

Figure 1: SHEMERA workplan

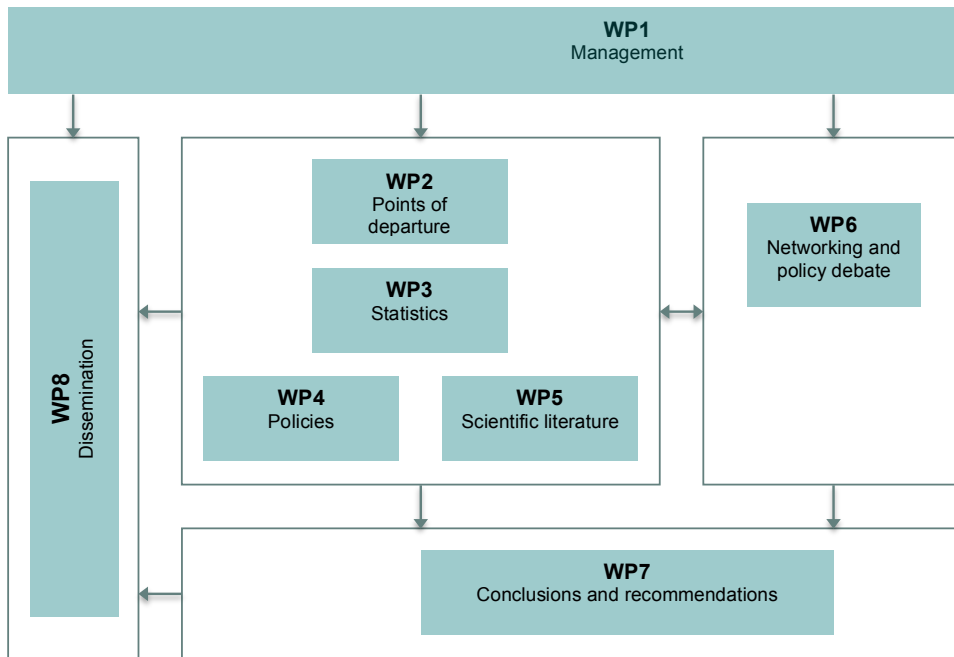
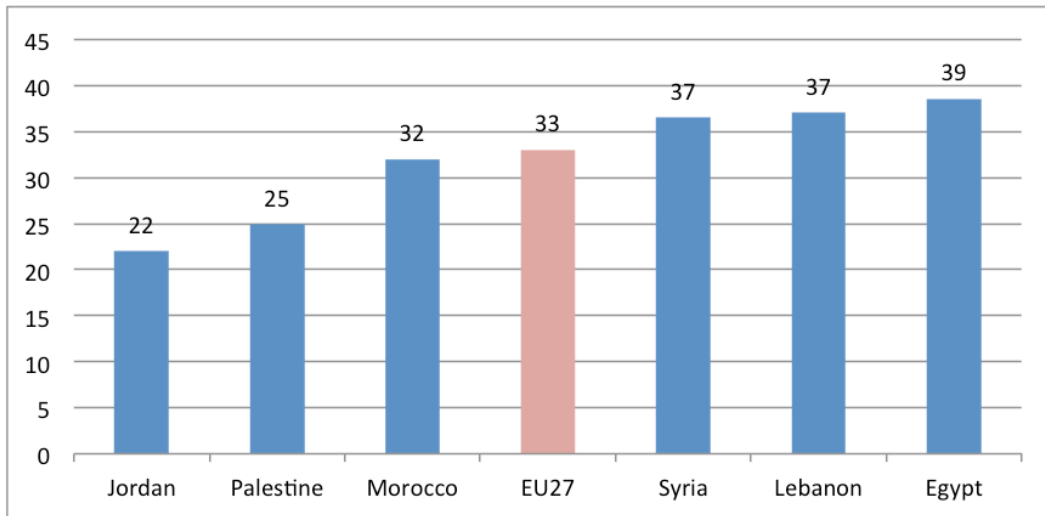


Table 2: Data availability in the AMCs

	Tunisia		Algeria		Jordan		Lebanon		Morocco		Palestine		Egypt		Syria	
	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010	2004	2010
Main data gaps																
Research																
Researchers in HES	0	0	0	0	0	0	x	x	x	x	0	x	x	x	x	x
Researchers in GOV	0	0	0	0	0	0	0	0	x	x	0	x	x	x	x	x
Researchers in BES	0	0	0	0	0	0	0	0	0	0	0	0	0	x	x	x
Researchers in PNP	0	0	0	0	0	0	0	0	0	0	0	x	0	0	x	x
Researchers by age	0	0	0	0	0	0	HES	HES	HES, GOV	HES, GOV	0	0	HES, GOV	HES, GOV	x	x
Researchers by field of science	0	0	0	0	0	0	HES	HES	HES, GOV	HES, GOV	0	0	HES	HES	x	x
Researchers, technicians, others	/	0	/	0	/	0	/	0	/	0	/	HES, GOV	/	0	/	x
R&D expenditure	partial	partial	partial	partial	0	0	0	0	x	0	0	x	0	x	GOV, BES	GOV, BES
Applic./benef. of funding by sex	0	0	0	0	0	0	0	0	0	0	0	0	0	x	x	x
Academics																
Grade A academics by age	/	0	/	0	/	0	/	x	/	x	/	0	/	0	/	x
Gender pay gap in science and research	0	0	0	0	0	0	0	0	0	0	x	x	0	partial	0	0
Data more easily available																
Academics																
PhD students	x	x	x	x	x	x	x	x	x	x	0	0	x	x	x	x
PhD graduates	x	x	0	0	x	x	0	x	x	x	0 (!)	0 (!)	x	x	x	x
PhD graduates by field of science	/	x	/	0	/	x	/	x	/	x	/	0 (!)	/	x	/	x
Academic personnel by grade	x	x	x	partial	x	x	x	x	x	x	x	x	A	A, C, D	x	x
Grade A academics by field of science	/	x	/	0	/	x	/	x	/	x	/	0	/	x	/	x
Decision-making																
Female heads of HES institutions	/	x	/	x	/	x	/	x	/	0	/	0	/	x	/	x
Female heads of universities	/	x	/	x	/	0	/	x	/	0	/	x	/	x	/	x
Women on boards	/	0	/	0	/	x	/	x	/	0	/	x	/	x	/	x

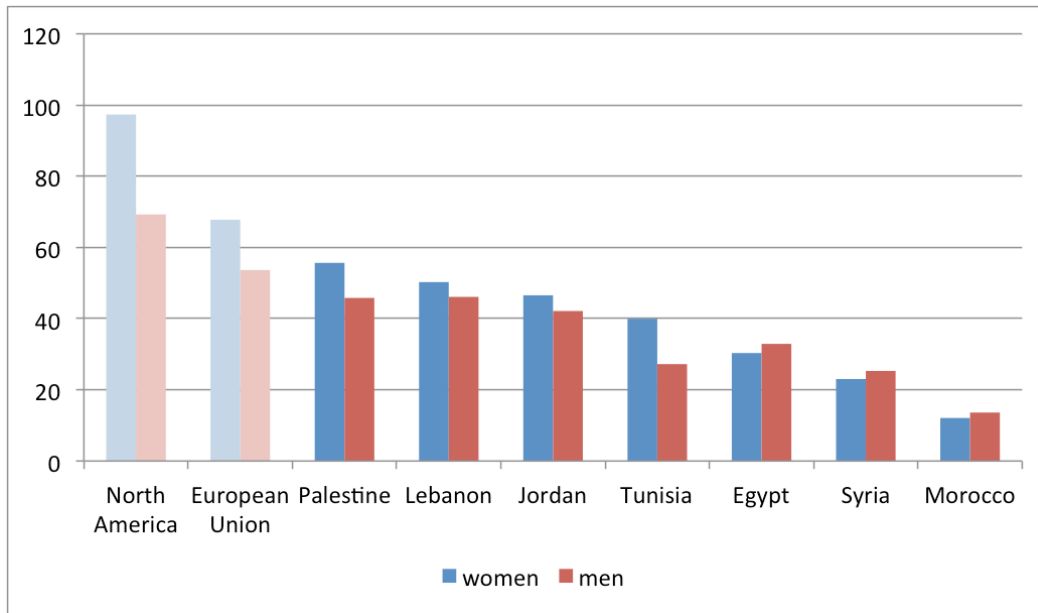
Figure 2: Proportion of female researchers, 2010 (2009 for the EU27)



Note: data cover the HES, GOV, BES and PNP in Syria, the HES, GOV and PNP in Palestine, the HES and GOV in Egypt and the HES only in Lebanon (Ministry of Education), Jordan and Morocco.

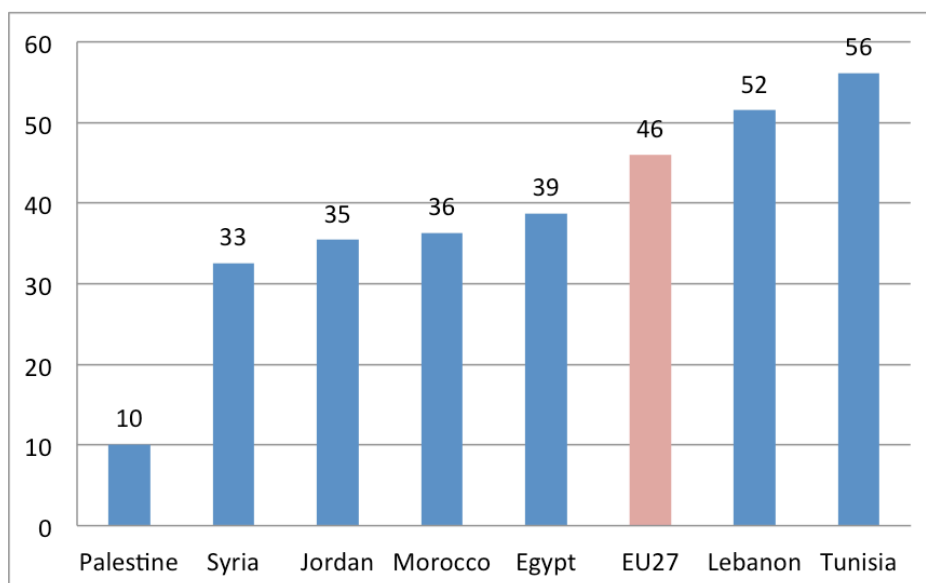
Source: *She Figures 2012*; SHEMERA country experts

Figure 3: Tertiary gross enrolment rate by sex, 2008



Source: The indicator "Gross enrolment ratio. Tertiary (ISCED 5 and 6)" of the World Bank dataset "Education statistics (EdStats)"

Figure 4: Proportion of female PhD graduates (ISCED6), 2010



Notes: (1) Data on PhD graduates are non-existent for Palestine as there is only one local university accredited to deliver a Ph.D. degree in just one field of science, chemistry. Therefore, for Palestine, the figure shows the proportion of women among PhD holders (stock) instead of graduates (flow). These data come from the 2007 Census which was published in 2009. They include only the population counted during the period of 1-16/12/2007 in the West Bank. They do not include those parts of Jerusalem which were annexed by Israel in 1967. (2) There are no data on PhD graduates available in Algeria.

Source: *She Figures* 2012; SHERA country experts

Table 2: Proportion of female PhD (ISCED 6) graduates by broad field of study, 2010

	Education	Humanities and arts	Social sciences, business and law	Science, mathematics and computing	Engineering, manufacturing and construction	Agriculture and veterinary	Health and welfare
Palestine	17	10	13	13	5	8	10
EU27	64	54	49	40	26	52	56
Morocco	38	31	34	38	32	na	49
Egypt	46	39	30	79	36	30	41
Syria	33	30	25	41	43	48	57
Tunisia	22	41	63	61	45	55	68
Jordan	43	25	27	44	67	71	100
Lebanon	50	60	63	50	na	na	40

Notes: (1) Data on PhD graduates are non-existent for Palestine as there is only one local university accredited to deliver a Ph.D. degree in just one field of science, chemistry. Therefore, for Palestine, the figure shows the proportion of women among PhD holders (stock) instead of graduates (flow). These data come from the 2007 Census which was published in 2009. They include only the population counted during the period of 1-16/12/2007 in the West Bank. They do not include those parts of Jerusalem which were annexed by Israel in 1967. (2) There are no data on PhD graduates available in Algeria.

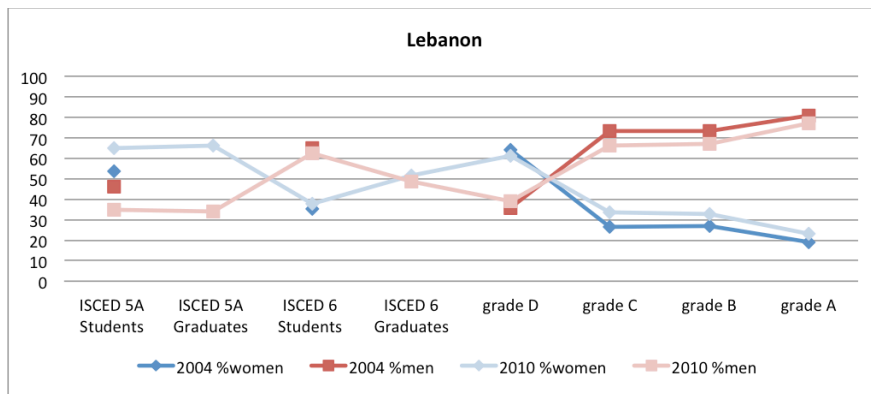
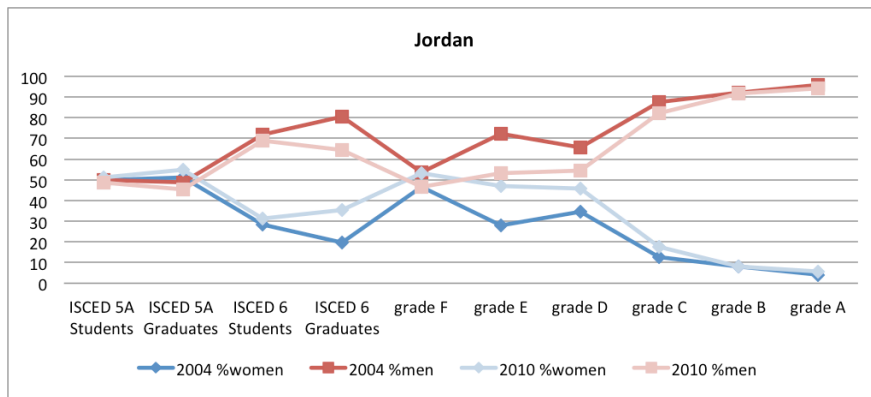
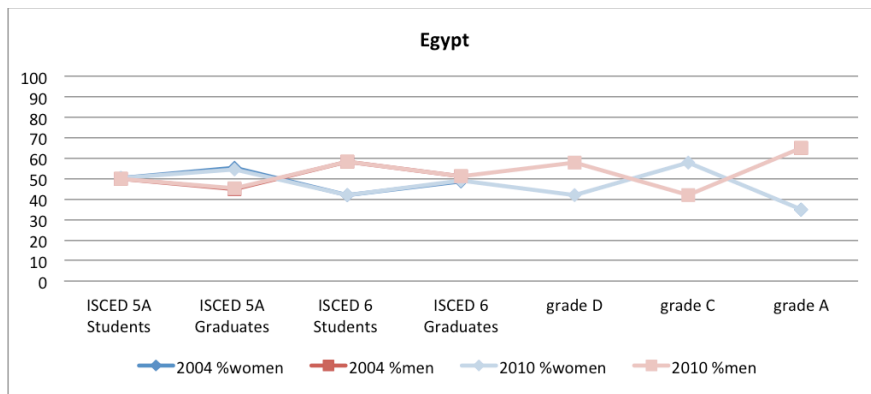
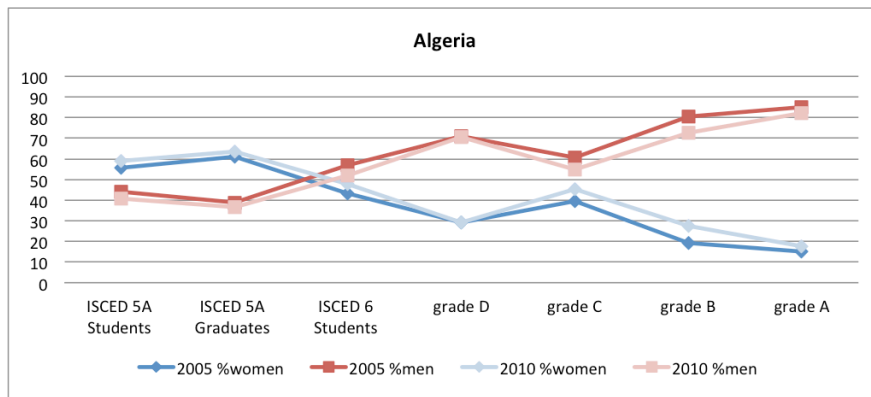
Source: *She Figures* 2012; SHEMERA country experts

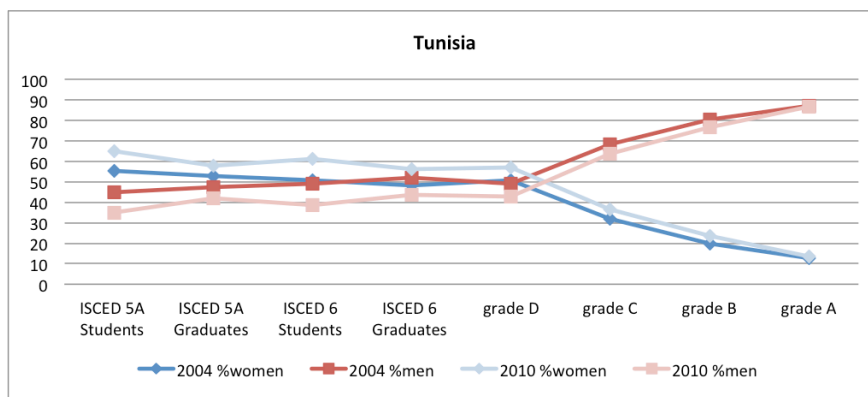
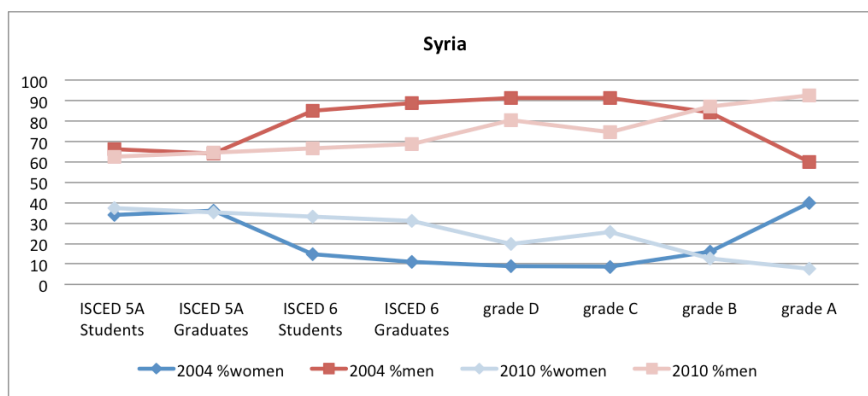
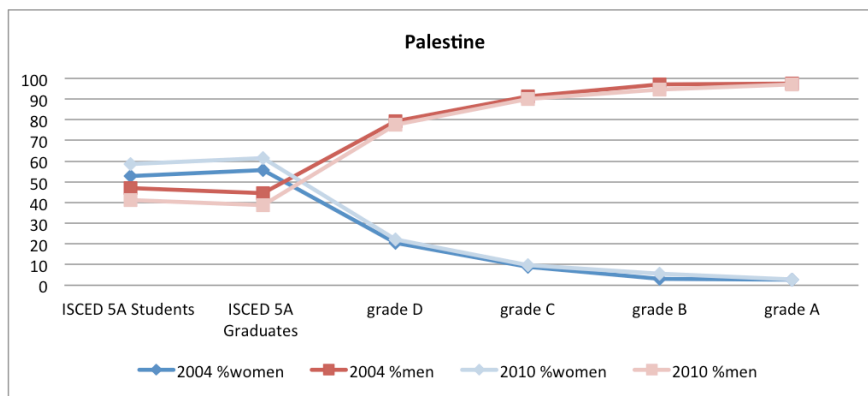
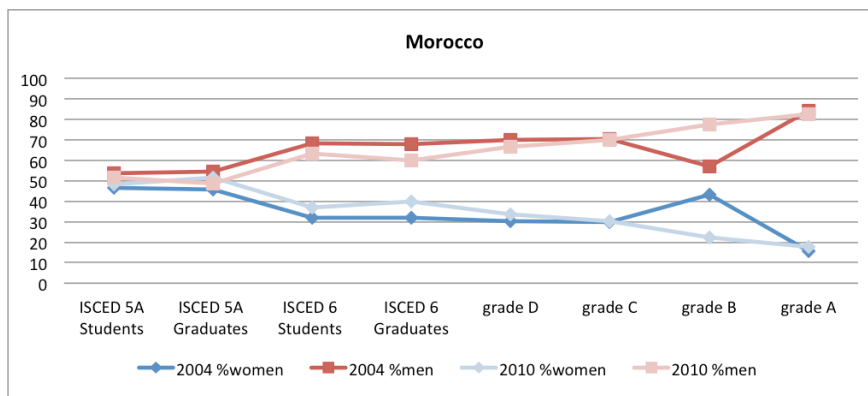
Table 3: Proportion of female academic staff by grade and total, 2010

	grade A	grade B	grade C	grade D	all grades
Palestine	3	6	10	22	15
Jordan	6	8	18	13	13
Syria	8	13	26	20	17
Tunisia	13	23	36	57	45
Algeria	18	27	45	29	40
Morocco	18	27	30	33	24
EU27	20	37	44	46	40
Lebanon	23	33	34	61	34
Egypt	35	-	58	42	40

Source: *She Figures* 2012; SHEMERA country experts

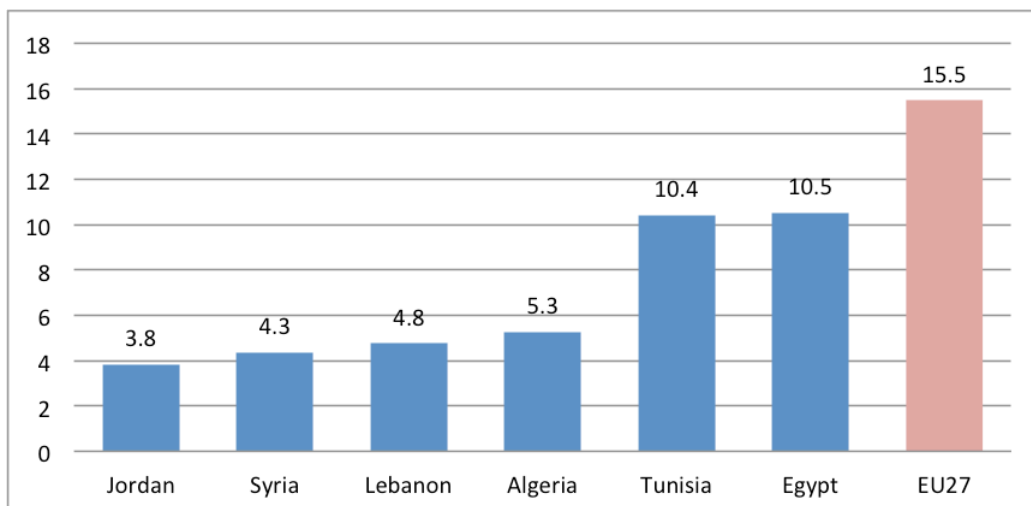
Figure 5: Proportions of men and women in a typical academic career, students and academic staff, 2004/2010





Note: In the Jordanian data ISCED 5 students and graduates cover only bachelor students and graduates, ISCED 6 data represent PhD students and graduates conform to UNESCO's 1997 ISCED classification for higher education.
Source: SHEMERA country experts

Figure 6: Proportion of female heads of institutions in the Higher Education Sector (HES), 2010



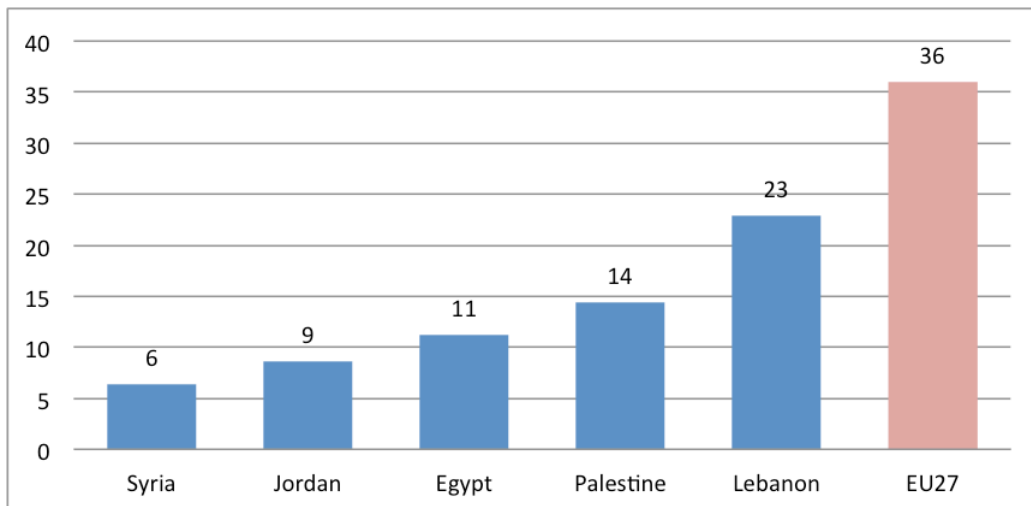
Note: Data are not available for Morocco and Palestine. Data for Syria concern heads of private and public universities; Data for Egypt concern heads of universities or other institutions accredited to deliver PhD degrees in the higher education sector.
Source: *She Figures* 2012; SHEMERA country experts

Table 4: List of boards considered in the AMCs to construct the indicator “Proportion of women on boards”

Palestine	<ul style="list-style-type: none"> • Birzeit University (http://www.birzeit.edu): The University is governed by an autonomous Board of Trustees composed of educators and professionals from the Palestinian community. The Board appoints the President of the University. It also confirms the appointment of the Vice-Presidents and Deans upon the recommendation of the President. The Board approves the budget and general development plans presented to it by the University Council. The University is administered by the President of the University, who is assisted by the <i>University Council</i>, which is composed of the Vice-Presidents and the Deans. • An-Najah National University (http://www.najah.edu): The University is governed by an autonomous Board of Trustees composed of educators and professionals from the Palestinian community. The Board appoints the President of the University. It also confirms the appointment of the Vice-Presidents and Deans upon the recommendation of the President. The Board approves the budget and general development plans presented to it by the University Council. • The Palestine Polytechnic University (http://www.ppu.edu): The University is governed by an autonomous <i>Board of Trustees</i> composed of educators and professionals from the Palestinian community. The Board appoints the President of the University. It also confirms the appointment of the Vice-Presidents and Deans upon the recommendation of the President. The Board approves the budget and general development plans presented to it by the <i>University Council</i>. • Accreditation and Quality Assurance Commission (http://www.aqac.mohe.gov.ps): The ultimate goal of AQAC is the improvement of the quality of Palestinian higher educational programs and institutions. It has the responsibility to accredit new academic programs, and license and accredit any new educational institutions, regardless of specialization and level of degree. • Palestine Economic Policy Research Institute (http://pal-econ.org) • Riwaq (http://www.riwaq.org) establishes the National Register of Historic Buildings
Jordan	<ul style="list-style-type: none"> • The Boards of Trustees of all private and public universities in Jordan • The University Councils of all private and public universities in Jordan • The Councils of Deans of all private and public universities in Jordan • The Councils for Appointment and Promotion all private and public universities in Jordan
Syria	<p>Highest boards of the five biggest Syrian universities:</p> <ul style="list-style-type: none"> • University of Damascus • University of Aleppo • University of Tishreen • University of Al-Baath • University of Alfurate
Lebanon	<p>Highest boards of the five biggest Lebanese universities:</p> <ul style="list-style-type: none"> • Lebanese University • Saint-Joseph University of Beirut • American University of Beirut • Holy Spirit University of Kaslik • Beirut Arab University
Egypt	<p>Highest boards of the 19 governmental universities in Egypt:</p> <ul style="list-style-type: none"> • Cairo University • Alexandria University • Ain Shams University • Assuit University • Tanta University • Mansoura University • Zagazig University • Helwan University • Minia University • Menofya University • Suez Cal University • South Valley University • Beni Suef University • Fayoum University • Benha University • Kafr Elshikh University • Sohag University • Damanhour University • Port Said University

Source: SHEMERA country experts

Figure 7: Proportion of women on boards, 2010



Note: Data are not available for Algeria, Morocco and Tunisia. Data for Syria concern the university boards of the five biggest universities; Data for Jordan concern 4 types of boards and cover all public and private universities: the Board of Trustees, the University Council, the Council of Deans and the Council for Appointment and Promotion; Data for Egypt cover the administrative boards of all universities; Data for Palestine cover the Board of Trustees and the University Council of Bir Zeit University, the Board of Trustees of An-Najah University, the Board of Trustees of the Polytechnic University and the management boards of AQAC, MAS and RIWAQ; Data for Lebanon cover the University Councils of UL, USJ, USEK and BAU and the Board of Trustees and International Advisors of AUB.

Source: *She Figures 2012*; SHEMERA country experts

Table 5: Participants at the Euro-Mediterranean Workshop, Città della Scienza, May 30th 2014

<i>Shemera researchers</i>
<p>Nadia Ait Zai - CIDDEF, Centre d'Information et de Documentation sur les Droits de l'Enfant et de la Femme, Algeria</p> <p>Maria Caprile, NOTUS applied social research, working for Université Libre de Bruxelles, DULBEA, Belgium</p> <p>Daniele Meulders - Université Libre de Bruxelles, DULBEA, Belgium</p> <p>Sile O'Dorchai - Université Libre de Bruxelles, DULBEA, Belgium</p> <p>Robert Plasman - Université Libre de Bruxelles, DULBEA, Belgium</p> <p>Sara Hanafy - Alexandria University, Egypt</p> <p>Bahia Saheen - Alexandria University, Egypt</p> <p>Maria Samara - National Documentation Centre / National Hellenic Research Foundation, Greece</p> <p>Katalin Kurucz - Head of International Projects, Bay Zoltán Nonprofit Ltd. for Applied Research, Hungary</p> <p>Anne-Marie Bruyas - Fondazione IDIS-Città della Scienza, Responsible for International Partnerships, Italy</p> <p>Flora Di Martino - Fondazione IDIS-Città della Scienza, Responsible for Educational Programs, Italy</p> <p>Vincenzo Lipardi - Fondazione IDIS-Città della Scienza, CEO, Italy</p> <p>Flavia Zucco - Fondazione IDIS-Città della Scienza, Italian Association of Women and Science, Italy</p> <p>Mahasen Al-Jaghoub, University of Jordan, Jordan</p> <p>Amal Al Kharouf - University of Jordan, Jordan</p> <p>Fida'a Jibril - Royal Scientific Society, Jordan</p> <p>Amina Bettachy - Université Hassan II, Morocco</p> <p>Hyam Abboud - Université Saint Joseph, Lebanon</p> <p>Ghada Karaki - Birzeit University, Palestine</p> <p>Amal Kabous - Aleppo University, Syria</p> <p>Hayat Touchan - Aleppo University, Syria</p> <p>Sihem Jaziri - Université de Carthage, Tunisia</p> <p>Gulsun Saglamer - Istanbul Technical University, Turkey</p> <p>Mine Tan - Istanbul Technical University, Turkey</p>
<i>Experts from Arab Mediterranean countries and from Europe</i>
<p>Cherfi Zahia - Medical Doctor - Ministry of Health, Algeria</p> <p>Seddik Abdel Salam Tawfik - Alexandria University, Vice-president of Graduate Studies and Research, Egypt</p> <p>Orio Ikebe - Unesco Regional Office in Egypt, Programme specialist in Social and Human Sciences, Egypt</p> <p>Groó Dóra - Hungarian Science and Technology Foundation, President of Euro Gender Network, Hungary</p> <p>Cristina Mangia - Italian Association of Women and Science, President, Italy</p> <p>Giuliana Sgrena - Italian journalist (expert of Arab countries), Italy</p> <p>Rowaida Al-Maaitah - Jordan University for Science and Technology, Jordan</p> <p>Mordane Soumia - Women in Science in Morocco, Executive Board, Morocco</p> <p>Ayesha Al-Rifiai - Principal and Dean of Education Science Faculty, Ramallah Women Training Center (RWTC), Palestine</p> <p>Pilar Lopez Sancho - Spanish National Research Council (CSIC), Spanish Association Women and Science (AMIT), Spain</p> <p>Liisa Husu, Örebro University, Professor in Gender Studies, Sweden</p> <p>Muzna Ajan - Aleppo University, Scientific and Research Assistant, Syria</p> <p>Teresa Rees - Cardiff University, School of Social Sciences, United Kingdom</p>
<i>Other experts from Italy invited for their engagement on European projects on gender issues</i>
<p>Teresa Boccia - University of Naples Federico II, Partner of the project GenderSTE, Italian contact for the World Urban Forum</p> <p>Mila D'Angelantonio - Institute of Organic Synthesis and Photoreactivity - National Research Council, Italian Association women and science</p> <p>Barbara de Micheli - Fondazione Brodolini, Coordinator of GENISLAB Project</p> <p>Ornella Mich - Fondazione Bruno Kessler, Partner of New FESTA project</p> <p>Ofelia Pisanti - University of Naples Federico II, Partner of GENOVATE project</p> <p>Barbara Poggio - University of Trento, Coordinator of GARCIA Project</p> <p>Rosanna Santesso - Unesco Office in Venice, Responsible for the Women network in the Balkans</p>

Figure 8 Euro-Mediterranean workshop on gender and science

HEMERA
the euro-mediterranean research area



**EURO-MEDITERRANEAN
WORKSHOP ON GENDER AND SCIENCE**

29-30 May 2014
Città della Scienza · Naples



Figure 9: Programme of the final conference "Gender and science - Time for action"

PROGRAMME

9.00-10.00	Welcome words	
	Welcome by the President of Hassan II – University of Casablanca	Prof. Idriss Manssouri
	Welcome by the coordinators of SHEMERA in Morocco	Prof. Rachida Nafaa and Prof. Amina Bettachy
10.00-10.30	Tea ceremony in honour of the conference participants	
10.30-12.00	Setting the scene	Chairs: Prof. Rachida Nafaa and Prof. Amina Bettachy
	SHEMERA : Euro-Mediterranean cooperation on gender and science	Prof. Danièle Meulders
	Gender and science in the European Union: Initiatives, developments and challenges	Prof. Inés Sánchez de Madariaga
	Gender and science in the Arab Mediterranean countries: Initiatives, developments and challenges	Ms. Rachida Tahiri
12.00-13.00	Working on gender and science issues in the Arab Mediterranean countries (I)	Chairs : Dr. Nadia Ait Zai and Prof. Sihem Jaziri
	Algeria: Chair "Women, Sciences and Technologies" Université Sciences et Technologie Houari Boumediene	Prof. Farida Khammar
	Lebanon: Network of Women in Higher Education and Research, Agence Universitaire de la Francophonie	Prof. Leila Saadé
	Morocco: Moroccan Association For Women in Science	Prof. Mordane Soumia
	Tunisia: Women in science - the state of the art and perspectives	Prof. Oum Khalthoum Ben Hassine
13.00-14.30	Lunch	
14.30-15.30	Working on gender and science issues in the Arab Mediterranean countries (II)	Chairs : Dr. Mahasen Aljaghoub and Prof. Hayat Touchan
	Jordan: Center for Women's Studies, University of Jordan	Prof. Amal AlKharouf
	Egypt: National Council for Women and Ombudsman Office, Alexandria	Prof. Bahia Saheen
	Palestine : Institute of Women's Studies, University of Birzeit	Dr. Ghada Karaki
	Syria : Women in Higher Education	Dr. Najah Tannous
15.30-16.15	Round table – SHEMERA recommendations for strengthening women's situation in science and promoting gender equality in the field	Chairs : Prof. Bahia Saheen and Dr. Ghada Karaki
	Policy debate at the national level: SHEMERA national workshops	Prof. Mine Tan
	Policy debate at the Euro-Mediterranean level: SHEMERA Euro-Mediterranean workshop	Dr. Flavia Zucco
	SHEMERA final policy recommendations	Ms. Maria Caprile
	SHEMERA final words: Gender equality and inclusive development	Prof. Sahida El-Baz
16.15-16.30	Tea & coffee break	
16.30-18.00	Round table – Debate with policy-makers from the Arab Mediterranean countries	Chairs : Dr. Marie Abboud and Dr. Sile O'Dorchai
Universities	Dr. Meriem Louni – <i>University Bab Ezzour</i>	Algeria
	Prof. Claudia Chamoun Abi Nader – <i>Executive Committee of the UNESCO National Lebanese Commission</i>	Lebanon
	Prof. Samia Halilleh – <i>Vice President for Community Outreach, Birzeit University</i>	Palestine
	Prof. Mahmoud Dahhan – <i>President of Aleppo University</i>	Syria
Institutions	Prof. Yasser Refaat – <i>Secretary General of the Supreme Council of Research Centers and institutes to the Ministry of Higher Education</i>	Egypt
	Prof. Afifa Hakam – <i>Director of Strategies and Informatics System, Ministry of Higher Education</i>	Morocco

Figure 10: Project logo



Figure 11: the homepage of MeD - GSD: Gender and Science Database in the Arab Mediterranean countries

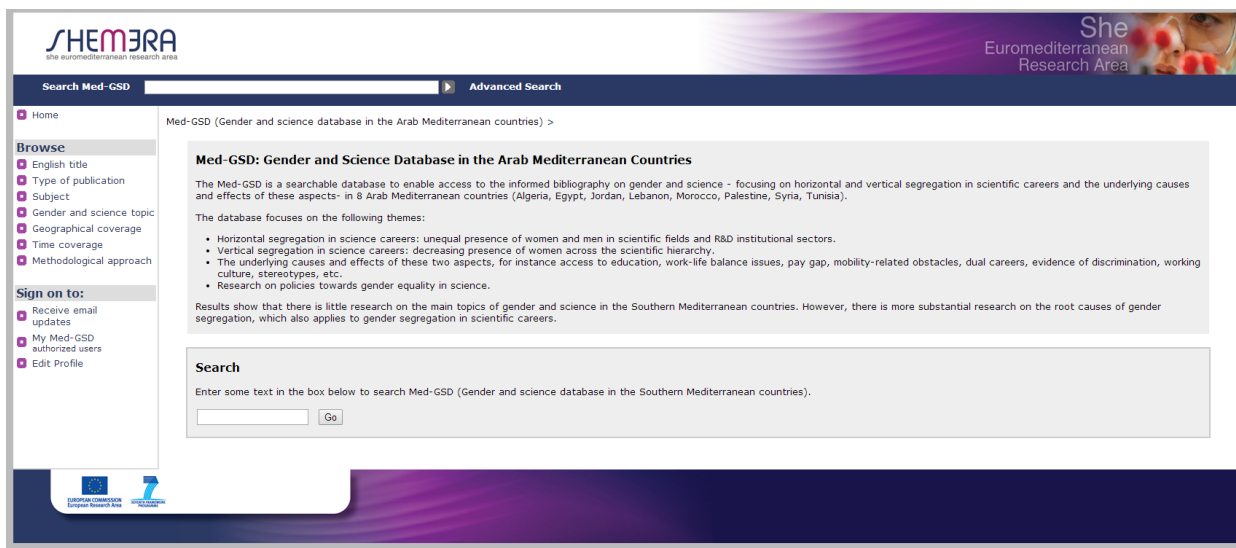


Figure 12: Last issue of the SHEMERA e-newsletter



she euromediterranean research area

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Euromediterranean
Research Area



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Newsletter – December 2014, Issue 8



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PORTRAITS

Rahma BOURQIA, sociologist and anthropologist, Morocco
Zahida Darwish Jabbour, writer, Lebanon
Amal Kabous, Economist, Syria
Fatima Muhammad Al-Fihri (800 AD), Tunisia

HORIZONS

Portraits



Rahma Bourqia



Zahida Darwish Jabbour



Amal Kabous



Fatima Muhammed Al-Fihri

About the cover

HIGHLIGHTS

- Final Conference of the SHEMERA Project, 20 October 2014, Morocco
- European Gender Summit 2014, 30 June-1 July 2014, Brussels
- Euro-Mediterranean Workshop on Gender and Science, 30 May 2014, Naples
- Beyond The Glass Ceiling: Women Rectors Across Europe, Role of Leadership in Structural Changes, 15-17 May 2014, Istanbul

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