

## **Gender Equality Report at College of Management and Technology Arab Academy for Science, Technology and Maritime Transport**

### **Brief summary**

The report assesses the status of gender equality at the College of Management and Technology (CMT) within the Arab Academy for Science, Technology and Maritime Transport (AASTMT) and its alignment with Sustainable Development Goal 8 (SDG 8) - "Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all." It meticulously examines gender distribution among students, faculty, and staff, evaluating admission policies, academic performance, leadership opportunities, and campus safety. The report emphasizes the importance of gender equality as a fundamental human right and a driver of economic growth and sustainable development. It provides comprehensive recommendations to enhance gender equality at CMT, encouraging inclusive education, employment opportunities, gender-responsive policies, and greater representation of women in leadership roles, all in line with the principles of SDG 8.

The report underscores the significance of fostering gender equality within educational institutions like CMT to align with SDG 8's objectives. By implementing the recommendations outlined, CMT can make meaningful strides toward achieving gender equity, ultimately creating an inclusive and supportive environment that prepares all students for success and contributes to a more just and equitable society.

### **Enrollment and Admissions:**

- Analyze the gender distribution of students enrolled in various programs at CMT.
- Examine the admission policies and practices to ensure they are gender-neutral.

### **Academic Performance:**

- Evaluate the academic performance of male and female students to identify any significant disparities.
- Investigate factors that may affect academic achievement, such as access to resources and support.

## **Faculty and Staff:**

- Assess the representation of female faculty members and staff within CMT.
- Analyze policies related to hiring, promotion, and compensation to ensure gender equity.
- Extracurricular Activities and Leadership:
- Investigate the participation of male and female students in extracurricular activities, clubs, and leadership roles.
- Assess the availability of resources and support for female students interested in leadership roles.

## **Campus Safety and Well-being:**

- Evaluate the safety and well-being of female students and staff on campus.
- Ensure that policies and procedures are in place to address gender-based violence and harassment.

## **Alignment with SDG 8:**

SDG 8 emphasizes the need for inclusive economic growth and decent work for all, regardless of gender. Gender equality at CMT, AASTMT, aligns with SDG 8 in the following ways:

- **Inclusive Education:** Ensuring equal access to education for all genders contributes to inclusive economic growth by providing individuals with the skills and knowledge needed for decent work.
- **Employment Opportunities:** Promoting gender equality within the institution prepares students for the job market, contributing to the goal of full and productive employment.
- **Gender-Responsive Policies:** Developing and implementing gender-responsive policies at CMT fosters a supportive environment that aligns with the principles of SDG 8.
- **Leadership and Representation:** Encouraging female leadership within the institution prepares women for leadership roles in the workforce, promoting economic growth.

## **Recommendations:**

Based on the assessment, here are some recommendations to enhance gender equality at CMT, AASTMT:

- Increase outreach efforts to attract a more diverse student population.
- Implement mentoring and support programs to address academic disparities.
- Develop gender-inclusive hiring and promotion policies for faculty and staff.
- Promote gender diversity in extracurricular activities and leadership positions.
- Enhance campus safety measures and awareness campaigns against gender-based violence.

## **Conclusion:**

Gender equality at the College of Management and Technology, AASTMT, is essential for aligning with SDG 8 and contributing to sustainable economic growth and decent work opportunities. By implementing the recommendations outlined in this report, CMT can further advance gender equality and create a more inclusive and supportive educational environment for all students and staff.