Handbook of South Valley University

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Objectives
In the context of the project of gender equality in higher education system in Egypt, the South Valley University has the intention with the partnership of the free University of Berlin, to publish this handbook about the project in order to make the project more effective and well known, not only inside the university but also outside it.
This handbook will guide you to know a lot about our project and its goals and achievements.

1. Project Overview

Project partners:

Freie Universität Berlin
Cairo University
Alexandria University
Sohag University
South Valley University
Egyptian Ministry of Higher Education (Strategic Planning Unit)

Website:
website of the project in SVU:
http://www.svu.edu.eg/equal/index.html

Project support

German Academic Exchange Service (DAAD) program "Transformation partnership with universities in Egypt and Tunisia"

Duration
April 2012 to December 2014

Goals

- To establish a dialogue on gender justice in higher education and beyond between Free University of Berlin and Egyptian universities
- To improve mechanisms for equal opportunities in Egyptian higher education institutions
- To promote a family friendly environment at the university
- To promote gender sensitive teaching and research at Egyptian higher education institutions

2. Introduction

The South Valley University has been already set an office for the promotion of equal opportunities and a family friendly environment at the university. The center mainly aim at supporting work life balance and career development of all university members. This
includes counseling of young researchers and graduates, offering soft skills courses to faculty members, and enhancing offers for child care at the universities.

2.1 What is a gender equality in higher education?

Most countries have made substantial progress in closing the gender gap in higher education in terms of access. Women are increasingly gaining access to higher education, and even female enrollment outnumbers that of male students in Egypt. However, the increase in female enrollment does not necessarily mean that gender equalities are realized.

Female students are still facing more financial and social barriers to accessing higher education than male students. Survey results indicate that women from urban, wealthier, and more educated families are more represented in higher education in Ethiopia. In Egypt, average family allowance to female students is only 89 percent of the average allowance given to male students.

2.2 Gender equality center at south valley university

In June 2012 the Egyptian project teams started to establish Equal Opportunity Centers at their universities. At South Valley University in Qena, the Equal Opportunity Center has recently started its work. The Equal Opportunity Center at the South Valley university has the objectives to improve mechanisms for equal opportunities in Egyptian higher education institutions, and to promote a family friendly environment at the university. We are supporting the females Staff-member and the female post-graduates students to achieve progress in their educational and social lives. Young female scientists already consult the center when facing problems related to equal opportunity issues. Furthermore, the center organized trainings for young scientists and an open day at the university for school girls, took place at South Valley University.

2.2.1 Project Coordinator

The project coordinator of Gender equality project at SVU is prof. Dr. Jehan Ragab Daoud, Vice-Dean of Faculty of Veterinary Medicine for Social Services and Environmental Affairs. The project receives support and encouragement from
Prof. Dr. Abbas Mansour, the president of South Valley University and Prof. Dr. Sayed Taha, Vice President for Social Services and Environmental Affairs.

2.2.2 Project members

The project is being carried out with help of some of the university staff members (males and females are working together in order to support the project:

1. Ms. Nada Mohamed Nabil Fahmy, Ass. lecturer, Faculty of Science.
2. Ms. Shaimaa Ahmed El-Saghir, German Lecturer, faculty of Arts.
3. Ms. Marian Nashat Farah, Ass. Lecturer, faculty of Arts.

2.2.3 Address & contact details

South Valley University, Equal Opportunity Center, central Building of the university,
Telephone: 1948
Website:
E-mail: jehan.ragab@yahoo.com
Opening time: Sat till wed, 9:00 am till 2:00 pm.

2.3 Activities

Our office is offering:
1- Help and support for female staff and students inside the university.
2- Organizes training courses and workshops for the young university staff members in different fields in order to improve their work and outcome in the academic and social fields.
3- Organizes technical workshop based on the wiki-platform with the partnership of the free university of Berlin.

3. counseling

3.1 what is a counseling?
How do we define Counselling?

- short-term intervention
- solutions to concrete problems
- giving advice
- spontaneous

**Topics of Counselling**

- Career Planning/ Qualification
- Fundraising
- Study-related Problems
- Conflicts in the working Place
- Sexual Harrassment, Mobbing, Stalking
- Work/Life Balance or other family related questions

**What is the role of the Counsellor?**

- Aim: You have to find out the women’s wants and needs
- Create an atmosphere of trust
- Attitude: Mostly the Women do know the answers to their problems, but need help to see those themselves
- Professional relationship

### 3.2 Females Problems

The numbers of female students who came to the center is 8, and there are 7 who represent their problems by contact with project coordinator & members orally without visiting the center because it's far away from their faculties. The numbers of female staff members who came to the center is 6, and there are 4 who represent their problems by contact with project coordinators & members orally without visiting the center because it's far away from their faculties. The total number of female students and staff members who have visited the center is 14.

**3.2.1 Problem of female Staff members and students:**

Problems of female students and staff members who came to the center for counseling were facing:

1. Some Families refuses to allow female student continuing education after she obtained a BA degree(after graduation).
2- Some Families wants female student to get married and drop out of university before finishing BA degree.

3- Female demonstrator with two children who lives in another governorate far away from the university has problems to balance between work duties and home duties.

4- Female assistant lecturer with three children whose husband lives in another city has problems to balance work and home duties.

3.2.2 Meeting of German delegation with Female Staff members and students:

On the mentoring stay at SVU, 26-30 April 2013, a German delegation visited SVU, Prof. Dr. Jehan asked some questions to female staff members, e.g. What issues do the Gender Equality Principles cover? Why are the Gender Equality Principles needed? and How is gender related to culture? Also she arranged the meeting of some female students with the German delegation and asked some questions to female students, e.g. Why do most of the female students study humanities and literature, not science and engineering? What are the problems faced by girls in taking opportunities for education? What is the opinion of your parents and the surrounding community?

Central topics of meetings with female students and staff members

- low acceptance of women in leadership positions in society (especially in governmental positions, engineering, law); women are only accepted in certain fields

- limited mobility of women as a huge problem: distances between home and university can be an obstacle for higher education or an academic career

- to overcome cultural restrictions, role models and awareness raising for gender equality, especially in schools and at university, are necessary

- early marriages constitute an obstacle for higher education of women

- economic obstacles: poor girls (and boys) are underprivileged -> offering scholarships could be a solution
discrepancy between legal rights of women and actual implementation

to achieve work-life balance, the following suggestions were made:

- little number of children, support from husband, availability of kindergarten/nursery,
- teaching the children to look after themselves, improving time management skills, using modern technology (distance education)

4. **Girls Day**

4.1 **What is a girls day?**

Every year technical enterprises, enterprises with technical departments and technical training facilities, universities, and research centers are invited to organize an open day for girls. Girls'Day – 'Future Prospects for Girls' initiated a large campaign in which a wide range of professions and activities is presented to girls of 10 years upwards. The vocational choices of girls are influenced in a very positive way. For companies, Girls Day has evolved as an important instrument of their recruitment policy. The Girls'Day or similar actions take place in fourteen other European countries: Beside Germany in Luxembourg, the Netherlands, Austria, Czech Republic, Belgium, Kosovo, Poland, Spain, Italy, France, Switzerland, Hungary, Norway and Liechtenstein. Cross-border
activities are conducted together with Austria, Luxembourg, Belgium, Poland, the Czech Republic and Switzerland. In 2012 the first Girls’Day outside of Europe was held in Kyrgyzstan. In 2013 the first Girls’Day was held in Estonia and Egypt.

4.2 Why is a girls day

Girls’Day encourages the surroundings of the young women - i.e. families, school, media and employers to participate in the campaign and change their common attitudes towards vocational orientation. Information material, an all-embracing interactive website and an individual advisory service provide support for all target groups. The campaign includes a scientific evaluation. And in recent years there has been a significant increase in female professionals in technical fields. Now the growth in employment of women is stronger than that of men in almost all scientific and technical professions. The Girls’ Day at South Valley University offered school girls the opportunity to gain an insight into different faculties and departments at the university and into academic life in general. This should contribute to awaken and promote their interest for university departments at which women are usually underrepresented, especially in the higher positions like professorships, heads of department, and deans. It also aimed to show them an academic career as a possible job option.

4.3 Girls day activities:

On 4 December 2013, South Valley University hosted the first Girls’ Day at an Egyptian university, an open day for schoolgirls at the university. One hundred female students from four preparatory and secondary schools in Qena attended the event that was conducted under the auspices of Prof. Dr. Abbas Mansour, President of South Valley University, and Prof. Dr. Sayed Taha, Vice President for Social Affairs and Environmental Development. It was organized by Prof. Dr. Jehan Ragab project coordinator and Manager of the University’s Equal Opportunity Center and her team.

The female students were distributed to several workshops at eight different faculties, including: Faculty of Science, Faculty of Engineering, Faculty of Agriculture, Faculty of Medicine, Faculty of Veterinary Medicine, Faculty of Specific Education, Faculty of Physical Education & Faculty of Nursery. Staff members of the departments gave the girls
a guided tour through the labs and facilities of the faculties and explained small experiments and technical devices used in teaching and research.

The idea to organize a *Girls’ Day* arose in the context of the project “Gender Equality in the Egyptian Higher Education System”, cooperation between Freie Universität Berlin and four Egyptian universities. Freie Universität Berlin has participated in the nationwide “Girls’ Day – Future Prospects for Girls” since 2002. Having started with 100 schoolgirls in the first year, the number of participants has reach about 1000 now.

South Valley University also intends to slowly increase the number of participants and involved departments in the coming years. Educating women and introducing them to academic life is very important, especially in Upper Egypt, the project team agreed. The representatives of Freie Universität Berlin, who visited South Valley University on the occasion of the *Girls’ Day*, were impressed by the good organization and the enthusiasm of the participants. Silvia Arlt, who works in the Office of the Chief Gender Equality Officer of Freie Universität Berlin, emphasized: “With regard to the *Girls’ Day*, South Valley University can serve as a role model for other Egyptian universities.”
4.4 Girls day publications at SVU:

In the girl’s day event at SVU, a flyer was designed to be distributed to the attendance during the event, the flyer included general information about the project and it’s activates, information about the girls day and contact information.
**Workshops:**

One of the activities of the office is making many workshops for different categories. The workshops involve human resources, awareness, and career development.

**Types:**

Gender Equality office in SVU made two workshops in corporation with DAAD entitled:

Project management and Research management

**Participants:**

Each workshop was attended by around 22 participants from varied faculties and varied positions.

**Future plane of the project in South Valley University (March-December 2014)**

1- Adding the activities of the other 3 universities which will be done during the period from March to December 2014 to the handbook.
2- Making a translation to the website to Arabic.
3- Making 3 or 4 training courses to staff members which offered by DAAD
4- Making a video film about the activities of the center till the end of the project.

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**5- Activities of Cairo University (2013/2014)**

“Gender Equality in the Egyptian Higher Education System”

**5.1 Establishment of Equal Opportunity Center**

Due to regulation of Cairo University, the Faculty of Economics and Political Science will not be able to establish a center. Instead, we will have an Equal Opportunity Project, under the International Cooperation Office.

**5.2 Meeting at Cairo University, 20 May 2013**
Participants: Prof. Dr. Hala Said (Dean, Faculty of Economics and Political Science, Cairo University), Prof. Dr. Heba Raouf (FEPS, Cairo University), Dr. Wafaa Elcherbini (International Office, FEPS, Cairo University), Dr. Florian Kohstall (Head, Freie Universität Berlin Cairo Office), Elisabeth Trepesch (Freie Universität Berlin Cairo Office)

5.3 Summer school in Berlin, 30 June to 7 July

The names of the four participants from Cairo University will be announced not later than 23 May. The appointment at the German embassy for visa application will be on 13 June; Elisabeth will send information about the visa requirements to the participants until the end of the week. One representative of Cairo University will give a 10 minutes presentation covering the following issues: past projects at FEPS/CU dealing with gender issues and equal opportunity policies; focus of the cooperation with FU Berlin; plans and vision for the project at FEPS/CU 2014 and beyond.

5.4 Another Activities

1- Meeting with Elizabeth and Dr. Heba Raouf to discuss project in September 2013.
2- Meeting with team to discuss future project activities planned for 2014.
3- Project team meeting to prepare for the travel to Berlin in November 2013.
4- Project team meeting for briefing after the travel to Berlin.
5- Project meeting with Dr. Jasmine Fouad to discuss logo and outcome of the meeting in Berlin end of November.
6- Participation in the German Science day (Dr. Dina Mandor)
7- Meeting with Heike in Cairo on November 15, 2013.
8- Meeting with Dean of FEPS to discuss project in November and December 2013.
9- Project team meeting for the preparation of the German partners meeting in December 2013
10- Project team meeting to discuss the handbook in December 2013
11- Women and Science workshop on December 19, 2013

5.5 Future activities
The Equal Opportunity Project at FEPS planned two workshops in the coming six months. One on women and politics and the other is women and economics. These workshops shed the light on and celebrate the contribution of women to politics and economics and encourage women to contribute effectively in these fields.

5.6 Training courses
Within the framework of the project, three training courses for different target groups ([female] students, PhD candidates, faculty members etc.) can be organized at Cairo University until the end of 2013. Possible issues to be addressed in those trainings are either soft skills trainings (cf. program of DAAD Kairo Akademie, attached) or gender related topics (e.g. women and political participation, economic empowerment of women; a concept, including the names of possible trainers, will be designed by the project team of CU). The trainings will be held from September 2013.

5.7 Context:

5.7.1 Definition of equal opportunity at universities & criteria
Keywords
*Human rights shared by men and women
*Access to education, to jobs
*Anti-Discrimination
*Supportive work environment
*Positive discrimination

*Justice

8Diversity/Intersectionality

*Gender-sensitive language, teaching, curriculum

5.7.2 Why equal opportunity: context, problems, numbers, issues...

Keywords

*Changing atmosphere after the revolution

*Women's issues not in the centre of debates

*Participation of women in political movements

*The role of women in the Egyptian society

*The role of universities as driving force in change

*Significance of the numbers

*Numbers and their critical interpretation

*Sexual harassment

*The perception of women in a changing society in Egypt

*Academic freedom

*Reorganization of universities (new law in progress)

*Economic development

5.7.3 Needs for awareness inside and outside the universities

Keywords:

*Cultural context

*Equal opportunities in society

*Public relations

*Practices

*Why taking gender in consideration is good for the universities (and the society)?
5.7.4 Legal aspects

Keywords
*Laws are governing the universities and ruling the work of the offices
*Gender-neutral laws in general
*Constitution to be written
*Anti-discrimination as part of the future constitution?

5.7.5 Structure of the university and location of the center within

Keywords
*Hierarchy within the structure
*No independence of the offices
*Offices as part of the faculty or as part of the university or as part of the administration?
*Decision-making-processes
*Support
*Finance, infrastructure
*Career paths, hiring, promotion

5.7.6 Networking

Keywords
*Ministries
*NGOs
*Existing offices for women
**National Council
Another national organizations
*Supreme council for universities (presidents)
*Funding institutions (world bank)

5.7.7 Internationalization
Keywords
*Transnational cooperation
*Grants/fundings
*Internationalization as promoter for gender issues
*Transnational dialogues
*Higher education reforms in international contexts

5.7.8 Legal Framework

Equal Opportunity Office:

1) International level:
   - Transitional paragraph (Equal opportunity à gender)
   - International trend & introduce FUB
   - Definition of equal opportunity in gender using CEDAW
   - Intersectionality of discrimination. Eg. black rural women
   - Why is gender equality important? Economically & human rights

   (NB: German Research Foundation fund of $30,000 (or Euros) for universities working on gender issues).

2) National level:
   - Context for revolution (women in the lead)
     • Stats: politically:
     • Women in parliament/local governmental officials
     • Women in the constitution committees of 10 and 50
     • Stats: Economically:
     • Paragraph (current situation) à challenges of women
     • Female-headed households
• Returns to education (we can contact Israa Sakr at Economics Dept. (FEPS) and Dr. Mostafa Kamel at PID)

• Accessibility of women
  - Cultural:
  
• Male-dominated culture (sexual harassment)

• Misinterpretation of religion
  - Legal framework (Samaa) + coordinate with Sohag University who has done some work here.
  - Media context: Contact Dr. Inas Abu-Youssef at Faculty of Masscom, Cairo University.

3) University level:
  - University regulating law (public/private universities)
  - Bylaws (university level(?) – Faculty Level – Department level)
  - Independence of the office (?): Decision-makers if the office and allocation of its resources.

6-Activities of Alexandria University(2013/2014)

“Gender Equality in the Egyptian Higher Education System”

6.1 Establishment of Equal Opportunity Center

* A certain place was assigned for establishing such center.

* Certain administrative procedures are carried out currently by the University to start providing services by this Office within next six months.

* The following is needed to ensure that the center can start its work within the next six months:
a) Carrying out environmental accommodations to make the selected place suitable for starting such work and recruiting working personnel (financial needs).
b) Disseminating awareness about such Center and its available services all over Alexandria University (marketing needs).
c) Establishing guidelines for the work in this Center (executive needs).

Past activities

6.2 Past Activities

Two meetings were conducted in the period from September till October 2013:

First meeting: project team discussed feasibility of project plan draft for 2014 and the meeting ended by setting two main objectives for extinction of the project for second year: a) dissemination of awareness about Equal Opportunity Office in different parts of Alexandria University; b) establishing family friendly environment in Alexandria University.

Second meeting: project team with Vice President of Alex. University to discuss further details about current project including progress in establishing Office as well as project extinction feasibility, and to nominate representatives for workshop activities in Berlin November 2013.

This meeting ended by:

a) adopting the concept of "Family Friendly University" and suggesting writing a proposal including activities needed for achieving this
b) confirming previously mentioned objectives;
c) stressing the importance of integrating with other partner universities to disseminate such idea;
d) accepting some minor modifications in questionnaires provided by SPU to collect data on equal opportunity and how to get a family friendly University.

Distribution of SPU questionnaires in different faculties and institutions affiliated to Alex. University after doing some modifications (still continuous currently).

6.3 Three important meetings

The team members conducted three meetings since Nov. 2013 till now March 2014:

1. First meeting (Dec. 2013): project team discussed the following
   a. Project plan for 2014
b. Distribution of questionnaires for "Assessing needs of Female staff in the University"

c. Office construction as well as assignment the team had based on Nov. 2013 workshop in Berlin to write on the wiki about "Office Structure".

d. Outcomes of "Public Relations" workshop in Nov. 2013 held in Berlin..


a. Progress of questionnaires collection and distribution in faculties.

b. Sohag workshop agenda.

c. Eng. Maysaa displayed requirements to establish website for the Office.

3. Third meeting (March 2014): project Team with the Vice President of Alex. University discussed:

a. Past activities of the project.

b. Recommendations of workshops attended by team members in Berlin and in Egypt.

c. Current situation.

d. Project Plan for 2014

e. Remaining further activities..

f. Role of Alexandria team in the coming period.

g. Office construction.

h. Questionnaires distribution.

i. Activities of the team towards "Family Friendly University"

The meeting with the Vice President ended by the following recommendations:

1- Adopting the idea of establishing "Family Support Office" in the same place of work of the officer.

2- The Vice President accepted the proposal prepared by the team members for establishing "SCOPE" Office.

3- Preparing a list of activities the team members need to achieve in the coming period.

6.4 Future activities included

1- Writing on the wiki about "Office Structure".
2- Attending workshop in Berlin 3-8 Nov. 2013.
3- Attending workshop in Berlin "Public Relations" Nov. 2013
4- Attending workshop in Sohag, Egypt Feb. 2014.

6.4.1 From November 2013 to January 2014, the activities planned:
1- Ending administrative procedures for final establishment of the Center.
2- Preparation of Equal Opportunity Center to be ready for starting work.
3- Starting to plan for "Family Friendly University" activities.

Expected results
2. Determine "Family Friendly University" activities.

6.4.2 From February to March 2014 the activities planned:
1- Writing a proposal for "Family Friendly University" including timeline and financial needs.
2- Developing guidelines for working in the Center.

Expected results
1. A final "Family Friendly University" proposal.

6.4.3 From April to June 2014 the activities planned:

1- Disseminating awareness in Alexandria University on the project.
2- Applying the manual in Center work.

Expected results
1. Increase awareness of Alexandria University members on such issue. and provided services in the Center.
2. Starting providing services through the Center.
6.4.4 **Major challenges**

Due to the very short period I had till now in the project I cannot make a full picture about all problems during Implementation but I can say they are mainly:

1- Human resources: more trained personnel should join such project.
2- Financial problems: a big budget is needed to establish any planned activity (accommodations and human resources payment) which place a financial burden in implementing such activity.

6.4.5 **Further comments:**

In Alexandria University, the main concern is directed to the concept of "family friendly university" rather than "gender justice" issues which are not encountered highly in university.

7- **Activities of Sohag University(2013/2014)**

“**Gender Equality in the Egyptian Higher Education System**”

7.1 **Past activities during 2012**

1- The project coordinator has been selected by the University
The project members (three) were selected from colleges with a large number of staff and students.

2- The Group attended the first workshop held in **Berlin from 19/6/2012 to 21/6/2012**
This workshop was to exchange experiences between the Freie Universit"at Berlin and the Egyptian universities were represented as the University of Cairo and Alexandria, Sohag, South Valley and the strategic planning unit in the Ministry of higher education.

3- Establishment a **family support center in the university**. Nominating the coordinator and the deputy for the team work. Selection of the room at university and furniture.

4- On 9/9/2012 visiting a **group of three Berlin experts to the Sohag University** and discusses the plain of the university with the team and gives their advice and experience.
5-On 14 – 21 October 2012 training and meeting

Technical development of an electronic platform by a team of Egyptian and German experts on the basis of the FU-CMS at FU Berlin introduction / learning the Content Management System (CMS), Blog- und Wiki-System; preparation of an e-learning offer. It follows by training of the rest of team on wiki system and begins to put the pictures and report on the wiki.

7-Meeting at SPU on Wednesday 14/11/2012 at 11 am.
The meeting was attended by representatives of the partner universities, SPU and Ministry. The agenda of the meeting is as follows:
a- Finalizing the time table of December workshop
b- Confirmation of venue booking and catering for the December workshop.
c- Update by the partner universities regarding the situation analysis.
d- Update by the partner universities regarding the questionnaire distribution.

8-Workshop in Cairo, December 1&2, 2012 and followed by having Dr. Beate Schatta and Dr. Florian Kohstall in Sohag on December 4&5, 2012
Dissection during workshop and presentation were very helpful that were about the condition of the four university and most of suggested activity included the experience from German side. Meeting was held with some of the staff member at Sohag university had a fruitful discussion about the project.

7.2 Past activities (from May to December 2013)
1- Establishment of infrastructure for the office:
Desks and chairs by university offering; but still needed are computers, printers, photocopy, scanner, telephone line and net access.
2- Preparing the action plan for the year 2012 and 2013.
3- Opening the nursery place at the University:
Opening at the beginning of September 2012 by university administration with encouragement from the project team.
Opening times: 8 am till 2 pm
Places available for 50 kids

**For improvement, we need**

a) enlarge the place to admit more kids – we are searching for another please for that in the old compos – but money for the furniture of the new place is needed;

b) extend the working time at nursery to become from 8 am to 8 pm;

the team wrote to the university administration and waits for the process.

4-Monitoring of our activity by the German team twice in September and December 2012:
They met with a group of staff members that help us as a team for announcement about the project and made everything clear for the staff.

5-Training of the team and a group of 10 university staff members about the wiki platform (March 2013), but they do not have time for wiki, but they communicate through the telephone.

6-Presenting the project within the EU-Egypt Year of Science Closing Event in Cairo (April 2013).

7-Finishing two booklets about women’s rights in religion and in the constitution.
The booklets have not been distributed yet because we did not have money for copying, so they will be made available on the web page.

8-Preparing for a workshop about political rights for women in December 2013, presented by the head of the Sohag branch of the National Council for Women.

9-Preparing for trainings provided by DAAD Kairo Akademie in December 2013 about the research proposal and ethics in science aiming to improve staff skills.

10-Summer school in Berlin, June 2013
The summer school was successful because all are contact with other partner university, German team and other participants and get more information and experience.

7.3 Equal Opportunity Center
1-The University center is partially visible within the university; it needs financial support for advertizing.
2-The services are family support, career development of young researchers & graduates.
and awareness raising for equal opportunities at the university and beyond.

3-The target groups are staff members, especially the youngest ones for the current stage of the project; later students, followed by employees.

4-Past counseling cases: Advising three problems and solving one of them.

The staff knows about the project from individual meeting and they came to us for help. One of the female staff members had a big problem with one of her male colleagues and our role was to advise her about the steps of solving the problem and psychological support. This problem was of administrative type and she received psychological support from the team (sympathy, advice and counseling).

5-Meeting with 15 staffs individually to discuss the activities of the center.

The staff members accepted and encouraged us. They gave us some feedback because they feel friendly to come to us.

6-Cooperation with other institutions inside and outside the university:

a) Taking approval of university council of nursery accompany during conference period for helping of participants. The conference organization is responsible to cover that.

b) In process of finalizing the protocol of cooperation with National Council for Women, Sohag branch, and the university club aiming to improve the political and social participation of women, find a place for kids during work hours, announcement about rules and duties.

7-Exchange ideas, activity and experience with other partner universities.

7.4 Future activities

1- Design of website linked to the university homepage by the team and IT university department group but money is needed for that.

2- Protocols for cooperation with some service providers as nursery, club, etc. for providing more places for children for cheap prices.

3- Writing to university council project to suggest policies to be approved.

4- Training program for young researchers to improve their skills.

5- Meeting with staff members aiming to collect their problems to revise our plan.

6- Evolution of the progress of the plan and re-evaluation by SWAT analysis of our condition.
7.5 Major challenges
1- Detailed project is not clear from the beginning; but now we know what we need to do.
2- Going on with preparing the flyer about the project and center, but it still needs more time to finish it. We need gadgets and some legal steps for finishing this activity.
3- Requirements of security checks.
4- High expectations from management: projects are sometimes seen as an additional income or as a resource to fund other projects.

8. Activities of South Valley University (Equal opportunity Center during 2014):

8.1 Activities of January 2014:
1- Putting a future plan for 2014 including:
   A) Designing for establishment a web site for the project.
   B) Writing a handbook about the activities which done inside SVU related to the project.

2- Making a meeting with the president of SVU (Prof. Dr. Abbas Mansour) and the staff members of IT unit for getting the agreement for establishing a web site for Equal Opportunity Center.

3- Making a meeting with IT members for preparing the design for home page of web site.

4- Collecting all data related to the project and collecting all activities and photos from the beginning of the project up till January 2014 & establishing and ensuring structural communication between Equal Opportunity Center and other units on faculty/university level including website for the Equal Opportunity Center.

5- Making an update to all items on website every week and adding every new activity.

6- Collecting the data which needed for writing the Handbook and writing it on file then sent to the Project coordinator Prof. Dr. Barbara Sandow to read it and all notes were done before uploading it on wiki.

7- The final copy was uploaded on wiki

8.2 Activities of February 2014:
1- Arranging for meeting with some female staff members for taking a step for building a kindergarten in SVU.
2- Following up the activities through the wiki & e-mails for workshop in Sohage University.

3- Preparation for making a presentation through the workshop (15-17 February).

4- Attending the workshop in Sohage University and sharing with 2 members from SVU (Prof. Dr. Jehan Ragab & Nada Nabil) in all activities including workshops & presentation.

5- Writing a report about the activities which done during the workshop and was sent to SVU president & uploaded on website of SVU.

6- Publishing all the activities which done during the workshop and sent to famous newspapers in Egypt.

7- A meeting was done with SVU president and IT staff members for taking the agreement for doing an Arabic copy for website of project.

8- Collecting all activities of the project and translated into Arabic to uploaded on website of the project to be available to everyone to read it.

8.3 Activities of March 2014:
1- Update the web site of Equal opportunity project by making meetings with the team and IT members to add the new activities, e.g: Sohage conference (15-17 February 2014).

2- Working on translation the web site into Arabic to be available to every one.

3- Following up the new activities on wiki like the activities of three universities (Sohag, Cairo and Alex) & added to handbook.

4- Following up the activities through the wiki & e-mails for workshop in Gouna

5- Arrangement for summer school (15-19 June).

6- Preparation for visiting Faculty of Education in Hugrgada to make an announcement about the project with staff members.

7- Meeting with some female staff members and students to solve the problems which they face in the field of study.

8.4 Activities of April 2014:
1- Update the web site of Equal opportunity project by making meetings with the team and IT members to add the new activities, e.g: workshop in Gouna (4-6 May 2014)

2- Working is still on translation the web site into Arabic to be available to every one.
3- The project team attended a Symposium which held by SVU (3 April 2014) and it was on the programs of the German Academic Exchange under the auspices of Prof. Dr. Abbas Mansour, the university president about the importance of cooperation with the German Academic Exchange Service in all fields and that of the most important scientific research and provide grants for students Egyptians to study in universities and German and the importance of grants provided by the Authority for learners Egyptians in various fields and Dr. Asim Azzedine Taher, a professor of German at the University of Ain Shams in Brief Mokhtsrhala program Authority to cooperate with the Egyptian universities, including the University of the South Valley and Mr. Michael Harms, director of the regional office of the German Academic Exchange on the importance of cooperation with the Egyptian universities and programs of the Authority in Egypt and eating explain the definition of the body, which is considered the largest body donor in the world and supports the international exchange of students, scientists and researchers and promote studies German in the world and is working to enhance communication between researchers in the two countries and also discussed the grants provided by the Authority for Egyptian students and vary between granting long-term continue from year to three years, or the granting of a short, such as those offered to participate in summer courses German universities and talked about the spread of Authority offices in many countries around the world.

4- writing in handbook of SVU the activities of three universities (Cairo, Alex and Sohag) and uploaded on wiki.

5- Following up the activities through the wiki & e-mails for for summer school in Gouna (15-19 June).

6- Getting the agreement of SVU President and make the arrangements for visiting Faculty of Education in Huargada to make an announcement about the project with staff members.

7- Meeting with some female staff members and students to solve the problems which they face in the field of study.

2/5/2014