SDG 5: Gender Equality

UN Sustainable Development Goal Target: Achieve gender equality and empower all women and girls.

EXECUTIVE SUMMARY - SDG 5: GENDER EQUALITY

Heliopolis University (HU) actively advances SDG 5: Gender Equality through an integrated model of higher education, scientific research, community development, and operational practice.

1. Key Institutional Achievements & Initiatives (2025)

- **Workforce Equity:** Achieved near gender balance across university staff (51.1% female, 48.9% male).
- **Unified Policy for DEI:** Adopted institutional framework combining Code of Conduct, Anti-Harassment Policy, and Gender Equality Framework with zero-tolerance mechanisms.
- **Rural Women's Empowerment:** Targeted 1,500 women and girls across 13 villages for career guidance, health insurance access, and capacity building.
- **Gender in Olive Value Chain:** Delivered specialized training under SustInAfrica for 35 participants on gender-responsive agricultural production.
- **Wahat Women's Program:** Empowered 45 rural women entrepreneurs in Bahariya Oasis with business skills and vocational production training.

2. Key Performance Metrics & Data Summary

Performance Metric / Indicator	2025 Reported Value
Female Share of University Workforce	**51.1%**
Women Targeted in Rural Initiatives	**1,500**
Female Workers in Rahma Health Project	**82**

3. Contributing University Faculties, Centers & Ecosystem Partners

- Rural Development Center (RDC)
- Human Resources / DEI Committee
- Integrative Health Center (IHC)