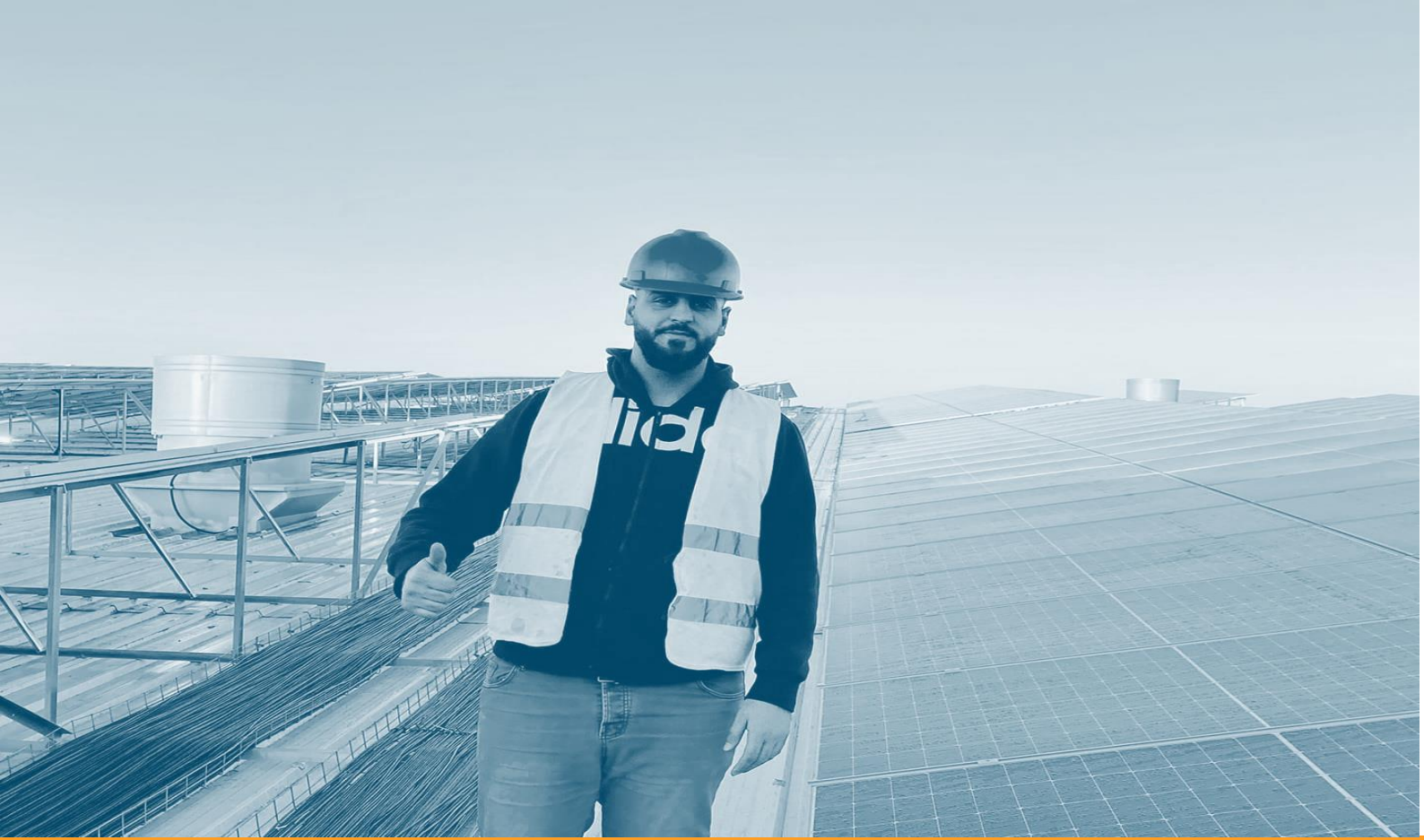
SN	KPI	2021/2022	2022/2023	2023/2024
1.	First-Generation Students	91%	93%	96%
2.	Intl. Students from Developing Countries	93%	95%	98%
3.	Accessible Facilities Rate	94%	96%	99%
4.	Disability Support Beneficiaries	94%	96%	99%
5.	Discrimination & Harassment Complaints Addressed	95%	97%	100%
6.	Underrepresented Group Beneficiaries	93%	95%	98%

10.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Field Visit for Civil Engineering Students	GQ
2.	University Expansion Works	GQ
3.	Opening of the New Campus	GQ

10.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Musleh, A., & Ahmad, S. (2024). Ijara of specified benefits and forward Ijara as a form of finance in Islamic banks in the virtual era. Journal of Islamic Marketing.	Click
2.	Zeer, M., Siaj, R. W., Ghannam, J. A., & Kanan, M. (2023, December). Ethics of Artificial Intelligence in University Education. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI) (pp. 1-4). IEEE.	Click



11 SUSTAINABLE CITIES AND COMMUNITIES





11. Sustainable Cities and Communities

11.1. Arts and Cultural Heritage Support

(Public Access to Heritage Buildings and Landscapes, Public Arts Events Organization)

Palestine Ahliya University (PAU) is committed to supporting arts and cultural heritage while fostering public appreciation and access to culturally significant facilities, such as heritage buildings and landscapes. By organizing cultural and artistic events, PAU enriches the cultural experience for students and the surrounding community while emphasizing the importance of preserving heritage and the arts. Key initiatives include:

- Expanding open cultural events to enhance community participation.
- Strengthening collaborations with local cultural institutions to diversify artistic and heritage-related activities.
- Developing student training programs to promote the value and significance of cultural preservation.

These efforts ensure that heritage and the arts are celebrated and preserved for future generations while building strong community ties.

11.2. Sustainable Commuting and Housing Practices

(Sustainable Commuting Measurement and Promotion, Affordable Housing Provision for Students and Staff, Remote Working and Telecommuting Encouragement)

PAU is dedicated to reducing the environmental and economic impacts of commuting and housing by adopting sustainable practices and providing affordable options for students and staff. Key actions include:

- Increasing the availability of electric vehicle charging stations to promote the use of electric cars.
- Developing bike lanes and facilities to support cycling and other sustainable commuting methods.
- Launching awareness programs that highlight the environmental benefits of sustainable commuting practices.

Additionally, affordable housing is provided for students and staff to ensure accessible living arrangements near campus. Remote working options are encouraged to further reduce commuting needs, contributing to a greener, more inclusive university environment.

11.3. Sustainable Building and Campus Planning

(Sustainable Building Standards, Pedestrian Access Priority, Local Authority Collaboration for Community Planning)

PAU prioritizes sustainable building and campus planning to minimize environmental impacts and foster a healthy, accessible campus environment. By adhering to recognized sustainable building standards, the University ensures energy-efficient and eco-friendly infrastructure. Key initiatives include:

- Prioritizing pedestrian access to encourage walkability across campus and reduce dependence on vehicles.



Sustainability Report 2024



- Collaborating with local authorities to align campus developments with broader sustainability and community planning objectives.
 - Expanding infrastructure for sustainable commuting, such as additional electric vehicle charging stations.
- These efforts reinforce the University's commitment to environmental stewardship, accessibility, and integration with the surrounding community.

11.4. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Public Arts Events	93%	95%	98%
2.	Sustainable Commuting Rate	94%	96%	99%
3.	Affordable Housing Units	93%	95%	98%
4.	Remote Work Participation	81%	83%	86%
5.	Sustainable Building Compliance	95%	97%	100%
6.	Local Authority Projects	91%	93%	96%

11.5. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	You Are Stronger Than Crises... Examine and Be Assured	Go
2.	From Dream to Reality: Success Stories and Steps to Excellence	Go



12 RESPONSIBLE CONSUMPTION AND PRODUCTION





12. Responsible Consumption and Production

12.1. Ethical Sourcing of Food and Supplies

(Supplier Ethical Sourcing Assessment)

Palestine Ahliya University (PAU) is committed to advancing sustainability and social justice by ensuring ethical sourcing practices across its supply chain for food and other supplies. This commitment prioritizes responsible environmental and social standards among suppliers. Key initiatives include:

- Establishing regular assessments to evaluate supplier compliance with ethical sourcing standards.
- Raising awareness within the University community about the importance of ethical sourcing and encouraging the adoption of sustainable practices.
- Building strategic partnerships with suppliers who demonstrate a commitment to environmental and social responsibility. These efforts contribute to the development of a supply chain that reflects the University's dedication to sustainability and equitable practices.

12.2. Hazardous Waste Management

(Hazardous Waste Disposal Management)

PAU is dedicated to ensuring the safe and responsible management of hazardous waste to protect both the campus community and the environment. Through rigorous compliance with environmental standards, the University promotes sustainability and safety. Key measures include:

- Providing regular training for staff and students on the proper handling of hazardous waste.
- Implementing an electronic tracking system to monitor waste from generation to disposal.
- Partnering with specialized waste management organizations to guarantee environmentally sound disposal methods. These actions reinforce the University's commitment to sustainability while fostering a safe and eco-friendly campus environment.

12.3. Recycled Waste Management and Measurement

(Waste Generation and Recycling Measurement)

PAU actively promotes sustainability by enhancing its waste recycling processes, minimizing landfill contributions, and fostering a campus culture centered on environmental responsibility. Key initiatives include:

- Integrating sustainability and recycling education into academic programs to raise awareness.
- Partnering with local and global waste management organizations to adopt best recycling practices.
- Organizing regular campus clean-up campaigns to engage the community in waste management efforts.



To ensure continuous improvement, the University tracks waste generation and recycling rates, enabling data-driven decision-making for waste management strategies.

12.4. Plastic and Disposable Item Minimization (Plastic Reduction in Consumables)

PAU is committed to reducing the use of plastic and other non-biodegradable materials by adopting sustainable alternatives and educating the community about the environmental impacts of plastic waste. Key actions include:

- Conducting environmental awareness campaigns to highlight the significance of plastic reduction.
- Offering training sessions to assist departments in transitioning to eco-friendly alternatives.
- Collaborating with suppliers to prioritize sustainable product options over single-use plastics.

The University also monitors compliance through regular surveys, ensuring progress in reducing plastic waste and strengthening sustainability on campus.

12.5. Disposable Item Use Minimization (Disposable Item Reduction on Campus)

PAU is dedicated to minimizing disposable item usage on campus by promoting the adoption of reusable alternatives and fostering a culture of responsible consumption. Key initiatives include:

- Expanding awareness programs that emphasize the environmental benefits of reducing single-use items.
- Collaborating with campus vendors to make reusable products affordable and accessible.
- Providing training for staff and faculty on best practices in waste reduction and sustainable consumption.

These efforts contribute to creating an eco-friendly campus environment and encourage the entire University community to embrace sustainability as part of their daily lives.

12.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Ethical Sourcing Compliance	89%	91%	94%
2.	Hazardous Waste Safety Rate	95%	97%	100%
3.	Waste Recycled	90%	92%	95%
4.	Plastic Consumption Reduction	93%	95%	98%
5.	Reusable Products on Campus	91%	93%	96%
6.	Consumption Awareness Initiatives	90%	92%	95%

12.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Urban sustainable development Solutions Valuing Entrepreneurship	Go
2.	Blue Filter Project	Go



12.8. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Jaradat, O., Shakarna, M., Gadri, K., Suleiman, H., Khattab, M., Sirhan, A., & Guettala, A. (2024). Sustainable valorisation of sand concrete properties using quarry waste as crushed sand. <i>Asian Journal of Civil Engineering</i> , 25(7), 5533-5546.	Click
2.	Khattab, M., Jaradat, O., Hachemi, S., Suleiman, H., Benzetta, H., & Shakarna, M. (2024). An experimental study on the use of waste marble as replacement of aggregates and cement in construction material. <i>Innovative Infrastructure Solutions</i> , 9(7), 269.	Click
3.	Shakarna, M., Jaradat, O., Kanan, M., Shalaldah, A., & Shalaldah, M. (2023, December). Energy-Saving Gypsum Bricks with Recycled Stone Powder for Sustainable Buildings. In <i>2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEAI)</i> (pp. 1-6). IEEE.	Click



13 CLIMATE ACTION





13. Climate Action

13.1. Low Carbon Energy Use

(Low Carbon Energy Measurement)

Palestine Ahliya University (PAU) is committed to increasing the use of low-carbon energy solutions to reduce carbon emissions and enhance energy efficiency. This commitment is part of the University's broader effort to support sustainable development and minimize its environmental impact. Key actions include:

- Regularly measuring and tracking low-carbon energy usage to evaluate progress and effectiveness.
- Integrating renewable energy sources, such as solar or wind power, into campus energy systems.
- Optimizing energy systems to ensure efficiency and sustainability across all facilities. These initiatives align with global sustainability goals and significantly contribute to reducing PAU's carbon footprint, fostering an environmentally responsible campus.

13.2. Climate Change Education

(Climate Change Education Campaigns, Community and Government Climate Action Planning)

PAU is dedicated to advancing climate change education by promoting awareness and providing resources that prepare students, faculty, and the community to address climate-related challenges. Key initiatives include:

- Developing and delivering targeted climate change educational campaigns for the University and the broader community.
- Partnering with government agencies and non-profit organizations to host collaborative workshops on climate action planning.
- Continuously updating educational content to reflect the latest research on climate science and adaptation strategies. These actions support climate resilience by empowering individuals to contribute to sustainable practices and community-wide climate solutions.

13.3. Carbon Neutrality Target

(Carbon Neutrality Target Implementation, Emissions Reduction and Clean Energy Initiatives Procedure)

PAU is committed to achieving carbon neutrality through a comprehensive strategy that includes reducing emissions, promoting clean energy sources, and adopting innovative practices. Key measures include:

- Establishing clear timelines and step-by-step plans to meet carbon neutrality targets.
- Forming partnerships with clean energy organizations for technical expertise and solutions to reduce emissions.
- Enhancing energy efficiency in buildings and operations through advanced technologies.
- Educating the University community through workshops and campaigns about the importance of carbon neutrality and individual contributions to this goal.



Sustainability Report 2024



By implementing these initiatives, PAU demonstrates leadership in environmental responsibility and its dedication to a sustainable and carbon-neutral future.

13.4. Strategic Key Performance Indicators (KPIs)

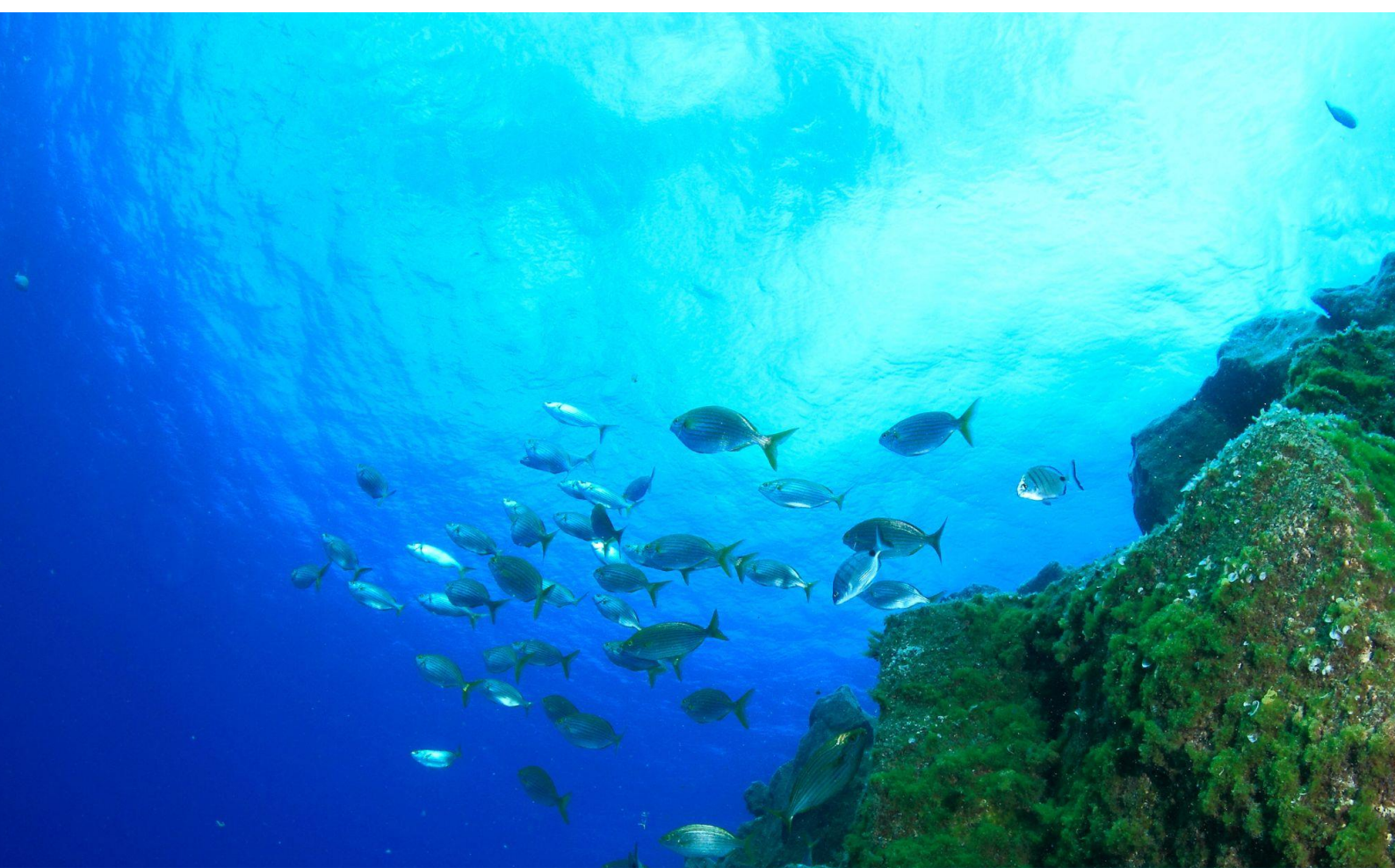
SN	KPI	2021/2022	2022/2023	2023/2024
1.	Low-Carbon Energy Use	93%	95%	98%
2.	Climate Education Programs	89%	91%	94%
3.	Climate Action Partnerships	88%	90%	93%
4.	Carbon Neutrality Target - 2027	93%	95%	98%
5.	Emission Reduction Rate	91%	93%	96%
6.	Clean Energy Initiatives	94%	96%	99%

13.5. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Climate Action Policy	Go
2.	U-SOLVE webinar explored adequate Sustainable Development Goals for Palestine	Go

13.6. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Khattab, M., Jaradat, O., Hachemi, S., Suleiman, H., Benzetta, H., & Shakarna, M. (2024). An experimental study on the use of waste marble as replacement of aggregates and cement in construction material. Innovative Infrastructure Solutions, 9(7), 269.	Click
2.	Shakarna, M., Khattab, A., Abudayyah, A., & Al-Jabareen, A. (2024). Utilization of Stone Cutting Industry Slurry in Cement Production.	Click



14 LIFE BELOW WATER





14. Life Below Water

14.1. Aquatic Ecosystems Education Support

(Fresh-Water Ecosystems Education Outreach, Sustainable Fisheries and Aquatic Tourism Awareness)

Palestine Ahliya University (PAU) is committed to promoting the importance of aquatic ecosystems by raising awareness and providing education on the conservation of freshwater and marine resources. This include:

- Launching awareness campaigns to educate the university and local community about the importance of aquatic ecosystems and their role in environmental sustainability.

14.2. Aquatic Ecosystems Conservation Action

(Marine Resource Conservation Events, Aquatic Ecosystems Protection Research and Development)

PAU is committed to actively conserving aquatic ecosystems by supporting research and initiating conservation projects. Key actions include:

- Collaborating with government agencies to align University activities with national and local conservation strategies.
- Offering grants for innovative faculty and student research on water resource protection and aquatic ecosystem conservation.

14.3. Marine Resources Sustainability and Waste Disposal

(Water Quality Standards for Waste Discharge, Plastic Waste Reduction Action Plan, Sustainable Aquatic Food Sourcing)

PAU is dedicated to reducing marine pollution and ensuring sustainable management of marine resources. Key measures include:

- Enforcing strict water quality standards for waste discharge to minimize environmental harm.
- Implementing a plastic waste reduction plan that emphasizes recycling, reusable alternatives, and campus-wide awareness.

14.4. Local Aquatic Ecosystems Stewardship

(Aquatic Ecosystems Health Monitoring, Watershed Management and Community Collaboration)

PAU is committed to the stewardship of local aquatic ecosystems by monitoring their health, fostering community collaboration, and advancing watershed management practices. Key actions include:

- Regularly assessing the health of aquatic ecosystems and providing actionable insights for conservation efforts.



Sustainability Report 2024



- Partnering with local communities and organizations to support biodiversity conservation and sustainable water management.

14.5. Strategic Key Performance Indicators (KPIs)

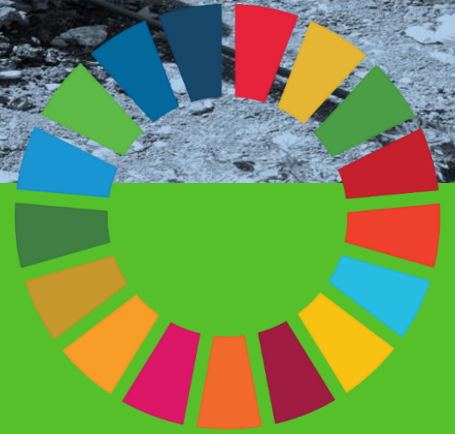
SN	KPI	2021/2022	2022/2023	2023/2024
1.	Freshwater Education Programs	91%	93%	96%
2.	Fisheries Awareness Events	87%	89%	92%
3.	Marine Conservation Events	86%	88%	91%
4.	Water Quality Compliance	95%	97%	100%
5.	Sustainable Aquatic Food Rate	91%	93%	96%
6.	Watershed Projects with Communities	89%	91%	94%

14.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Awareness to be done	

14.7. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Khattab, M., Jaradat, O., Hachemi, S., Suleiman, H., Benzetta, H., & Shakarna, M. (2024). An experimental study on the use of waste marble as replacement of aggregates and cement in construction material. Innovative Infrastructure Solutions, 9(7), 269.	GO



15 LIFE ON LAND





15. Life On Land

15.1. Sustainable Campus Food Farming

(Campus Sustainable Food Farming Practices Monitoring)

Palestine Ahliya University (PAU) is committed to promoting sustainable food farming practices on campus that support biodiversity and minimize environmental impact. Key initiatives include:

- Conducting workshops for students and staff to increase awareness of sustainable farming's benefits for the environment and food systems.
 - Expanding designated campus areas for sustainable farming, emphasizing environmentally responsible practices.
 - Collaborating with agricultural specialists to implement innovative and sustainable farming techniques.
 - Establishing monitoring systems to evaluate and improve the effectiveness of farming practices.
- These efforts align with the University's broader goals of ecological stewardship and sustainable food production.

15.2. Terrestrial Ecosystems Conservation and Restoration

(University Terrestrial Ecosystems Restoration, Sustainable Land Ecosystems Education Programme Delivery)

PAU actively supports the conservation and restoration of terrestrial ecosystems to preserve natural environments and enhance biodiversity. Key actions include:

- Partnering with local and international organizations to undertake restoration projects for forests and degraded lands.
- Regularly monitoring ecosystem health to identify areas needing intervention and track restoration progress.
- Leveraging modern technologies for sustainable land management and ecosystem restoration.
- Integrating restoration and conservation practices into educational programs, equipping students with practical knowledge and skills. Through these efforts, the University reinforces its commitment to ecosystem sustainability and biodiversity protection.

15.3. International Union for Conservation of Nature [IUCN] Red List Species Protection (Threatened Species Monitoring and Protection)

PAU is dedicated to protecting threatened species listed on the International Union for Conservation of Nature (IUCN) Red List and preserving their natural habitats. Key initiatives include:

- Providing specialized training for staff and students to raise awareness about the significance of conserving endangered species.
- Developing and implementing a management plan to protect biodiversity in campus-associated natural areas.



- Strengthening collaborations with environmental organizations to support local and global conservation initiatives.
- Conducting research and monitoring programs to safeguard threatened species and mitigate risks to their ecosystems. These actions affirm PAU's role in biodiversity conservation and habitat protection.

15.4. Alien Species Impact Reduction (Alien Species Control and Eradication)

PAU is committed to reducing the ecological impact of alien species on campus to protect local biodiversity. Key measures include:

- Launching awareness campaigns to educate students and staff on the risks posed by invasive species and the importance of their management.
 - Implementing regular monitoring systems to detect and address the presence of alien species promptly.
 - Collaborating with environmental organizations to conduct research on effective control and eradication methods.
 - Establishing policies to manage alien species and prevent their spread within the campus environment.
- These efforts help maintain ecological balance and reinforce the University's dedication to preserving local ecosystems.

15.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Sustainable Campus-Grown Food	93%	95%	98%
2.	Restored Ecosystem Areas	91%	93%	96%
3.	Ecosystem Education Programs	89%	91%	94%
4.	Sustainable Land Management Programs	87%	89%	92%
5.	IUCN Standards Compliance	90%	92%	95%
6.	Alien Species Impact Reduction	94%	96%	99%

15.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	U-SOLVE in Palestine shares the results of its mapping study on Urban Entrepreneurial Ecosystem	Go
2.	Stock Exchange Growth in the Palestinian Economy	Go



16 PEACE, JUSTICE AND STRONG INSTITUTIONS





16. Peace, Justice and Strong Institutions

16.1. University Governance Representation

(University Governance Representation Selection)

Palestine Ahliya University (PAU) is committed to fostering inclusive governance by ensuring diverse representation within its highest administrative body. Key initiatives include:

- Establishing structured mechanisms for electing representatives from students, faculty, and staff.
- Enhancing awareness campaigns to encourage active participation in elections and promoting democratic practices.
- Offering support to underrepresented groups, particularly women and students, to encourage their candidacy in governance roles.
- Conducting regular reviews of election procedures to maintain transparency and trust. These measures strengthen participatory governance and ensure the equitable representation of the University community in decision-making processes.

16.2. Transparency and Anti-Corruption

(University Financial Data Publication, Anti-Corruption and Organized Crime Compliance Review)

PAU upholds the highest standards of integrity and accountability by actively promoting transparency and preventing corruption. Key actions include:

- Regularly publishing comprehensive financial reports to foster trust and accountability.
- Implementing robust compliance measures to prevent organized crime and corruption.
- Providing training programs for employees to cultivate a culture of transparency and integrity.
- Establishing secure, confidential channels for reporting corruption, with protections for whistleblowers.
- Continuously enhancing internal controls and monitoring mechanisms to ensure adherence to anti-corruption standards. These initiatives reinforce PAU's commitment to maintaining ethical and transparent operations.

16.3. Academic Freedom Support

(Academic Freedom Compliance Review)

PAU champions academic freedom, fostering an environment where faculty and students can freely explore, express, and innovate. Key initiatives include:

- Establishing clear mechanisms to address complaints regarding restrictions on academic freedom.
- Conducting awareness workshops to educate faculty and students about their rights and responsibilities concerning academic independence.
- Regularly reviewing and updating university policies to align with internationally recognized principles of academic freedom. These efforts underscore PAU's dedication to intellectual exploration and innovation, ensuring a supportive academic atmosphere.



16.4. Local Stakeholder Engagement

(Local Stakeholders Identification and Engagement)

PAU prioritizes collaboration with local stakeholders to ensure meaningful participation in decisions that impact the community. Key initiatives include:

- Refining mechanisms to identify and engage local stakeholders in University decision-making processes.
- Organizing workshops and training programs to clarify stakeholder roles and enhance their capacity for meaningful involvement.
- Developing a digital platform for continuous communication and feedback, keeping stakeholders informed and connected. These actions strengthen partnerships with the local community, fostering mutual growth and shared success.

16.5. Government Collaboration

(Government Expert Consultation, Neutral Platform for Political Dialogue)

PAU actively collaborates with government entities to advance sustainable development goals and contribute to impactful policy-making. Key initiatives include:

- Establishing specialized academic consultation teams to provide expert advice on policy and research.
- Hosting joint events and creating neutral platforms for discussing critical development challenges and political dialogue.
- Allocating resources to support collaborative research projects and initiatives with government partners.
- Enhancing follow-up mechanisms to evaluate the outcomes of government collaborations.

Through these efforts, PAU bridges academic expertise and government action, playing a vital role in advancing sustainability and development goals.

16.6. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	Student Governance Participation	93%	95%	98%
2.	Financial Transparency Compliance	95%	97%	100%
3.	Academic Freedom Policy Compliance	95%	97%	100%
4.	Local Stakeholder Participation	93%	95%	98%
5.	Joint Meetings with Stakeholders	92%	94%	97%
6.	Expert Consultations to Government	89%	91%	94%

16.7. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Palestine Ahliya University publishes a collective book entitled “Legal Works of Electronic Administration”	Go



16.8. SDG Scientific Research (2023)

SN	Article Name	Link
1.	Rezeq, M., Aouam, T., & Gailly, F. (2024). Hybrid simulation-optimization approach for planning relief-aid distribution with a real-world case study. Journal of Humanitarian Logistics and Supply Chain Management.	Click
2.	Al-Daoud, E., Samara, G., Sara, M. R. A., Taqatqa, S., & Kanan, M. (2024). Exploring the Effectiveness of Different Embedding Methods for Toxicity Classification. In Artificial Intelligence and Economic Sustainability in the Era of Industrial Revolution 5.0 (pp. 233-241). Cham: Springer Nature Switzerland.	Click
3.	Altaee, M. A., Saleh, R. A. S., AlZeer, I., & Tunsu, W. (2024). The Impact of Green Human Resources Management Practices on the Organizational Ambidexterity: Jordan Food and Drug Administration Case Study. In Artificial Intelligence and Economic Sustainability in the Era of Industrial Revolution 5.0 (pp. 1095-1107). Cham: Springer Nature Switzerland.	Click
4.	Zeer, M., Siaj, R. W., Ghannam, J. A., & Kanan, M. (2023, December). Ethics of Artificial Intelligence in University Education. In 2023 2nd International Engineering Conference on Electrical, Energy, and Artificial Intelligence (EICEEI) (pp. 1-4). IEEE.	Click
5.	El-Ebiary, Y. A. B., Bamansoor, S., Abu-Ulbeh, W., Amir, W. M., Saany, S. I. A., & Yusoff, M. H. (2020). A prognosis of Chinese E-governance. IJETT, 68, 86-89.	Click
6.	Alkhatib, A. A., Abdul-Jabbar, H., Abuamria, F., & Rahhal, A. (2019). The effects of social influence factors on income tax evasion among the Palestinian SMEs.	Click



17 PARTNERSHIPS FOR THE GOALS



Arab Universities Union



Mediterranean Universities Union



UNESCO



Federation of the Universities of the Islamic World



ERASMUS



QS Top Universities





17. Partnerships for the Goals

17.1. Participation in SDG Development strategies

(Participation in SDG Policy and Strategy Development, Reporting on SDG Issues and Challenges)

Palestine Ahliya University (PAU) is committed to actively engaging with stakeholders to shape and implement Sustainable Development Goals (SDG) policies and strategies at national and regional levels. Key initiatives include:

- Collaborating with national and international institutions to contribute specialized research and expertise for SDG implementation.
- Establishing an electronic platform for publishing SDG-related reports and studies, promoting transparency and accessibility.
- Organizing workshops for faculty, students, local communities, and partners to enhance understanding of SDGs and the University's role in their achievement. By participating in policy and strategy development, PAU reinforces its dedication to addressing SDG challenges and driving sustainable development progress.

17.2. International Collaboration for SDG Data Collection

(International SDG Data Collection Collaboration)

PAU actively supports international initiatives focused on data collection and analysis to advance Sustainable Development Goals (SDGs). Key actions include:

- Providing training and resources for academic and administrative departments to engage effectively in global SDG data projects.
- Creating an electronic platform for data and expertise exchange with international collaborators.
- Establishing task forces to contribute to global studies and initiatives in SDG-related data collection and analysis. These measures position PAU as a valuable contributor to evidence-based approaches for sustainable development on a global scale.

17.3. SDG Progress Reporting and Publication

(SDG Progress Reporting)

PAU is dedicated to promoting transparency and accountability by publishing regular reports on its progress toward Sustainable Development Goals (SDGs). Key initiatives include:

- Preparing detailed progress reports that document the University's contributions to local, national, and international SDG efforts.
- Publishing these reports on the University's website and distributing them to external entities and stakeholders.
- Organizing workshops to educate the university community about the importance of progress reporting and its role in supporting SDG goals. These efforts ensure ongoing evaluation and communication of the University's impact on sustainable development.



17.4. SDG Education and Sustainability Culture Development

(SDG and Sustainability Courses, Community SDG Educational Outreach, University community Sustainability Culture Measurement)

PAU is committed to fostering a culture of sustainability and raising awareness of SDGs through education and outreach. Key initiatives include:

- Developing academic courses focused on SDG topics in collaboration with local and international institutions.
- Hosting conferences and workshops that feature international experts on sustainability and SDG issues.
- Utilizing digital platforms and tools to enhance environmental awareness and sustainability education.
- Measuring the sustainability culture within the University community to identify opportunities for further development.

Through these initiatives, PAU empowers its community and the surrounding region to actively engage with and advance SDG goals.

17.5. Strategic Key Performance Indicators (KPIs)

SN	KPI	2021/2022	2022/2023	2023/2024
1.	National/Regional SDG Meetings	93%	95%	98%
2.	International Data Projects	93%	95%	98%
3.	Progress Reports Published	95%	97%	100%
4.	SDG Courses Offered	94%	96%	99%
5.	Sustainability Outreach Activities	94%	96%	99%
6.	Sustainability Knowledge Rate	91%	93%	96%

17.6. Activities and initiatives achieved (2023/2024)

SN	Activities / Initiatives	Link
1.	Palestine Ahliya University and the Engineers Syndicate sign a joint cooperation agreement	Go
2.	Palestine Ahliya University and the Permanent Qatari Committee for Supporting Jerusalem Sign an Agreement to Support Jerusalemite Students	Go
3.	Palestine Ahliya University participates in the 33rd Scientific Conference of the Arab Federation for Libraries and Information (AFLI)	Go
4.	President of Palestine Ahliya University participates in the Fifth Forum of Presidents of Islamic World Universities in Pakistan	Go



What's Next?



Palestine Ahliya University (PAU) is dedicated to advancing its sustainability agenda with a bold vision for the future. Building on its current achievements, PAU is focusing on the following key areas:

1. **Achieving Carbon Neutrality by 2027:**
 - Expanding the use of renewable energy sources and implementing innovative energy efficiency measures.
 - Enhancing strategies to reduce emissions across campus operations and activities.
2. **Deep Integration of Sustainability into Education:**
 - Developing interdisciplinary courses and programs to equip students with the skills and knowledge to tackle global challenges.
 - Embedding sustainability concepts into the curriculum to foster a culture of environmental responsibility.
3. **Strengthening Global Partnerships:**
 - Collaborating with international institutions on cutting-edge research and sustainability projects.
 - Sharing expertise and adopting best practices through knowledge exchange initiatives.
4. **Expanding Community Outreach:**
 - Empowering underrepresented groups through education, skill-building programs, and access to resources.
 - Supporting local economies and promoting social equity through targeted initiatives and partnerships.
5. **Enhancing Transparency and Accountability:**
 - Establishing improved systems for tracking and reporting sustainability progress.
 - Ensuring open communication with stakeholders about achievements, challenges, and future plans.

By pursuing these ambitious goals, PAU reaffirms its commitment to leading the way in sustainability, fostering innovation, and contributing to a more inclusive and equitable global community.