

## Gender Equality Plan – GEP

Diversity and inclusion are crucial in work today. At the University of Sfax (USF), we used to respect gender balance and people from different backgrounds. between 1995 and 1997, the University of Sfax was led by a female professor (Prof. Salma BOUATTOUR). A very good representation of women in the University council, quality committees and staff. 4 institutions of the University of Sfax are headed by women (1 Dean and 3 Directors).

Furthermore, most of the leading class within the University of Sfax and its institutions are women. The University of Sfax insists on the appointment of women as members of the University Council to represent their organization such as Tunisian General Labour Union (UGTT), The Delegation of Cultural Affairs and the National Union of Tunisian Women. Thus, no position is reserved for men.

### **Distribution of students, academic and administrative staff by gender:**

Of the 3748 USF teachers, 1891 are female and 1857 are male.

66,60% of students are female, 33.40% are male.

625 of administrative staff are female and 595 are male.

Link: [https://univ-sfax.tn/gender\\_equality.pdf](https://univ-sfax.tn/gender_equality.pdf)

Our approach is mainly declined in generalizing the entrepreneurial culture to all disciplines and encouraging women self-employment. As well as promoting technological innovation and research valorisation that can participate in the creation of wealth and therefore employment.



The University is involved in many projects dealing with gender equality, and works in close collaboration with NGOs, socio economic organizations and partners from all over the world.

Our skills, our international partners and civil society have their place in this landscape open to all and their involvement can take various forms such as

- Accompanying the dynamics of the reform mainly of the curricula for a better employability of women.
- Helping to detect new jobs as well as for research and innovation.
- The monitoring of international projects mainly oriented towards a better employability of university women graduates, a subject of societal interest concerning the future of our youth.

The University publishes equality and diversity data annually. The reports are published on: [bepp.rnu.tn](http://bepp.rnu.tn).

In this respect, the University of Sfax worked and still working many projects such as:

### **SQUARE Project:**

SQUARE is a project financed by the Danish Foundation KVINFO. It involves the University of Sfax, the Association University and Environment, the Tunisian Association of Management and Social Stability and the Danish Foundation KVINFO.

The project aims The Promotion of Equal Opportunities in the Employment of Young Women Graduates.

Duration : 17 months (August 2015 - December 2016)

**Gender, Technology, and social innovation:** Bilateral project financed by the Andalusian Agency for International Cooperation (AACID) de la Junta de Andalucía, Spain.

This project aims to contribute, through inter-university cooperation, to build capacities of Tunisian women in the use of communication technologies and practices through transformative and collaborative learning, and this, in order to promote the equality of women in access to knowledge, employment and economic independence.

**Partners:** University of Cadiz (Spain) – University of Sfax (Tunisia) - International Women's Business Association (AIFE) - National Chamber of Women Business Leaders

**INSAF-FEM project:** financed by European commission within the framework of Erasmus+ programme KA2 financed in 2019 for a duration of 3 years.

INSAF-FEM aims to build the capacity of Tunisian women in the use of technology and communication practices to become local development agents, by adapting collaborative and transformative learning to the needs of the Tunisian context. INSAF-FEM aims to promote a development strategy for regions and inland cities where professional equality between men and women is not ensured. The project works to improve the status of women through an innovative approach of social compromise, a practice of solidarity, a use of technology subordinated to the needs of the female community. And this, through the creation of networks to contribute to economic growth.

The general objective of the project is to contribute to ensuring gender equality in terms of access to knowledge, economic resources, and the labour market in Tunisia and particularly in the country's interior regions by providing women with knowledge on information and communication techniques, entrepreneurship, and social innovation.

**Partners:** University of Cadiz (Spain) – University of Galatasaray (Turkey) – University of Parthenope (Napoli) – University of Sfax – University of Gabes – University of Kairouan – University of Monastir (Tunisia) – National Union of Tunisian Women UNFT – Women's Association for the Protection of the Family.

Website: <http://www.insaf-fem.tn/>

### **Goals and Actions:**

- Strengthening the place of women in higher governance positions
- Strengthening activities for women at the University through festivities and integration days for a better contribution of women in the University life and on campuses
- Funding and promotion of socio-cultural and sports activities for women students and employees in the framework of clubs and associations.

- Involve and association of the National Union of Tunisian Women in several national and international collaborative projects
- Financial support of associations and clubs adopting an inclusive policy with respect to women in university, social and economic life.
- Integration of modules and subjects related to women and family law (within the framework of transversal modules)

### **Dedicated resources**

Thanks to European projects we have created and trained a team in charge of the promotion of the socio-professional situation of women through the promotion of female entrepreneurship and the development of the spirit of self-employment and social promotion among young women graduates. Preparation of a draft charter of conduct and adoption of good practices for a better integration of women in the governing structures of the University.

The university of Sfax organizes each year training programmes in different fields validated by the management and social partners. Most of participants are women.