



Achieve gender equality and empower all women and girls

RESEARCH

IUG contribution towards gender equality and women empowerment manifest in its three projects got funding to research different topics related to women and gender equality. These three projects resulted in research articles submitted for publication:

1. Development of Intercultural Competencies for women engineers: a Story Circles approach
2. Using Folktales For Gender Equality and Peacebuilding in the Gaza Strip, Palestine
3. A socio-cultural semiotic study of Palestinian films on GBV and peace building

- **Resources for researchers**

In 2021, IUG continue opening the door of the biggest reference library in women and Gender studies in the Gaza strip, it contains 415 books: 176 books in English and 239 books in Arabic

PUBLIC ENGAGEMENT

The women Studies Center leads IUG efforts to promote gender equality at the institutional and the community level. In more details, the Women Studies Center is the first and the only academic center in the Gaza strip that focuses on Women and Gender equality issues. In 2021, the center implemented 10 workshops and policy discussion with decision makers and expert's bout women in disability issues, Gender Based Violence, and the Family law.

LEARNING AND STUDENTS

Programs and students learning

Gender equality is inherited in the educational program teaching, the students' males and females take course titled human rights in which detailed description of the women rights in local, international and Islamic laws. As a result of this course, students are enabled to recognize the quale rights that women have, and the problems and contradictions of the existence laws in Palestine.

Graduates

Total number of graduates in 2021 was **2730**, Female graduates constitute **62.8%** of the total number of the university graduates.

OPERATIONS

Gender pay gap

The gender pay gap at IUG employees (academic and administrative) is zero, women and men are paid equally based on the salary scale.

Gender equality policies

IUG recognize and value women contribution to the society, in this regards, IUG provides the following policies:

1. Paid maternity leave (three months)
2. Equal rights in nomination to university leadership positions
3. Equal rights to engage in academic and employee union activities.