



الجامعة الأوروبية بفس
EUROMED UNIVERSITY OF FES
UNIVERSITÉ EUROMED DE FÈS

SDG10 Report

Reduced inequalities

2023



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SDG10 report : Reduced inequalities

Introduction

Morocco has ratified all (UN) conventions relating to inclusion and diversity. As such, Morocco recognizes the right of vulnerable people concerned to education and is committed to developing inclusive environments facilitating their full and equal participation in the education system, and more broadly, in the life of the community. The Constitution of the Kingdom of Morocco of July 1, 2011 places these questions at the heart of the themes of the rights and freedoms of individuals.

Furthermore, the Higher Council for Education, Training and Scientific Research (CSEFRS) has developed the 2015-2030 Strategic Vision. The latter's recommendations converge towards an equitable, quality school favoring the promotion of individuals and tend towards the development of a real strategy of inclusion and diversity.

The creation of the Euromed University of Fez (UEMF) is the result of a Royal Initiative and is completely in line with the recommendations set out. Its objective is to establish in Fez a platform for intercultural dialogue, exchange and cooperation between the two shores of the Mediterranean with a natural extension towards sub-Saharan Africa. The UEMF is a non-profit Foundation with public utility status and is certified by the Union for the Mediterranean (UfM) with the support of its 43 member countries. The UEMF is placed under the High Honorary Presidency of His Majesty King Mohammed VI and its diplomas (MS. BS. MBA & Ph.D.) are recognized by the Moroccan State and all its courses have been accredited by the national quality assurance agency.

Diversity of the UEMF community

The UEMF strives to welcome varied and sometimes distant audiences in order to contribute to the construction of an egalitarian and tolerant society. It is making its admissions procedures more inclusive, to facilitate access to higher education for all by reducing financial barriers, and by promoting social and cultural inclusion and diversity on its campus.

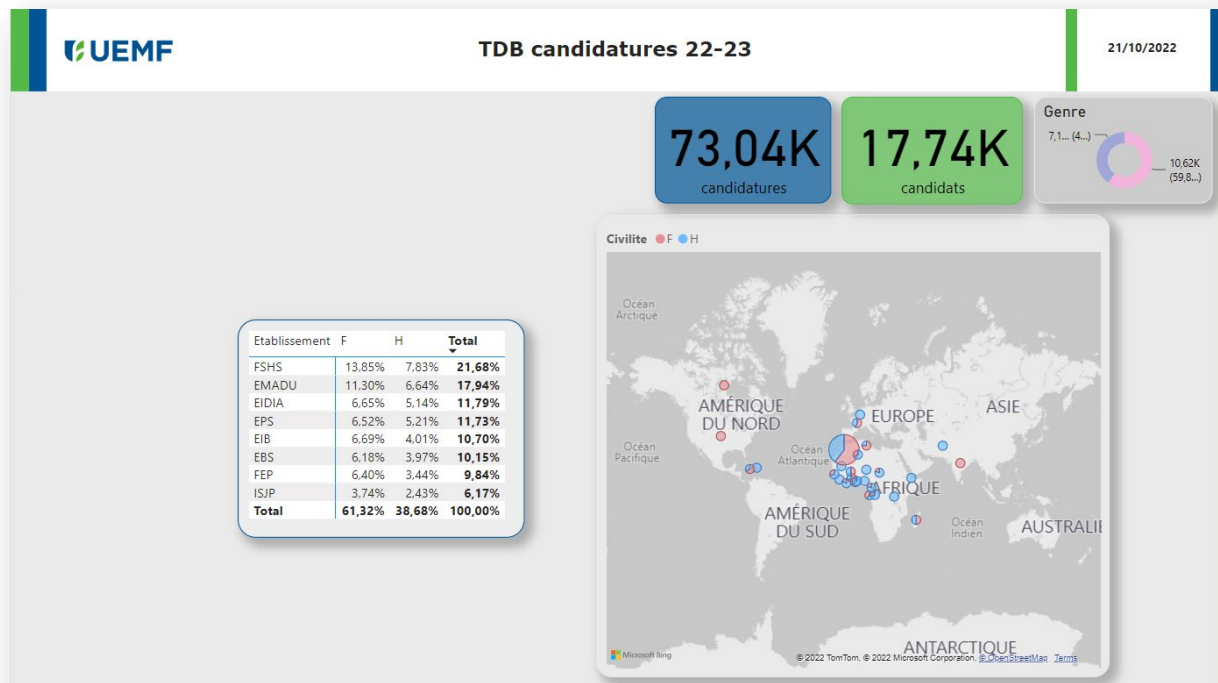
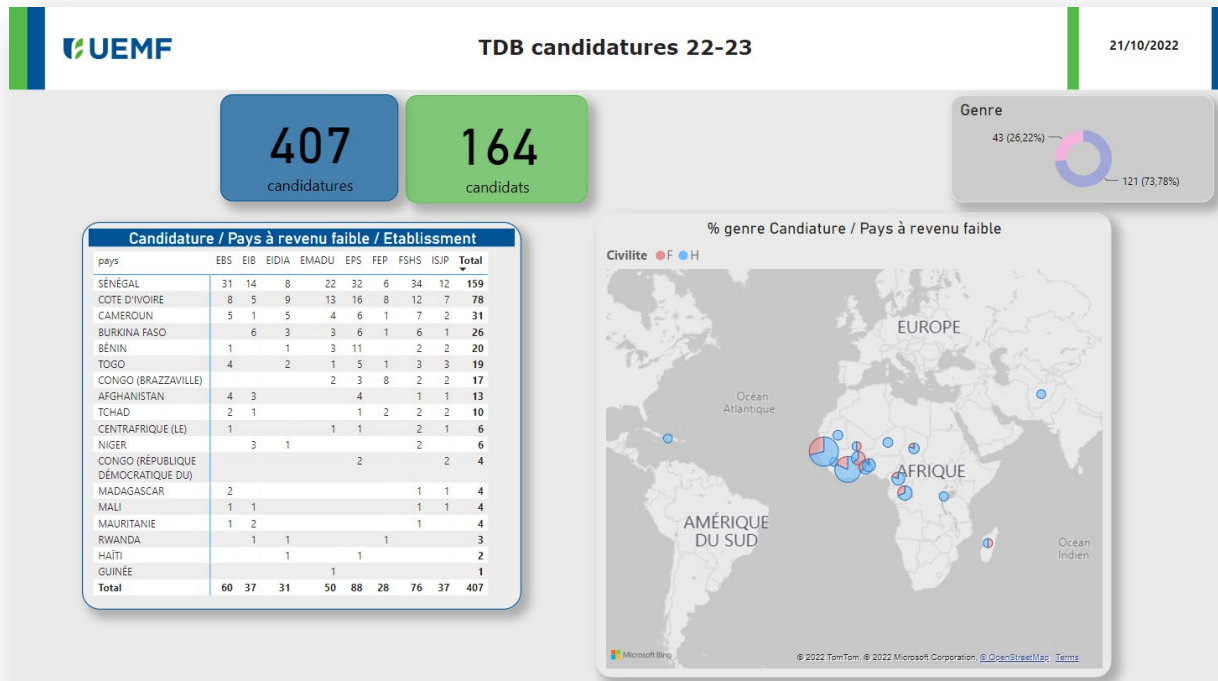
Students, academic & administrative staff and local partners:

Inclusion: The university has more than 3000 students (54% women) and this number will reach 7000 by 2026. In 2022-2023, students represent more than 30 nationalities: North Africa: Morocco, Algeria, Tunisia, Egypt ; Sub-Saharan countries: Senegal, Ivory Coast, Republic of Congo, Benin, Mali, Gabon, Burkina Faso, Comoros, Nigeria, Cameroon, Ethiopia, Tanzania, Togo, Ghana, Guinea, Mauritius, Rwanda, Europe: France, Spain, Italy , Portugal, Ukraine, Americas: Haiti, Middle East: Iraq, Syria. The administrative and teaching members come from 16 different countries: Morocco, Algeria, Tunisia, France, Spain, Italy, Portugal, Ukraine, Poland, Germany, Belgium, Russia, USA, Canada, Peru, Colombia

The goal is not only to train experts who master the most modern knowledge and techniques and technologies, but also and above all to train citizens who are aware of their rights, their duties and imbued with universal and multidimensional values in terms of openness, living together, interpersonal skills, critical thinking and respect for others and the environment. In addition, all our students receive training throughout their education in soft skills, study skills, life skills, professional skills and entrepreneurial skills.

In addition to its academic and socio-economic role, the University has a social responsibility promoting access to its training programs to a greater number of students through several types of scholarships dedicated in particular to brilliant students from disadvantaged backgrounds, modest incomes and also to students from Sub-Saharan Africa.

Tracking applications for women + low-income countries



Values

The UEMF:

- is open to the world and promotes the values of inclusion, moderation, tolerance, interculturality and sharing;
- is open to all students and staff, national and international, without discrimination based on origin, family situation, gender, disability or belief;
- is based on equality of opportunity;
- advocates gender equality and implements a proactive policy of inclusion of as many women as possible as well as people with reduced abilities;
- recognizes and rewards excellence through evaluation at all levels, both top-down and bottom-up;
- promotes critical thinking, rationality, civic values, commitment, a sense of duty and common interest, as well as respect for others and the environment;
- encourages initiative, entrepreneurship, innovation and mastery of languages and cultures;
- has a social responsibility and provides scholarships, housing and food to top students from low-income families and sub-Saharan Africa.

UEMF eco-campus

UEMF has an Eco-Campus designed to the highest international standards with state-of-the-art teaching and research facilities. In this context, the UEMF campus was certified by COP22, selected as a finalist for the International Green Gown Awards 2022, <https://www.greengownawards.org/2022-finalists>, and awarded the label “Responsible Establishment of the Year” during the 8th edition (2022) of the French-speaking Responsible Campus Trophies. <https://www.ueuromed.org/en/node/28>

Societal policy

https://ueuromed.org/sites/default/files/upload/files/politique-de-luempf-en-matiere-de-responsabilite-sociale-et-societale-version-revisee-2022_0.pdf

The UEMF’s societal policy (periodically revised) advocates:

- Equal opportunities in employment, career development, access to studies and lifelong learning
- Parity, pay equity: achieve and maintain parity in numbers between men and women, using positive discrimination in the event of equality of profiles and skills,
- Banishment of all discrimination based on social rank, gender, belief, age, ethnic origin, immigration status or even disability.
- Welcoming foreign students, particularly from sub-Saharan Africa: offer of merit scholarships (accommodation, food, payment of tuition fees, etc.) for better integration, inclusion and success. African students are active and organized within a dynamic association (African day, forums, exhibition of products, arts and culture, sport, etc.) (<https://greatyop.com/asric-and-uempf-scholarships/>)
- Inclusion of disadvantaged people, disabled people and immigrants:

1. all buildings and all premises within University buildings are accessible to PRMs (Persons with Reduced Mobility) and all staircases and elevators have signage written in Braille for the blind and visually impaired. ;

2. on all floors and in all places of the University, sanitary facilities complying with international standards are made available to PRMs;

3. in all parking areas, specific spaces are reserved for PMR and significant fines are applied to all those who park there, without having the right to do so;

4. Adapted accommodation is made available to students with a disability and in cases of severe disability, the University authorizes a family member to live with the disabled student.

5. a personalized service for disabled people including a shuttle (electric car transport) from the campus gate to the teaching rooms. Production of suitable course materials and application of the third-time rule during evaluations;

Gender policy

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

Positive discrimination against the female gender is applied: access to studies, employment, promotion, high positions, etc.

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.

Anyone who:

1. making derogatory remarks towards women regarding:

has. the physical aspect, 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 grades and academic assessments for female students;

3. carrying out moral or physical harassment.

The UEMF is also a member of the international consortium of universities for gender equality. <https://www.ueuromed.org/en/news/various-announcements/luemf-ete-selectionnee-en-tant-que-membre-du-consortium-international>



Statistics and scientific work on gender

The female gender constitutes approximately 51% of students with a relatively increasing progression.

Detailed statistics as well as scientific work on gender are provided in the SDG5 report.

Digital Inclusion

The “Women in Science: AI and the Future” chair <https://ueuromed.org/en/chaire-ia> was born from the collaboration between the Islamic World Educational, Scientific and Cultural Organization, ICESCO and UEMF. This is a chair entirely dedicated to the promotion of science and in particular artificial intelligence among girls and women. Some results were presented at the UNESCO World Conference on Higher Education WHEC2022.

[Teacher, Maha Gmira raises the role of AI in learning at the UNESCO World Conference on Higher Education | UEMF \(ueuromed.org\)](https://ueuromed.org/en/chaire-ia)

UEMF, partner of the Digital Development Agency (ADD) <https://ueuromed.org/actualites/visites/visite-de-la-delegation-de-lagence-du-developpement-digital-luemf> is a member of the Moroccan digital academy ACADEMIARAQMYA which is a national and inclusive e-learning platform offering a rich training catalog in the digital field, for the general public, administrations and businesses: <https://academiaragmya.gov.ma>

Criteria and Indicators

Non-exhaustive list of strategic criteria and indicators adopted to evaluate the university's societal policy (inclusion and diversity):

- Integration of societal issues into the strategic objectives of the UEMF;
- Existence of a specific action plan;

- Raising awareness of teachers and students about inclusive pedagogy.
- Creation of training modules on gender studies and female entrepreneurship
- Participation in national and international university inclusion networks
- Contribution through research, publications and annual reports on topics relating to inclusion, diversity and equity;
- Existence of indicators to assess the impact of action plans;
- Presence of a mediator on social and societal issues: his place in the hierarchy, the size of his team, the transversality of his missions <https://www.ueuromed.org/equipe-presidentielle/conseiller-du-president-developpement-communication-et-partenariat-afrique>
- Presence of an advisor to the President for relations with sub-Saharan African countries
- Participation in national and international labeling competitions;
- Willingness to commit to increasingly restrictive charters;
- Encouragement of student engagement (clubs, sociocultural activities, etc.) [Amazigh Day | UEMF \(ueuromed.org\) https://ueuromed.org/evenements/activites-des-etudiants/visite-du-mellah-la-decouverte-du-patrimoine-judeo-marocain](https://ueuromed.org/evenements/activites-des-etudiants/visite-du-mellah-la-decouverte-du-patrimoine-judeo-marocain)
- Existence of a support unit for students or staff members;
- Existence of a referent, an ethics committee, units fighting against all forms of violence and against discriminatory or harassing acts;
- Rate of scholarship students per promotion;
- Rate of students from remote regions;
- Diversity of parents;
- Rate of students whose parents have not completed higher education;
- Rate of students with disabilities;
- Student diversity rate;
- Diversity of geographical origin of students;
- Existence of actions to raise awareness of socio-cultural inclusion (partnership with local authorities to promote higher education for students from disadvantaged neighborhoods, etc.);
- Compliance with legal provisions relating to the employment of disabled people;
- Disability accessibility of internal information systems & Disability accessibility of signage on campus;
- Possibility of teleworking and distance learning;
- Diversity of languages spoken within the UEMF: Arabic, English, French, Amazigh, Spanish, Chinese, African languages;
- Strengthening staff capacity for training and support.

Support for students with specific needs

Make training accessible to people with disabilities.

Moodle

Possibility of :

- asynchronous training and take advantage of real-time course materials.
- secondly, question the trainer about the content of the materials.



Coursera offer

Support for the accessibility policy for people with disabilities or learning problems.

Solidarity actions during the Covid period

The university, supported by its partners (EU, EIB), provided scholarships, laptops and 4G modems with internet subscription to enable students from disadvantaged backgrounds to follow, without difficulty, the distance learning provided by the University during the Covid period. This action allowed students from vulnerable families to continue their training in optimal conditions and contributed to the sustainability of digital teaching. https://ueuromed.org/en/actualites?field_category_target_id=62

Other actions promoting inclusion

- Production of an institutional video intended for the public in sub-Saharan Africa with the participation of the partner Event Advisor.
- Annual organization of the African week in the presence of ambassadors
- Organization of the “Laser Tag Party” event for children with reduced mobility.

- Support for: associations, orphanages, infirmaries of public hospitals, etc. through donations of food, equipment, clothing, etc. and organization of socio-educational events or development of spaces and premises
- Through several conventions, the UEMF acts as a partner and a fundamental actor in the socio-economic development of the region.https://ueuromed.org/en/actualites?field_category_target_id=58

Observed impacts of the policy to combat inequalities

- Equal Opportunities
- Change in attitude and behavior towards inclusion
- Academic success
- Socio-professional integration
- Capacity building for students and academic and administrative staff
- Partnership with NGOs and national and international inclusion networks
- Problem resolution by the mediator team
- Improved services for students or staff with specific needs
- Team spirit and good governance (transparency, accountability)
- Pleasant living and working environment
- National and international influence following the multiple awards and labels obtained by the UEMF (responsible innovation, responsible campus, professional equality)

In conclusion, a good example of the fight against inequalities is presented in the video showing the emotion of a father with a modest income and residing in an arid geographical area far from the center, whose son was accepted into engineering studies at the UEMF with a scholarship covering all of its needs:https://www.youtube.com/watch?v=T4G3nIYPgs&ab_channel=PACCMarocComp%C3%A9titivit%C3%A9etcroissanceverte

Reproducibility

Reproducibility of the results achieved is possible with adaptation to the local context in the MENA region and sub-Saharan Africa.

- Adaptations depend on the size of the partner institution and its motivation
- A fund initiated by the UEMF Foundation aims to finance student and/or staff projects and to support the transfer to partners around diversity and inclusion.
- Provision by the local authorities of 2 Riads in the medina of Fez (open-air school) for transfer and replication of experiences between students and artisans <https://ueuromed.org/actualites/visites/visite-de-deux-riads-mis-la-disposition-de-luemf-par-une-delegation-accompanied>
- Awareness and training seminars were organized for the benefit of certain partner universities in Morocco (Soltane Moulay Sliman in Beni Mellal city) and in sub-Saharan Africa (Yaoundé 2 Cameroon, Gaston Berger Senegal)

Other actions 2022/2023

Artistic social action December 2022



The Rotaract club organized a social action for the benefit of autistic children from the Assabah association who benefited from a set of educational and fun workshops and artistic activities.

On December 10, the Lions club participated in hosting a social event in the child protection center in Fez.



Round table on the theme “Immigration: crossed facets” January 23, 2023



On February 23, 2023, the IESJP held a round table on: “Immigration: crossed facets”. This scientific event was hosted by:

Mustapha MERIZAK, sociologist: "The struggles of Moroccans in France from the colonial era to independence".

Khalid MOUNA, anthropologist: "Moroccan skills, can we count on the emotional connection".

Pierre OYONO MVOGO, doctoral student at the Institute: "Regional integration and free movement in Africa: Myth or reality?"

<https://ueuromed.org/actualites/congres-et-colloques/table-ronde-autour-du-theme-limmigration-facettes-croisees>

Amazigh Day February 22, 2023



The Tawesna Fez club organized an Amazigh themed day on February 15, 2023. This rich day, both cultural and artistic, aimed to promote Amazigh culture through an exhibition of works, carpets and craft objects, an Ahidous event with the Amasasa troupe as well as singing performances contemporary artists representing the different regions and facets of Amazigh culture.

The event was an opportunity to show the cultural richness of Morocco to members of the UEMF community and to different students from several countries around the world.

UEMF organizes a tour in honor of its foreign students April 3, 2023



During his speech, the president of Euromed University, Mostapha Bousmina, noted that students and teacher-researchers currently represent 43 nationalities who rub shoulders every day on campus, work together and some are designing a common future. .

He then reviewed the university's major projects, the surface area of which will soon increase from 50 ha to 120 ha with the construction of a university hospital center, a faculty of medicine which will be operational from next September, a faculty of dentistry and a nursing training center.

He also mentioned the Fez Smart Factory project, based on industry 4.0, which will be received shortly, as well as the second phase of the campus, which includes a conference center that can accommodate around 3,500 people, a large library, a sports complex with an Olympic swimming pool and a FIFA standard football field, in addition to shops, a mini-market, bookstores, cafes and restaurants, a beauty salon, a pharmacy, etc.

<https://ueuromed.org/actualites/annonces-diverses/luniversite-euromed-de-fes-organise-un-ftour-en-lhonor-de-ses>

2nd edition of African Week: The UEMF celebrates Africa differently! May 25, 2023



After a successful first edition in 2021, the Euromed University of Fez is organizing the African Week, on May 24 and 25, 2023.

This year's long-awaited event coincides with World Africa Day and celebrates the dialogue, richness and diversity of our continent by putting on the program numerous cultural, scientific, artistic and recreational activities.

Through these events, the Euromed University of Fez continues to play its role as a meeting place and intercultural exchange between the two shores of the Mediterranean with a natural extension towards Sub-Saharan Africa in perfect harmony with The Clairvoyant Vision of Sa Majesty King Mohamed VI.

This event, which is part of the University's strategic vision aimed at promoting exchange and the values of sharing and coexistence, constitutes an opportunity to communicate and reflect together on the issues and opportunities linked to Africa.

This edition adopted a fairly varied program containing a day dedicated to artistic activities performed by dance groups from different countries and a screening of the film "The boy who harnessed the wind". Followed by a second day animated by musical performances, artistic parades, conferences, round tables, exhibitions and to finish in style, an "African night" evening performed by UEMF students.

<https://ueuromed.org/actualites/journee-specifique/2eme-edition-de-la-entreprises-africaine-luemf-celebre-lafrigue-autrement>



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10 REDUCED
INEQUALITIES



HELP FOR PEOPLE WITH
DISABILITIES

PARKING AREAS



Specific places reserved for PEOPLE WITH DISABILITIES

TOTALLY CAMPUS ACCESSIBLE TO PEOPLE WITH DISABILITIES

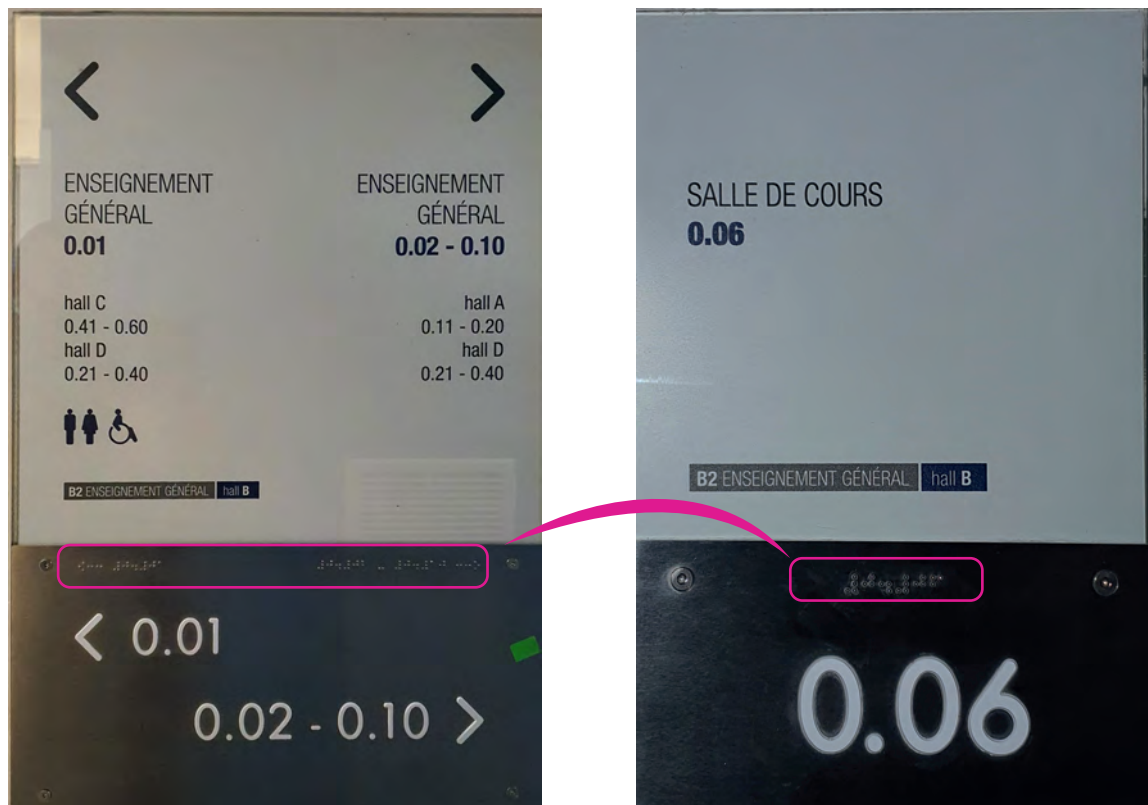


Personalized service to disabled including a shuttle from the campus portal to the teaching rooms



All stairs and elevators have signage written in Braille for no and the visually impaired

TOTALLY CAMPUS ACCESSIBLE TO PEOPLE WITH DISABILITIES



All rooms
have signage written in Braille for no and
the visually impaired

TOTALLY CAMPUS ACCESSIBLE TO PEOPLE WITH DISABILITIES



Access ramp to the university canteen

TOTALLY CAMPUS ACCESSIBLE TO PEOPLE WITH DISABILITIES



Access ramp to sports fields



On all floors and in all places of the University,
specific sanitary facilities and respecting
international standards are
made available to PEOPLE WITH
DISABILITIES

INFIRMARY

The UEMF medical service is open to the entire UEMF community: students, doctoral students, teacher-researchers, administrative and technical staff, guest teachers and trainees. A permanent structure is provided at night at the student residences of the University.

