



الجامعة الأوروبية بفس  
EUROMED UNIVERSITY OF FES  
UNIVERSITÉ EUROMED DE FÈS

# SDG5 Report

## Gender equality

2024



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# SDG5 Report : Gender Equality

## Introduction

Morocco has a Strategic Action Plan for the Institutionalization of gender equality in the education system. Respect for fundamental human rights, including equality, as defined by UN standards, is binding not only on the State (article 19 of the Moroccan Constitution of 2011) but also to all organs of society including the university.

Definition of gender equality at the UEMF: equal visibility, autonomy, responsibility and participation of both sexes in/in all spheres of university life” (Adaptation of the Council of Europe Definition) .

## UEMF Gender Equality Charter

The University has a Gender Equality charter shared and validated by its authorities. [https://ueuromed.org/sites/default/files/upload/files/charte-egalite-homme-femme-a-luemf\\_1.pdf](https://ueuromed.org/sites/default/files/upload/files/charte-egalite-homme-femme-a-luemf_1.pdf)

### UEMF commitments:

Gender equality finds its place in the strategic plan of the UEMF university, which promotes equal treatment between women and men in terms of access to employment, training and mobility. , promotion and equal pay. The UEMF aims to achieve parity (equal numerical presence of men and women) and prohibits all discrimination linked to gender, ethnic and social origins, language, religion or beliefs, opinions, disability, age, etc.

Our Charter aims to develop an action plan:

1. Appoint a reference person
2. Use non-sexist, non-discriminatory, non-stereotyped communication tools
3. Organize awareness-raising and training activities with a view to sharing the knowledge and tools necessary to effectively promote equality between women and men and combat discrimination among staff
4. Support research on gender
5. Prevent all forms of violence and harassment.
6. Develop women's leadership and promote equality in the exercise of responsibilities and participation in governance bodies.

The “Women and Men Equality” charter is widely distributed within the UEMF and among its partners. This charter is revised periodically.

## **UEMF gender policy**

The University has set itself the objective of:

has. achieve and maintain parity in numbers between men and women, using positive discrimination in the event of equality of profiles and skills,

b. ensure the same salary for the same functions between men and women, c. promote gender parity in access to senior positions at the University,

d. include as many people as possible with reduced abilities,

e. include people with immigrant backgrounds;

Scholarships dedicated to:

has. students from the most disadvantaged backgrounds, particularly girls from rural areas, with full coverage of tuition fees, accommodation costs and catering costs,

b. students from Sub-Saharan Africa

Monitoring and correction of gaps: salaries, rate of female applications:

has. an “Equal Opportunities” committee is set up at the level of the University Presidency to make continuous improvements regarding the Equal Opportunities policy, implement it and monitor and audit its application,

b. the UEMF constantly monitors the application rate of women, their acceptance and recruitment rate and the rate of study completion and graduation at university,

vs. an incentive system in terms of scholarships is put in place to encourage applications from women in fields where they are under-represented (artificial intelligence, mechanics, civil engineering, management positions, etc.) in addition to a policy based on discrimination positive to give more opportunities to women in the event of equality of profiles and potential,

d. The UEMF is committed to ensuring equitable salary treatment between the sexes and to correcting any discrepancy as soon as it is noted.

## **Maternity and paternity**

In accordance with its strategy and its social and societal responsibility objectives, the UEMF ensures the health and well-being of its human resources, particularly during the period of pregnancy and maternity/paternity with the most favorable conditions on the market. Moroccan soil.

Indeed, and unlike what is practiced elsewhere where the 14-week maternity leave is covered by the CNSS (the National Social Security Fund) with a maximum payment of 6,000 Dh/month, Euromed University de Fez pays the full salary to its employees throughout the maternity leave period, regardless of the employee's rank within the University's organizational chart.

Constant monitoring of good working conditions for pregnant women is ensured, and personalized monitoring is carried out by the paramedical staff and the health and safety committee as appropriate. All employees benefit from additional health/maternity insurance which ensures reimbursement of 90% of medical costs and care incurred in the context of maternity, in addition to the granting of a fixed maternity allowance after childbirth for women employees of the UEMF and the wives of employees.

As part of its Fez-Smart-Factory project, the University is setting up a crèche dedicated to the children of all University employees and students.

### Non-discrimination against women and harassment

Discrimination against women or even moral or sexual harassment are severely punished. Discrimination of any kind, especially against women, is banned from the practices and operations of the University. Any person: is liable to permanent exclusion from the University with the possibility of legal action:

1. making derogatory remarks towards women regarding:

- has. physical aspect,
- b. the style of clothing,
- vs. the way of being, speaking and behaving;

2. disadvantaging women in:

- has. the exercise of their functions,
- b. access to responsibilities when they have the required qualifications and skills,
- vs. staff evaluations, d. awarding grades and academic assessments for female students;

3. Any person reporting discrimination relating to any harm is fully protected

***The UEMF has a Committee to combat harassment.***

### Participation in international networks: Women and Men Equality Consortium (EFH)

The UEMF was selected following an international call for tenders to be a member of the international consortium of eleven French-speaking establishments which will work to achieve gender equality on their campuses. The aim of the consortium is to “Achieve gender equality and empower all women and girls”.

<https://www.auf.org/nouvelles/actualites/universites-francophones-sengage-lauf-egalite-femmes-hommes-lancement-officiel-consortium-international-initie-lauf-soutien-d/>





THE Consortium is a space for reflection and sharing centered on the notion of sharing tools and good practices. The establishments of the Consortium commit together, through concrete actions, in order to achieve visible and measurable changes concerning EFH on their campus and at several levels (students, teachers, governors). The Consortium is supported and equipped by the AUF and its partners, and operates as a network.

It consists of 11 establishments, in 11 countries in various regions of the world and on 4 continents:

- **Albania – University of Tirana**
- **Algeria – Abdelhamid Ibn Badis University of Mostaganem**
- **Cambodia – Royal University of Law and Economic Sciences**
- **Egypt – Alexandria University**
- **France – CY Cergy Paris University**
- **Haiti – Quisqueya University**
- **Lebanon – Lebanese University**
- **Madagascar – University of Toamasina**
- **Morocco – Euromed University Fez**
- **Uganda – Makerere University Business School**
- **Quebec, Canada – Polytechnique Montréal**

#### [The Gender Equality Consortium \(EFH\): from the idea to concrete achievements - AUF](#)

#### **Gender Equality Consortium In which the UEMF participates**

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As part of the activities and achievements which have marked the roadmap of the EFH Consortium in which the UEMF participates, since the official launch event on June 29, 2021, here are the major achievements in this direction:

- State of play of the EFH in the eleven member universities;
- Awareness sessions and training on EFH with the support of experts;
- Information and working sessions around tools created by international associations: UN Women - HeForShe and WEPs (Women's Empowerment Principles) adapted to the university environment;
- Information session on the systems of the AUF and its partners linked to EFH;

- Workshops for the design, writing and presentation of the draft EFH action plan for each university;
- Participation in various international webinars on the theme of EFH;
- Creation of an accessible “SDG5 – gender equality” toolbox made up of French-speaking resources.
- Production of a video of the members of the consortium on the occasion of March 8, 2022

### [Gender Equality Consortium \(EFH\) - YouTube](#)

<https://ueuromed.org/actualites/annonces-diverses/activites-et-realisations-avoir-marque-la-feuille-de-route-du>

### [The Gender Equality Consortium \(EFH\): from the idea to concrete achievements - AUF](#)

#### **Contribution to the work of the EFH consortium**

Using digital technology to empower women, Professor Mustapha Bennouna (UEMF)

Digital development is a means of access to employment and economic independence, and therefore a driver of gender equality. It is a path to autonomy favored by modern communication tools and has become necessary to drive local and regional development. Digital technologies, used in the right conditions, can contribute to achieving the objectives set in the Sustainable Development Goals by 2030 by stimulating economic growth and improving governance and results, particularly in the areas of education (SDG4) and health (SDG3). However, these positive impacts may also be compromised by the potential role of digital technology in amplifying social, economic and political inequalities.

The main challenges in the ICT field, particularly in developing countries, are lack of access and skills (especially of vulnerable populations), online harassment often targeting women and the underrepresentation of women in IT fields. In the field of Artificial Intelligence (AI), for example, the absence of women results in automated discrimination via algorithms.

The involvement of women in these areas is an asset to enrich innovation and meet their specific needs.

As a training space, but also as an actor in a sustainable and inclusive society, the role of the University is to impose digital technologies as a EFH tool by adapting them to the needs of women.

The functioning of the consortium is collaborative and participatory, and focused on notions of sharing and pooling. The work will take place over one year, from June 2021 to June 2022.

Training is scheduled with:

- The Egaé group: consulting, training and communication agency expert in equality between women and men, the fight against discrimination, diversity and the prevention of sexist and sexual violence.
- He for She( <https://www.heforshe.org/en>) is a solidarity campaign for [gender equality](#) launched by the [UN Women](#). Its goal is to involve men and boys in the fight for [gender equality](#) and the [women's rights](#), encouraging them to take action against [inequality](#) encountered by women and men.

***Furthermore, the UEMF submitted a project in response to the call for tenders (Europe Aid) on violence against women. And participates in the South South mobility program (Equality for Women and Men).***

#### **Gendered statistics within the UEMF**

##### **1-Evolution of the percentage of female students at UEMF**

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<b>% feminine</b>	47.48%	47.78%	49.60%	53.96%	53.96%	54%

## 2-Evolution of the percentage of scholarship students at UEMF

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<b>% of scholarship holders</b>	56.00%	67.39%	62.37%	63.25%	62.32%	62.2%

## 3-Evolution of the percentage of female graduate students at UEMF

	2016	2017	2018	2019	2020	2021-2022
<b>% of graduates</b>	58.82%	50.00%	57.457%	55.56%	54.75%	54.23%

## 4-Evolution of the percentage of female staff at the UEMF

	2015	2016	2017	2018	2019	2020	2021
<b>% of female staff</b>	30%	31%	42%	43%	51%	46%	49%



## Participations in trophies in relation to gender equality Label won by the UEMF

The UEMF was rewarded for its gender equality strategy during the 6th edition of the Professional Equality Trophies award ceremony.



The UEMF won the certificate of excellence for its Gender Equality Strategy by obtaining the best score in each of the ten themes proposed in the Trophy application file.

The Professional Equality Trophy aims to recognize the commitment of institutions and reward the best actions undertaken in terms of gender equality, to promote and share good practices initiated by institutions for the promotion of equality professional and to raise awareness among all economic and social actors of the benefits of establishing professional equality on the performance of institutions.

<https://www.ueuromed.org/actualites/annonces-diverses/luemf-recompensee-pour-sa-strategie-degalite-femme-homme-lors-de-la>

<https://www.mapbusiness.ma/non-classifiee/uemf-recompensee-pour-sa-strategie-degalite-femme-homme#:~:text=%E2%80%9CLe%20jeudi%2012%20mai%202022,of%C3%A9quality%C3%A9%20Female%2DMale.>

## The UEMF receives the professional equality prize



The Euromed University of Fez (UEMF) received the Fes-Meknes regional prize during the 7th edition of the Professional Equality Trophy chaired by Mr. Younes Sekkouri, Minister of Economic Inclusion, Small Business, Employment and Skills.

During this ceremony, the Fes-Meknes region Professional Equality Trophy was presented by the Minister to Prof. Mostapha Bousmina President of the Euromed University of Fez. This award recognizes the UEMF's commitment and the efforts made in terms of gender equality and highlights the good practices adopted by the institution for the promotion of professional equality.

<https://ueuromed.org/actualites/annonces-diverses/luemf-recoit-le-prix-de-legalite-professionnelle>

After winning the "Responsible Innovation" label in 2021, the Euromed University of Fez is the winner in 2022 in the "Responsible Campus of the Year" category, ranking at the top of the French and Canadian candidate establishments.

<https://ueuromed.org/actualites/annonces-diverses/luemf-obtient-le-label-de-linnovation-responsable-lors-de-sa-premiere>

<https://fr.le360.ma/societe/luniversite-euromed-de-fes-elue-campus-responsable-de-lannee-269175>

The UEMF is a candidate for the 2023 Zairi Prize, on inclusion and diversity <http://www.clicks.com/award-categories-3/>

## Extracts from the activities and work of UEMF students and teacher-researchers

### *Students:*

#### El Mehdi Yazourh and Noura Harit

- Participation in the conference “Crossed perspectives on priority issues in the Mediterranean” organized by the UfM on May 22 and 23, 2019 in Barcelona. Noura and Mehdi were the rapporteurs of the discussions on “Rethinking education: An opportunity to strengthen the empowerment of young people and women” of which they presented the main conclusions and recommendations in plenary session

#### Nour Fassi:

- Participation in the organization of the World Equal Opportunities Day in Fez, 2018 Edition and Referent in Morocco, 2019 Edition

#### Aicha OUJIDI:

- COP22 “Education day”: A student committed to the environment
- Silver medal from the international science festival, organized in Tunisia (ATAST) in 01/2017
- Testimony during the “They move” day on March 23, 2017 at INSA Lyon

### *Teacher-researchers*

#### Professor Ms. Malika Kettani:

- conference: the Moroccan woman translator, challenges and future. International meeting of women writers from around the world, in tribute to Fatima Mernissi
- This year’s EuroMeSCo annual conference, organized under the theme “Towards greater social justice and inclusion in the Mediterranean region”, will include four in-person events in Morocco, Jordan, Tunisia and Egypt, as well as a closing in Brussels.

#### Prof. Mrs. Farida Bouhassoune:

- Feminine expressions, gender issues
- Women’s media in Morocco: what issues for what modernity? in Plural Mediterraneanity, Ed. L’Harmattan, Paris, 2019, pp. 139-150
- Coordination of the work: Moroccan women’s literature in French. Forms and subversions, Ed. Afrique Orient, Casablanca, 2020.

#### Pr Ms. Mounia Slighoua, & al:

- the role of rural women in the Fez-Meknes region and their role in sustainable income-generating activities (December 2019)

#### Professor Ms. Hafsa El Bekri:

- As part of the PISE (Socio-Economic Impact Project) projects, a team works on gendered professions (case of housekeepers).

Professor Mr. Abdessamad Rhalimi

- “Articulation of social time for Moroccan executives: what role for HRM? », Proceedings of the XXIXth AGRH congress, local experiments, contextualization of solutions, Lyon, October 29-31, 2018. <https://hal.archives-ouvertes.fr/hal-01839321>
- “Women’s careers between evolution and glass ceiling: exploratory study in the case of Morocco”, Communication accepted for the II International Congress organized by the Gender Institute, in partnership with the University of Angers, August 27 to 30, 2019 .
- “Can we talk about female leadership in Morocco? exploratory study in the two major regions of Morocco”, 2nd international conference “services, tourism and distribution in emerging countries”, organized jointly by HEC Rabat (CReSC) and the Sorbonne Paris Cité University (CEPN-CNRS), Rabat, October 19 and 20.
- “What socially responsible HRM practices to reconcile family life and professional life of Moroccan executives? », 2nd international conference of the Tunisian Association for Scientific Research in Risk-Management, Hammamet, April 29, 30 and May 1, 2018, Tunisia.
- “Human resources management in Morocco: can we adopt practices in favor of gender equality in the company? », 1st international symposium co-organized by CITRS ESTEM research center, Morocco and the LAREQUOI research center of the University of Versailles Saint-Quentin-en-Yvelines, Casablanca, April 3 and 4, 2018, Morocco
- Thesis prepared and defended at Sorbonne Paris Nord University (2017), “Careers of women executives and the glass ceiling in Morocco: some lessons from the mass distribution sector”,

Professor Mr Hicham Sebti:

- Teaching module: “Feminine entrepreneurship”
- Research project: “Covid-19 and resilience of Moroccan women at work: analyzing the effects and imagining desirable possibilities”.

[https://www.linkedin.com/posts/universit%C3%A9-euro-m%C3%A9diterran%C3%A9enne-de-f%C3%A8s\\_uemf-myuemf-conference-activity-6897941979825852416-DN49?utm\\_source=linkedin\\_share&utm\\_medium=android\\_app](https://www.linkedin.com/posts/universit%C3%A9-euro-m%C3%A9diterran%C3%A9enne-de-f%C3%A8s_uemf-myuemf-conference-activity-6897941979825852416-DN49?utm_source=linkedin_share&utm_medium=android_app)

*Activities of Professor Ms. Maha Gmira holder of the Women in Science Chair*



The “Women in Science: AI and Futures” Chair aims to counter the problem of female underrepresentation in the field of science through various activities aimed at increasing the recruitment, retention and progression of women in science and particularly in Intelligence. Artificial. Maha GMIRA, Ph.D., Eng. Professor of Artificial Intelligence at UEMF and holder of the Women in Sciences chair

[www.ueuromed.org/womenchair](http://www.ueuromed.org/womenchair)

## UNESCO World Conference on Higher Education (#WHEC2022), in Barcelona



<https://www.facebook.com/UniversiteEuromed/photos/pcb.3135733150034377/3135732976701061/>

[https://www.linkedin.com/posts/maha-g-68175613a\\_whec2022-ai-unesco-activity-6933468521087561728-psgw?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/maha-g-68175613a_whec2022-ai-unesco-activity-6933468521087561728-psgw?utm_source=share&utm_medium=member_desktop)

**Article: "In Africa, putting AI in the hands of women".**

<https://www.polymtl.ca/carrefour-actualite/magazine-poly/en-a-frique-mise-lia-dans-les-mains-des-femmes?fbclid=IwAR0SGk7WhIRF0-15HnZ949QrS5NhGRKeCtU3ahL9WPkNypm42UNzc3uY8Cs>

## Participation of Pr. Maha Gmira in the 4th #ASRIC congress



<https://www.facebook.com/UniversiteEuromed/photos/a.1603940243213683/3009860499288310>

[https://www.linkedin.com/posts/maha-g-68175613a\\_mahagmira-womeninstem-owsd-activity-6928094011513532416-9bA0?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/maha-g-68175613a_mahagmira-womeninstem-owsd-activity-6928094011513532416-9bA0?utm_source=share&utm_medium=member_desktop)



## Participation of Pr. Maha Gmira, at Expo 2020 Dubai, for the 2nd time!



<https://www.facebook.com/UniversiteEuromed/photos/a.1603940243213683/3091845137756512>

## Contribution by Pr. Maha Gmira at French-speaking scientific days

### Séquence scientifique : Restitution des Ateliers

**Vendredi 28 octobre 2022 : 14h00 -16h00 (GMT+2 - Heure du Caire)**

Lecture du rapport d'atelier par : A venir - 10 mn

#### Conseil scientifique de l'atelier :

Réseau	Prénom NOM	Titre / Organisme
RESUFF	Soukaina BOURAOUI	Présidente du comité scientifique RESUFF
RESUFF	Valérie LEGROS	Membre du comité scientifique du RESUFF
RESUFF	Marie-Linda LORD	Vice-Présidente du RESUFF
RESUFF	Cristina ROBALO-CORDEIRO	Secrétaire Générale du RESUFF
AUF	Maha GMIRA	Titulaire de la Chaire ICESCO « Femmes en Sciences : Intelligence Artificielle et Futur »
AUF	Eldina NASUFI	Membre du Conseil Scientifique de l'AUF
AUF	Ouidad TEBBAA	Directrice Régionale AUF
AUF	Laurent SERMET	Directeur Régional AUF

#### Animateurs/trices : Modérateurs/tices, rapporteurs/euses, expert.e.s invité.e.s

Prénom NOM	Titre
Soukaina BOU-RAOUI	Présidente du comité scientifique RESUFF
Aicha DERDOUR	Membre du comité scientifique du RESUFF
Maha GMIRA	Titulaire de la Chaire ICESCO « Femmes en Sciences : Intelligence Artificielle et Futur »
Valérie LEGROS	Membre du comité scientifique du RESUFF
Marie-Linda LORD	Vice-présidente RESUFF
Eldina NASUFI	Membre du Conseil Scientifique de l'AUF
Cristina ROBALO-CORDERO	Secrétaire générale du RESUFF
Leila SAADE	Présidente du RESUFF

<https://fr.calameo.com/auf/read/006118391718ef4c036e7>

Communication: World Speech Day: Women's perspectives on the world post Covid (June 17, 2020)

## AI Bootcamp for girls in Guelmim

<https://fb.watch/eP97oqVVq6/>



<https://www.facebook.com/ai.womenchair/photos/pcb.114240571208925/114239687875680/>

*The "Policy Briefs": extract from the work of the RIEMAS think tank*

[The "Policy Briefs" | UEMF \(ueuromed.org\)](https://ueuromed.org)

Chercheur(s)	Intitulé	Date
Ahiam MOHAMMADI, Abdessamad RHALIMI	L'importance du renforcement du rôle des femmes dans la relance post-covid : Introduction	Juillet 2021
Mohamed CHAFIKI	L'importance du rôle des femmes dans la transition vers un nouveau modèle de développement inclusif et résilient	Juillet 2021
Nasma JRONDI	Vers la création d'un « écosystème » durable pour la préservation d'un équilibre des genres	Juillet 2021
Maryam ZOULALI	Les défis majeurs de la promotion du rôle des femmes en tant que vecteur de développement	Juillet 2021
Nathalie PILHES	Le partage de la gouvernance entre les femmes et les hommes : Rôle du Gender and Governance Action Platform (2GAP)	Juillet 2021

## Guest lectures

- **Conference: the society of the vulnerable**  
**Ms. Najat Vallaud Belkacem, former French Minister of Women's Rights and President of the NGO ONE France.**



- **Conference “Current challenges of female entrepreneurship”**  
**Ms. Belkziz President and CEO of Société d’Informatique**



[https://www.linkedin.com/posts/universit%C3%A9-euro-m%C3%A9diterran%C3%A9enne-de-f%C3%A8s\\_digital-maroc-confaezrence-activity-6853291218781126656-XwTO?utm\\_source=linkedin\\_share&utm\\_medium=android\\_app](https://www.linkedin.com/posts/universit%C3%A9-euro-m%C3%A9diterran%C3%A9enne-de-f%C3%A8s_digital-maroc-confaezrence-activity-6853291218781126656-XwTO?utm_source=linkedin_share&utm_medium=android_app)

## Webinars

- Role of the media and parity -15/12/2020<https://ueuromed.org/en/node/2124>
- The importance of strengthening the role of women in post-covid recovery(March 17, 2021)



## Exposure

**“Women under the influence of codes” WeArt and Rotaract UEMF clubs.**



<https://www.facebook.com/UniversiteEuromed/photos/pcb.3023318744609152/3023307874610239>

## International Women's Day

**March 8, 2022**



For this international women's rights day, the Euromed University of Fez, in the person of Mr. President Prof. Mostapha Bousmina, welcomes the laudable efforts that the University is undertaking in this direction to ensure that all female students and employees a healthy environment where equality and kindness prevail. Prof. Mostapha Bousmina took this opportunity to highlight the contribution and commitment of UEMF women to the progress of the university. Thanks to their ambition and dedication, they now occupy key positions that shape society: they are leaders, influential women and proactive.

<https://www.ueuromed.org/actualites/journee-specifique/journee-internationale-des-droits-des-femmes-luempf-met-la>

## Euromed University of Fez celebrates International Women's Rights Day

**March 8, 2023**



The Euromed University of Fez, like every year, celebrates UEMFist women who inspire us with their ambition, creativity, dedication and strength.

The opportunity to recall the contribution and commitment of UEMF women to the progress of the university and also to celebrate the values of respect for individuals, equal opportunities and social inclusion.

In this sense, the UEMF works concretely on the promotion of gender equality at several levels in perfect harmony with the enlightened directions of His Majesty King Mohammed VI, may God help him, who underlined, during his speech on the 23rd anniversary of Throne Day, the major role that Moroccan women must play to support the socio-economic, cultural and social development of our country.

<https://ueuromed.org/actualites/journee-specifique/luniversite-euromed-de-fes-celebre-la-journee-internationale-des>

### **Celebration of March 8, 2023 by the clubs**



On the occasion of International Women's Rights Day, several clubs and students were active in organizing various activities. Several competitions were at the meeting, including chess

tournament, bridge building challenge, gaming, coding, sports activities. The day was animated by a karate demonstration and entertainment from the Afrovibes club. The university also celebrated its women with the meeting of our student Madame Ornella Lekongo for the release of her first book. Those present had the opportunity to chat with her about her journey, her inspirations and her passion for writing. The end of the day was marked by a thematic film screening and the presentation of prizes to the winning women.

## Activities and events organized between 2022 and 2023

### Conference on the theme “Gender inequality and economic violence”



The Socioeconomic Impact Project (PISE) is a module that draws on the Project-Based Learning (PBL) approach to encourage students to explore real-world problems and challenges in an active learning mode and committed. In this regard, all of the PISEs (14 projects) carried out by students of the Grande Ecole program, 3rd year of the Euromed Business School, are part of the Women's Men's Equality Action Plan (EFH) of the UEMF.

As part of these Socioeconomic Impact Projects (PISE), a conference under the theme “Gender inequality and economic violence” was organized on Monday, December 19, within the university. This event was led by Mr Amine Baha director of the Batha multifunctional center for the empowerment of women victims of violence and Ms Amsae El Mehdi president of the Initiative Association for the Protection of Women's Rights (IPDF).

The conference saw the participation of more than 70 people (students, faculty and administration) in hybrid mode.

<https://ueuromed.org/actualites/cycle-de-conferences/projets-impact-socioeconomique-par-leuromed-business-school>

## The UEMF commits with the AUF for gender equality March 17, 2023





After the official launch of the international consortium of eleven French-speaking establishments working to achieve gender equality in June 2021, Euromed University of Fez presents at the experience sharing workshop organized by the University Agency of the Francophonie.

The event which took place this Friday, March 17, 2023, in Paris was marked by the launch of the workshop summarizing the work of the French-speaking Consortium for Gender Equality on campus. This meeting aimed at developing an action plan for gender equality made it possible to present the achievements of the Consortium at the end of its two years of activity, but also its prospects, under the sign of international cooperation .

Considering that gender equality is not only a fundamental human right, but that it is also a prerequisite for the establishment of a sustainable and socially responsible university, the AUF decided to launch with the support from UN Women a call for applications on March 8, 2021 for the creation of a consortium of establishments wishing to engage in an equality process on their campuses.

Eleven establishments were selected to join this international collective. The ambition of this Consortium is to provide effective and operational support to establishments wishing to engage in this approach with a view to acting on the persistent inequalities which do not spare our universities.

<https://ueuromed.org/actualites/annonces-diverses/luemf-sengage-avec-lauf-pour-legalite-femmes- hommes>

[www.auf.org/nouvelles/agenda/deux-annees-de-travail-collaboratif-faveur-de-legalite-femmes- hommes-a-luniversite-atelier-de-partage-dexperiences-consortium-international-initie-lauf/](http://www.auf.org/nouvelles/agenda/deux-annees-de-travail-collaboratif-faveur-de-legalite-femmes- hommes-a-luniversite-atelier-de-partage-dexperiences-consortium-international-initie-lauf/)

### **Round table: Women's work in Morocco March 20, 2023**



The Euroemd Institute of Legal and Political Sciences organized a round table on March 20, 2023 on: Women's work in Morocco, moderated by Ms. Kenza Semmoud, journalist and associative actress.

This event, held as part of the celebration of World Women's Day, was an opportunity to relate the different forms of inequity and injustice from which women still suffer in the workplace, public and private. The activity was moderated by two students from the Institute.

<https://ueuromed.org/actualites/congres-et-colloques/table-ronde-le-travail-feminin-au-maroc>

### **Orange Day: Euromed Business School students and staff condemn violence against women November 25, 2022**



It is by wearing the color orange, the symbol of a better future, without violence against women and girls around the world and the official color of the international mobilization day (Orange Day), that the students and staff of the Euromed Business School challenged the brutalities perpetrated daily against women.

For Euromed Business School, coming together on this occasion is a sign of solidarity with all women and girls around the world, recalling that November 25 is a flagship event that should not go unnoticed.

<https://ueuromed.org/actualites/journee-specifique/orange-day-les-etudiants-et-personnel-de-leuromed-business-school>

### **“Violence against women”: conference by Ms. Najat Vallaud Belkacem December 21, 2022**



During her 3rd conference at Euromed University in Fez, Ms. Najat Vallaud-Belkacem raised the issue of violence perpetrated against women, a phenomenon which persists today despite efforts made in this direction.

“Violence against women is today considered among the most flagrant and widespread human rights violations throughout the world,” declared Ms. Najat Vallaud-Belkacem. The objective of this conference is therefore to recall the seriousness of this phenomenon capable of causing damage or suffering of a physical, sexual, psychological or economic nature to the victim, of course, but also to society. It is a constant fight and a permanent commitment that Ms. Najat Vallaud-Belkacem has led since her appointment as Minister of Women’s Rights, government spokesperson in 2012, then Minister of Women’s Rights, the City, Youth and Sports in 2014.

Prof. Mostapha Bousmina, President of the Euromed University of Fez, took this opportunity to recall the importance of combating all kinds of inequality and particularly cultural violence against women. “Violence against women is not only physical, psychological or economic, it is primarily cultural violence. » expressed Prof. Mustapha Bousmina who also highlighted the contribution and commitment of women at the UEMF level. Thanks to their skills and dedication, they now occupy key positions, they are leaders, influential women and proactive.

<https://ueuromed.org/actualites/cycle-de-conferences/violences-faites-aux-femmes-conference-de-mme-najat-vallaud>

<https://www.youtube.com/watch?v=kaeUDrIGKL4>

[www.fr.le360.ma/societe/violences-faites-aux-femmes-une-conference-de-najat-vallaud-belkacem-a-luniversite-euromed-de-fes-272618/](http://www.fr.le360.ma/societe/violences-faites-aux-femmes-une-conference-de-najat-vallaud-belkacem-a-luniversite-euromed-de-fes-272618/)

**Euromed University presents at the CUA Stakeholders workshop in Nairobi: “Program for Women and youth Entrepreneurs”**



The Euromed University of Fez was present at the Stakeholders workshop of the African Union Commission (AUC) in Nairobi, Kenya through the participation of Pr. Hafsa El Bekri, teacher-researcher at the Euromed Business School of the UEMF and co-director of the Research Institute for European, Mediterranean, and African Studies (RIEMAS).

The Stakeholders workshop of the African Union Commission was held between September 20 and 22 in Nairobi under the theme "Program for Women and youth Entrepreneurs". This edition of the Workshop aimed to develop a continental program for the development of entrepreneurship, taking into account regulation, finance, the development of entrepreneurial skills, education, access to digital technology, regional integration and trade.

<https://ueuromed.org/actualites/ateliers-workshops/luniversite-euromed-presente-au-stakeholders-workshop-du-cua-nairobi>



## Celebrating the success of women pharmacists



As part of the conferences and meetings organized by the Euromed University of Fez, a seminar was held on October 26, 2023 in collaboration with the union chamber of community pharmacists of Fez, around the theme “The community pharmacist: Innovations, Expanded Responsibilities and Impact on Health Care”. A meeting marked by a strong female presence, making this conference an opportunity to celebrate the success of women pharmacists represented by experts in the profession who delivered enriching speeches in relation to the theme.

This conference was attended by several professionals from the pharmaceutical and pharmacy fields, among others Dr Fatima Zohra Khayar, industrial and pharmacy pharmacist, member of the board of directors of Pharmacy, Brussels, President of the Athena center, President of the medical-pharmaceutical consultation of Schaerbeek, Brussels and Dr Aicha Zahi, community pharmacist and President of the Moroccan Society for the Valorization of the Official Act.

The speakers addressed various topics related to the theme, notably the evolution of the role of the community pharmacist in Belgium: Trends and innovations and also the extent to which we can promote pharmaceutical services in pharmacies.

This meeting allowed both students and professionals in the field to exchange questions and answers during the session with the speakers present on the different facets linked to the community pharmacist and the challenges of the pharmaceutical profession.

<https://ueuromed.org/actualites/annonces-diverses/seminaire-le-pharmacien-dofficine-innovations-responsabilites-elargies>

## 2024: Euromed University of Fez at the heart of action for the SDGs

### Awareness raising on violence prevention

"On November 15, 2023, we immersed ourselves in stimulating discussions with the students of Laurence School. From confronting school violence to deconstructing gender barriers for a more equal society, every voice was heard. Let's remember together this day where we collectively discussed and aimed for an inclusive and equitable future!"

A big thank you to @Etablissement Laurence for being an exceptional partner during our event! Your support and collaboration had a significant impact. A special appreciation for the warm welcome from your dedicated team."

<https://www.instagram.com/reel/CORSZBRMN7m/?igsh=MzRIODBiNWFIZA%3D%3D>

### Awareness against sexually transmitted diseases



The Rotaract UEMF club organized an awareness day against sexually transmitted diseases such as HIV and Hepatitis-C as well as anonymous screening.

[https://www.instagram.com/p/C10OJ0PM\\_sG/?igsh=MzRIODBiNWFIZA%3D%3D&img\\_index=3](https://www.instagram.com/p/C10OJ0PM_sG/?igsh=MzRIODBiNWFIZA%3D%3D&img_index=3)

### **Organization of a PINK OCTOBER day**



“Our flagship action of October within the framework of the theme of the month “Pink October”. Rotaract UEMF organized a day dedicated to awareness and the fight against breast cancer for students and staff of the university, including a palpation session for women of the university”.

<https://www.instagram.com/reel/C09S014MNkK/?igsh=MzRIODBiNWFIZA%3D%3D>

### **March 8: Tribute to the UEMFist female force**



Euromed University of Fez (UEMF) celebrated International Women's Day on March 8 by paying tribute to the resilience and achievements of its female colleagues and students. President Prof. Mostapha Bousmina praised the commitment of UEMF women to the development of the university, stressing the importance of equal opportunities and social inclusion. UEMF implements fair recruitment policies and ensures equal access to positions of responsibility for women. During this celebration, under the theme "Investing in Women: Accelerating the Pace," the university also announced support measures for women during maternity and for mothers of children with disabilities, illustrating its commitment to an inclusive work environment. Finally, the event highlighted the growing role of Moroccan women as leaders and agents of change, actively contributing to the development of society.

<https://ueuromed.org/actualites/journee-specifique/le-08-mars-hommage-la-force-feminine-uemfiste>



## Harmonies and Colors: Success of the 6th Edition of the UEMF Talents Show



Euromed University of Fez highlighted the talents and creativity of its students during the 6th edition of its flagship event, the UEMF Talents Show, on Thursday, April 25. The event was an opportunity to celebrate diversity and creativity within the UEMF community, showcasing a

variety of artistic talents, from music and dance to poetry and live painting.

Under the watchful eye of a jury of experts, including renowned personalities such as Mrs. Nabila Maane, Mrs. Nejjar Latifa and Mr. EL Alaoui Abdelouahab, the participants competed in audacity to win the coveted prizes.

The participants during the evening dazzled the audience with their performances. Ismail El Ayachi moved with his cover of the song "Ahwak" by Abdelhalim Hafez, while Pitake Maureen Glaubert captivated the audience with her rap. Imane Essaber, accompanied by the group Umusic Academy, also caused a sensation with a musical composition. Participant Imane Zguida was honored with a special jury prize for her poetic performance.

This evening embodied the richness and vitality of art in all its forms, reflecting UEMF's commitment to the cultural development of its student community.

<https://ueuromed.org/actualites/activites-pedagogiques-et-culturelles/harmonies-et-couleurs-succes-de-la-6eme-edition-de>

## UEMF nominated for the Zairi International Awards for Excellence in Higher Education in its 3rd edition



UEMF has been shortlisted for the third edition of the prestigious ZAIRI International Prize for Excellence in Higher Education, in 2024, in the “Equity and Inclusion” category.

The award, administered annually by the Center for Learning Innovations and Personalized Knowledge Solutions (CLICKS), is an official international recognition of higher education institutions around the world that are creating impact in specific areas related to research, digital transformation, community engagement, internationalization, equity, etc.

<https://ueuromed.org/actualites/annonces-concours/luemf-nominee-pour-le-prix-zairi-international-awards-pour-lexcclence>