



الجامعة الأوروبية بفس  
EUROMED UNIVERSITY OF FES  
UNIVERSITÉ EUROMED DE FÈS

# **SDG5 report**

## **GENDER EQUALITY**

### **2025**



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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 on all organs of society, including universities.

Definition of gender equality at 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 Women and Men Equality Charter

The University has a Women and Men 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 is fully integrated into the UEMF university's strategic plan, which promotes equal treatment between women and men in terms of access to employment, training, mobility, promotion, and equal pay. UEMF aims to achieve parity (equal numerical presence of men and women) and prohibits all discrimination based on gender, ethnic and social origins, language, religion or beliefs, opinions, disability, age, etc.

Our Charter aims to develop an action plan:

1. Appoint a contact person
2. Use non-sexist, non-discriminatory, non-stereotypical 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 gender research
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 "Equality between Women and Men" 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:

- a. achieve and maintain parity in numbers between men and women, using positive discrimination in cases 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 with reduced abilities as possible,
- e. include people from immigrant backgrounds;

Scholarships dedicated to:

- a. 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:

- a. an "Equal Opportunities" committee is set up at the level of the University Presidency to make continuous improvements concerning the Equal Opportunities policy, to implement it and to monitor and audit its application,
- b. UEMF continuously monitors the application rate of women, their acceptance and recruitment rate and the rate of completion of studies and graduation from university,
- c. an incentive scheme for 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 positive discrimination to give more opportunities to women in the event of equal profiles and potential,
- d. UEMF undertakes to ensure fair salary treatment between the sexes and to correct any discrepancy as soon as it is noted.

## **Maternity and paternity**

In accordance with its strategy and its objectives of social and societal responsibility, 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 Moroccan soil.

Indeed, and unlike what is practiced elsewhere where the 14-week maternity leave is covered by the CNSS (National Social Security Fund) with a maximum payment of 6000 Dh/month, the Euromed University of Fez pays the full salary to its employees for the entire period of maternity leave, 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 supplementary health/maternity insurance which provides reimbursement of 90% of medical expenses and care incurred in connection with maternity, in addition to the granting of a lump sum maternity allowance after childbirth for female employees of UEMF and the wives of employees.

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

### **Non-discrimination against women and harassment**

Discrimination against women, as well as moral or sexual harassment, are severely punished. Discrimination of any kind, and especially against women, is prohibited from the University's practices and operations. Any person who:

1. making derogatory remarks towards women regarding:
  - a. physical appearance,
  - b. the style of clothing,
  - c. the way of being, speaking and behaving;
2. disadvantaging women in:
  - a. the exercise of their functions,
  - b. access to responsibilities when they have the required qualifications and skills,
  - c. staff evaluations, d. awarding of grades and academic assessments for students;
3. Anyone reporting discrimination based on any prejudice is fully protected.

**The UEMF has an Anti-Harassment Committee.**

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

UEMF was selected following an international call for proposals to be a member of the international consortium of eleven French-speaking institutions that will work to achieve gender equality on their campuses. The consortium's objective is to "Achieve gender equality and empower all women and girls."

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





THE Consortium is a space for reflection and sharing focused on the notion of pooling tools and best practices. The Consortium's institutions work together, through concrete actions, to achieve visible and measurable changes regarding gender equality on their campuses and at several levels (students, teachers, government). 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 Economics**
- **Egypt – Alexandria University**
- **France – CY Cergy Paris University**
- **Haiti – Quisqueya University**
- **Lebanon – Lebanese University**
- **Madagascar – University of Toamasina**
- **Morocco – Euromed University of Fez**
- **Uganda – Makerere University Business School**
- **Quebec, Canada – Polytechnique Montréal**

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

#### **Women and Men Equality Consortium in which UEMF participates**

THE Consortium is a space for reflection and sharing focused on the notion of pooling tools and best practices. The Consortium's institutions work together, through concrete actions, to achieve visible and measurable changes regarding gender equality on their campuses and at several levels (students, teachers, government). The Consortium is supported and equipped by the AUF and its partners, and operates as a network.

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

- State of play of 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 AUF and its partners' systems in connection with EFH;

- Workshops for designing, writing and presenting the EFH action plan project 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-language resources.
- Production of a video of the consortium members on the occasion of March 8, 2022

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

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

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

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

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

Digital development is a means of accessing employment and economic independence, and therefore a driver of gender equality. It is a path to autonomy facilitated by modern communication tools and has become necessary to drive local and regional development. Digital technologies, used under the right conditions, can contribute to achieving the objectives set out in the Sustainable Development Goals by 2030 by stimulating economic growth and improving governance and outcomes, particularly in the areas of education (SDG 4) and health (SDG 3). However, these positive impacts can also be undermined 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 the lack of access and skills (especially for 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 translates into automated discrimination via algorithms.

The involvement of women in these areas is an asset for enriching innovation and meeting 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 tool for EFH by adapting them to the needs of women.

The consortium operates collaboratively and participatorily, focusing on the concepts of sharing and pooling. The work will take place over a year, from June 2021 to June 2022.

Training courses are scheduled with:

- The Egaé group: a consulting, training and communications agency specializing in gender equality, the fight against discrimination, diversity and the prevention of sexist and sexual violence.
- He for She( <https://www.heforshe.org/fr>) is a solidarity campaign for the [gender equality](#) launched by the [UN Women](#). Its goal is to engage men and boys in the fight for [gender equality](#) and the [women's rights](#), encouraging them to take action against the [inequalities](#) 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 is participating in the South-South mobility program (Equality of Women and Men).***

## Gender 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
% female	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
% of scholarship holders	56.00%	67.39%	62.37%	63.25%	62.32%	62.2%

### 3-Evolution of the percentage of female students graduating from UEMF

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

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

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



## Participation in trophies related to gender equality

### Label won by UEMF

UEMF was recognized for its gender equality strategy at the 6th edition of the Professional Equality Awards ceremony.



The UEMF won the certificate of excellence for its Gender Equality Strategy by obtaining the highest 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 professional equality and to raise awareness among all economic and social actors of the benefits of the recognition of 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%202012%20mai%202022,d'%C3%A9galit%C3%A9%20Femme%2DHomme.>

## UEMF receives the professional equality award



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 Professor Mostapha Bousmina, President of the Euromed University of Fez. This award recognizes the UEMF's commitment and efforts in the area 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 first among 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>

UEMF has applied for the 2023 Zairi Prize on inclusion and diversity <http://www.clicks.com/award-categories-3/>

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

### *Students:*

#### El Mehdi Yazourh and Noura Harit

- Participation in the conference "Cross-Views 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 Youth and Women" and 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 at the International Science Festival, held in Tunisia (ATAST) in 01/2017
- Testimony during the "Elles bougent" day on March 23, 2017 at INSA Lyon

### *Research teachers*

#### Prof. Ms. Malika Kettani:

- Conference: Moroccan Women Translators: Challenges and Future. International Meeting of World Women Writers, in Tribute to Fatima Mernissi
- This year's EuroMeSCo annual conference, themed "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 event in Brussels.

#### Prof. Mrs. Farida Bouhassoune:

- Feminine expressions, gender issues
- Women's Media in Morocco: What Challenges for What Modernity? in Méditerranéité plurielle, 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)

#### Prof. Mrs. Hafsa El Bekri:

- As part of the PISE projects (Socio-Economic Impact Project), a team is working on gender-specific professions (the case of cleaning ladies).

Pr Mr. Abdessamad Rhalimi

- “Articulation of social time for Moroccan executives: what role for HR management?”, proceedings of the 29th 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 2nd International Congress organized by the Gender Institute, in partnership with the University of Angers, August 27-30, 2019.
- “Can we talk about female leadership in Morocco? An exploratory study in the two major regions of Morocco”, 2nd international conference “Services, tourism and distribution in emerging countries”, jointly organized by HEC Rabat (CReSC) and the Sorbonne Paris Cité University (CEPN-CNRS), Rabat, October 19 and 20.
- “What socially responsible HR practices can be used to reconcile family and professional life for 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 research center of ESTEM, Morocco and the LAREQUOI research center of the University of Versailles Saint-Quentin-en-Yvelines, Casablanca, April 3 and 4, 2018, Morocco
- Thesis defended and prepared at the Sorbonne Paris Nord University (2017), “Careers of female executives and the glass ceiling in Morocco: some lessons from the mass distribution sector”,

Pr Mr Hicham Sebti:

- Teaching module: “Women in Business”
- 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 address the problem of female underrepresentation in science through various activities aimed at increasing the recruitment, retention, and progression of women in science, particularly in Artificial Intelligence. Maha GMIRA, Ph.D., Eng. Professor of Artificial Intelligence at UEMF and holder of the Women in Science 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-afrique-mettre-lia-dans-les-mains-des-femmes?fbclid=IwAR0SGk7WhIRFO-15HnZ949QrS5NhGRKeCtU3ahL9WPkNypm42UNzc3uY8Cs>

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



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

## Contribution by Prof. Maha Gmira at the 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 SAADÉ	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 for Women's Rights and President of the NGO ONE France.**



- **Conference "Current Challenges of Women's Entrepreneurship"**  
**Ms. Belkziz, President and CEO of the IT Company**



[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 - 12/15/2020 <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**



On this International Women's Day, the Euromed University of Fez, in the person of Mr. President Pr. Mostapha Bousmina, welcomes the commendable efforts that the University is undertaking in this direction to ensure for all students and employees a healthy environment where equality and kindness prevail. Pr. Mostapha Bousmina took this opportunity to highlight the contribution and commitment of the women of the UEMF in 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 a force for proposal.

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

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

**March 8, 2023**



The Euromed University of Fez, as every year, celebrates the UEMF 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 the individual, equal opportunities and social inclusion.

In this sense, the UEMF is working concretely on the promotion of gender equality at several levels in perfect harmony with the enlightened orientations of His Majesty King Mohammed VI, may God assist him, who underlined, during his speech on the 23rd anniversary of the 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**



To mark International Women's Day, several clubs and students organized various activities. Several competitions were on the agenda, including a chess tournament, a bridge-building



challenge, gaming, coding, and sports activities. The day was enlivened by a karate demonstration and an event by the Afrovibes club. The university also celebrated its women with a meeting with our student, Ms. Ornella Lekongo, for the release of her first book. Those present had the opportunity to discuss her career, her inspirations, and her passion for writing. The day ended with a thematic film screening and the award ceremony for the winning women.

[video made by students to celebrate UEMF 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 uses the project-based learning (PBL) approach to encourage students to explore real-world problems and challenges in an active and engaged learning mode. In this regard, all PISE projects (14) carried out by students of the Grande École program, 3rd year of the Euromed Business School, are part of the UEMF Gender Equality Action Plan (EFH).

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 hosted 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 was attended by more than 70 people (students, faculty and administration) in hybrid mode.

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



## UEMF commits to gender equality with AUF March 17, 2023



Following the official launch of the international consortium of eleven French-speaking institutions working to achieve gender equality in June 2021, the Euromed University of Fez is participating in the experience-sharing workshop organized by the Agence Universitaire de la Francophonie.

The event, which took place this Friday, March 17, 2023, in Paris, was marked by the launch of the synthesis workshop of the work of the French-speaking Consortium for Gender Equality on Campus. This meeting, aimed at developing an action plan for gender equality, provided an opportunity to present the Consortium's achievements after its two years of activity, as well as its prospects, under the banner of international cooperation.

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

Eleven institutions have been selected to join this international collective. The ambition of this Consortium is to provide effective and operational support to institutions wishing to engage in this process with a view to taking action on the persistent inequalities that affect 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 community activist.

This event, held as part of the celebration of International Women's Day, was an opportunity to recount the various forms of inequity and injustice that women still suffer in the workplace, both 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 was by wearing the color orange, symbol of a better future, without violence against women and girls around the world and the official color of the international day of mobilization (Orange Day), that the students and staff of the Euromed Business School challenged the brutalities perpetrated daily against women.

For the 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 key 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 the Euromed University of Fez, Ms. Najat Vallaud-Belkacem raised the issue of violence against women, a phenomenon that persists today despite efforts made in this direction.

"Violence against women is considered one of the most flagrant and widespread human rights violations worldwide today," said Ms. Najat Vallaud-Belkacem. The objective of this conference is therefore to recall the seriousness of this phenomenon, which can cause physical, sexual, psychological, or economic harm or suffering to the victim, but also to society. This is a constant fight and a permanent commitment that Ms. Najat Vallaud-Belkacem has led since her appointment as Minister of Women's Rights and Government Spokesperson in 2012, and then Minister of Women's Rights, Urban Affairs, Youth, and Sports in 2014.

Professor Mostapha Bousmina, President of the Euromed University of Fez, took this opportunity to reiterate the importance of combating all forms of inequality, particularly cultural violence against women. "Violence against women is not only physical, psychological, or economic; it is primarily cultural violence," said Professor Mustapha Bousmina, who also highlighted the contribution and commitment of women at the UEMF. Thanks to their skills and dedication, they now hold 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:  
"Programme 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 Prof. Hafsa El Bekri, lecturer and researcher at the Euromed Business School of the UEMF and co-director of the Research Institute for European, Mediterranean, and African Studies (RIEMAS).

The African Union Commission's Stakeholders Workshop was held between September 20 and 22 in Nairobi under the theme "Programme for Women and Youth Entrepreneurs." The objective of this edition of the Workshop was to develop a continental entrepreneurship development program, taking into account regulation, finance, entrepreneurial skills development, 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 pharmacy professionals of Fez, around the theme "The pharmacy professional: Innovations, expanded responsibilities and impact on healthcare". 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 related to the theme.

This conference was attended by several professionals from the pharmaceutical and pharmacy sector, including Dr. Fatima Zohra Khayar, Industrial and 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, Pharmacist and President of the Moroccan Society for the Valorization of the Pharmacy Act.

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

This meeting allowed both students and professionals in the field to exchange during the question and answer 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 breaking down gender barriers for a more egalitarian 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 raising 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



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

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



“Our flagship action for October was part of the month’s theme “Pink October”. Rotaract UEMF organized a day dedicated to raising awareness and fighting breast cancer for students and staff at the university, including a breast examination session for women at the university.”

Euromed University of Fez (UEMF) celebrated International Women’s Day on March 8 by paying tribute to the resilience and achievements of its female staff and students. President Prof. Mostapha Bousmina praised the commitment of UEMF women to the university’s development, emphasizing the importance of equal opportunities and social inclusion. UEMF implements fair recruitment policies and guarantees equal access to leadership positions 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 showcased 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, highlighting 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 Ms. Nabila Maane, Ms. Nejjar Latifa and Mr. EL Alaoui Abdelouahab, the participants competed in daring to win the coveted prizes.

The evening's participants dazzled the audience with their performances. Ismail El Ayachi moved the audience with his cover of Abdelhalim Hafez's song "Ahwak," while Pitake Maureen Glaubert captivated the audience with her rap. Imane Essaber, accompanied by the group Umusic Academy, also caused a stir 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 Award for Excellence in Higher Education, in 2024, in the "Equity and Inclusion" category.

This award, administered annually by the Center for Learning Innovations and Personalized Knowledge Solutions (CLICKS), is an official international recognition of higher education institutions worldwide that are creating an 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-lexcellence>

## 2025: Euromed University of Fez intensifies its commitment to the SDGs

### [Tribune] Wage inequality in Morocco: three months of “free” work for women



According to a report by the High Commission for Planning, published in 2024, the wage gap between men and women reached 23%. This means that in 2024, Moroccan women symbolically worked “for free” from October 8 until the end of the year. This observation highlights the urgent need for concrete action to reduce these inequalities and ensure true pay equity. This represents nearly three months of unpaid work compared to men, an alarming inequality that remains largely ignored in the public debate.

<https://ueuromed.org/actualites/articles/tribune-inegalites-salariales-au-maroc-trois-mois-de-travail-gratuit-pour-les>

**UEMF finalist in the Zairi International Awards : Recognition of its commitment to equity and inclusion in higher education**



Euromed University of Fez is honored to be a finalist for the Zairi International Awards for Excellence in Higher Education (2024-2025) in the "Excellence for Equity and Inclusion" category. Our application was selected from hundreds of universities from 34 countries after a careful evaluation by a committee of international experts. This distinction reflects our continued commitment to inclusive and equitable education and underscores the positive impact of our mission within the community and beyond.

[https://www.linkedin.com/posts/universit-euro-m-diterran-enne-de-f-s\\_zairiawards-higheredexcellence-innovationineducation-activity-7308477595493257216-Uq2q?utm\\_source=share&utm\\_medium=member\\_desktop&rcm=ACoAADTGRfcBC1u9wYbkACypuAdXhOuzPcQwP94](https://www.linkedin.com/posts/universit-euro-m-diterran-enne-de-f-s_zairiawards-higheredexcellence-innovationineducation-activity-7308477595493257216-Uq2q?utm_source=share&utm_medium=member_desktop&rcm=ACoAADTGRfcBC1u9wYbkACypuAdXhOuzPcQwP94)



### Cancer awareness in Sain by the Hands club



The event involved a visit to the Ziyat Child Protection Center for Girls, with the aim of providing advice and raising awareness about breast cancer prevention. It was a memorable and joyful experience, marked by enriching exchanges with the young girls on site, meaningful conversations, and the sharing of valuable advice to help them protect themselves. An unforgettable day, filled with laughter, connection, and kindness.

[https://www.instagram.com/p/DBhL8kSO9-t/?img\\_index=3](https://www.instagram.com/p/DBhL8kSO9-t/?img_index=3)

## October Rose: A Campus United for a Cause



Our students enthusiastically mobilized during Pink October, participating in various breast cancer awareness campaigns. Their commitment helped promote prevention and early detection, making this initiative a resounding success.

[https://www.instagram.com/p/DB1N8aEsy1Y/?img\\_index=3](https://www.instagram.com/p/DB1N8aEsy1Y/?img_index=3)

## Breast Cancer Awareness Workshop : October 19, 2024



As part of Pink October, the Elite Club organized a breast cancer awareness workshop at the Avicenne Clinic in Fez. This workshop, led by Dr. Guennoun Ahmed, a specialist in gynecology, obstetrics, and infertility, brought together 20 students from Euromed University. Dr. Guennoun addressed key topics such as the importance of self-examination for early cancer detection and best practices for regular screening. Through clear explanations and interactive demonstrations, participants were able to acquire practical knowledge while sharing their questions in a friendly atmosphere. The workshop was very enriching thanks to the speaker's expertise and the dynamic discussions, providing both an educational and entertaining experience. The students expressed their satisfaction and their intention to share this knowledge within their communities.

[https://www.instagram.com/p/DBZesZBxgi\\_/](https://www.instagram.com/p/DBZesZBxgi_/)



## Preventive screening day in Moulay Yaakoub for breast and cervical cancer



In partnership with the Moulay Yaakoub delegation, the Elite Club organized a preventive screening day dedicated to breast and cervical cancer. This event aimed to raise awareness in the local community about the importance of early detection to improve treatment and survival rates.

### Key points :

- 68 people were examined during free clinical consultations and examinations.
- 2 women showing signs of breast cancer were immediately referred to the Fez University Hospital for in-depth diagnosis and rapid treatment.
- Advice on prevention and the importance of regular check-ups.

This initiative provided essential medical services to rural populations, detected critical cases early and increased awareness of cancer prevention.

[UEMF Elite Club Report](#)

## Medical & Humanitarian Caravan: ROTARACT UEMF



February 22-23, 2025, this weekend, we took winding roads and crossed rain-soaked paths to reach the heights of Ikaouen—where access to healthcare is limited, but solidarity knows no boundaries.

Thanks to @association\_arads, our incredible doctors and specialists, the generosity of @sante\_bio\_premium for their donation of feminine hygiene products, and above all the unwavering commitment of our members, we were able to:

- Raise awareness about feminine hygiene and measles prevention
- Provide gynecological and pediatric consultations
- Distribute essential medicines and warm clothing
- Bringing comfort to a community in need

Despite the rain, despite the distance, our mission remained intact. Because it is in these moments—between fatigue and satisfaction—that we fully grasp the meaning of commitment.

[https://www.instagram.com/p/DHjSYyEMzXn/?img\\_index=12](https://www.instagram.com/p/DHjSYyEMzXn/?img_index=12)

## SDG 5 – Gender Equality: UEMF's Ranking in THE Impact Ranking 2025

601– 800	Abdelmalek Essaâdi University Morocco	44.3–49.8	60.9– 65.5
601– 800	International University of Rabat Morocco	44.3–49.8	70.3– 76.1
601– 800	Université Hassan II de Casablanca Morocco	44.3–49.8	60.9– 65.5
801– 1000	Ibn Tofaïl University Morocco	38.8–44.2	70.3– 76.1
801– 1000	Université Chouaïb Doukkali Morocco	38.8–44.2	1.7– 49.7
801– 1000	Université Hassan 1er Morocco	38.8–44.2	1.7– 49.7
1001– 1500	Euromed University of Fez Morocco	15.3–38.7	65.6– 70.2