



Workshop

“Equal opportunities in higher education: Egypt and Germany in comparative perspective”

Cairo, December 1-2, 2012

In Egypt’s transformation process education in general and universities in particular play an important role. Students and faculty members on university campuses across the country have been engaged in the on-going reform process from the beginning. Moreover access to higher education and quality of teaching and research are crucial to support the political reform process as well as economic development. Guaranteeing equal opportunities in higher education for all citizens and supporting work-life balance for employees are therefore challenges for both the university leaderships and the new government of Egypt.

Funded within the DAAD programme “Transformation partnerships with universities in Egypt and Tunisia”, the project “Gender Equality in the Egyptian Higher Education System” aims at establishing a dialogue on gender justice between Free University of Berlin and Egyptian universities and at developing and implementing equal-opportunity measures in the Egyptian higher education system. Project partners are the Egyptian Ministry of Higher Education and the Universities of Cairo, Alexandria, Sohag and South Valley.

In the context of this project, Cairo University and Freie Universität Berlin jointly organize a workshop to discuss different strategies and policies to enhance equal opportunities in higher education in Egypt and Germany.

The following main topics will be addressed:

- Family support
- Dual career couples
- Career development for graduates/young researchers
- Gender sensitive research funding and networking
- Awareness raising for equal opportunities at the university and beyond

The workshop will analyse and compare the current situation at the participating Egyptian universities as well as in Germany and assess different models and strategies to promote equal opportunities and family friendliness at the universities. It should result in a list of recommendations regarding concrete measures and outcome of the project and develop a vision for the duration of the project and beyond to ensure sustainability.

Saturday, 1 December

Venue: Flamenco Hotel, 2 El Gezira El Wosta Street, Zamalek, Cairo

- 9.00 am **Registration**
- 9.30 am **Welcome Addresses**
Prof. Dr. Azza Agha, Dean, Faculty of Pharmacy, Cairo University
Prof. Dr. Margreth Lünenborg, Freie Universität Berlin
Dr. Reem Ali Derbala, Director, Strategic Planning Unit, Ministry of Higher Education
- 10.00 am **Keynote Speeches with discussion**
- Gender segmentation of the labour market in Egypt**
Prof. Dr. Heba Nassar, Vice President, Cairo University
- Challenges to gender equality under the new draft constitution**
Dr. Mona Zulfikar, Zulfikar & Partners Law Firm and Vice President, Advisory Committee to the UN Human Rights Council

Chair: Prof. Dr. Azza Agha, Dean, Faculty of Pharmacy, Cairo University
- 11.30 am **Assessing equal opportunities in Egypt and Germany: Insights in the situation at the universities**
Dr. Tamer Essam, Faculty of Pharmacy, Cairo University
Dr. Dina Taha, Faculty of Engineering, Alexandria University
Dr. Hossnia Mohran, Faculty of Science, Sohag University
Prof. Dr. Jehan Ragab, Faculty of Veterinary Medicine, South Valley University
Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin

Chair: Prof. Dr. Hanaa Elsayad, Strategic Planning Unit, Ministry of Higher Education
- 1.00 pm **Lunch**
- 2.00 pm **Parallel working group sessions with brief input panellists**
- Working group 1: Family support**

Chair: Dr. Dina Taha, Faculty of Engineering, Alexandria University

Input by:
Dr. Salwa Megahed, Faculty of Pharmacy, Cairo University
Lilith Wanner-Mack, Assistant of the Chief Gender Equality Officer, Freie Universität Berlin

Rapporteur: Noha Saad, Strategic Planning Unit, Ministry of Higher Education
- Key questions to be discussed:**
What are the needs and requirements of university staff members with families in Egypt and Germany? What services and infrastructure is needed to help academic personnel manage personal, family and community life with work and educational responsibilities?
How do career breaks due to childbirth and maternity leaves affect the career of women in Egypt and Germany?

What can the universities do to enhance the services for staff members with family duties? How can universities meet the demands for child care, elder care, babies' changing rooms etc.?

What kinds of family-friendly policies and legislation do already exist on a national and university level? Where is additional legislation needed? (e.g. regarding parental leave, child care entitlements)

Working group 2: Dual career couples

Chair: Dr. Muhammad Al Shorbagy, Faculty of Pharmacy, Cairo University

Input by:

Dr. Zeinab Hanafi Ashour, Faculty of Engineering, Cairo University

Dr. Christine Kurmeyer, Dual Career Network Berlin

Rapporteur: Caroline Assad, Department of Education and Psychology, Freie Universität Berlin

Key questions to be discussed:

Dual career couples are partnerships in which both partners work and are career-oriented, while at the same time leading a (common) family life.

Which difficulties face dual career couples in Egypt and Germany and what are their specific needs? How can dual career couples meet the mobility requirements of modern careers while at the same time living together as a family?

What can universities do to support dual careers? What can they do to assist the accompanying spouse or partner in identifying career opportunities? How can services for dual career couples be integrated in university structures?

How do services for dual career couples enhance equal opportunities in higher education?

Working group 3: Career development of graduates / young researchers

Chair: Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin

Input by:

Dr. Alaa Tag Eldin Mohamed, Faculty of Commerce, South Valley University

Dr. Beate Schattat, Faculty of Science, Freie Universität Berlin

Rapporteur: Dr. Mohamed Ismael, Faculty of Science, Sohag University

Key questions to be discussed:

How can young graduates, especially females, be encouraged to pursue an academic/professional career? How can graduates combine educational preparation with career success and develop crucial life-long career management skills?

How can universities equip young graduates with the attitudes and skills required to meet the needs of business, industry, and employment?

Which challenges face men and women when planning a career in science? Does the culture and working environment at the universities equally encourage women and

men to pursue a career? What key qualifications do they need to get to the top? How can universities meet these needs?

Working group 4: Gender sensitive research funding and networking

Chair: Dr. Florian Kohstall, Freie Universität Berlin Cairo Office

Input by:

Dr. Nadia Al Ansari, Science and Technology Development Fund

Dr. Barbara Sandow, Faculty of Science, Freie Universität Berlin

Rapporteur: Dr. Sara Hanafy, High Institute of Public Health, Alexandria University

Key questions to be discussed:

What kinds of research funding exist in Egypt and Germany? Do male and female researchers have equal access to scholarships and training? How do conditions linked to scholarships disadvantage certain groups?

Which kinds of (formal and informal) networks exist in Egypt and in Germany and do they exclude men or women? How can support networks foster the career of male and female researchers at an individual level?

At the same time, how can universities provide young researchers with more structured information about how to develop their research projects, how and where to publish, and how to combine teaching and research? How can more transparent criteria, guidelines and procedures be established that replace the personalized forms of support?

Working group 5: Awareness raising for equal opportunities at the university and beyond

Chair: Dr. Sahar Wahby, Faculty of Arts, Sohag University

Input by:

Prof. Dr. Bahia Shaheen, Faculty of Arts, Alexandria University

Rapporteur: Dr. Dina M. Wafa, School of Global Affairs and Public Policy, The American University in Cairo

Key questions to be discussed:

What challenges do the different project partners face when implementing measures to promote equal opportunities at the universities? How are these challenges related to specific social and cultural norms of the respective regions?

How can the visibility of inequality especially in the area of science be expanded?

What strategies can be used to raise awareness for existing problems and gain support for the project? How can society and decision makers in the universities and beyond be addressed to support measures for gender equality? Which existing legislation can support the objectives of the project?

3.30 pm

Coffee Break

4.00 pm

Working group sessions (continued)

- 5.00 pm **Plenary Session: Wrap-up of first workshop day, setting up agenda for second day**
Chair: Prof. Dr. Azza Agha, Dean, Faculty of Pharmacy, Cairo University
- 7.00 pm **Panel Discussion: Transforming Gender Relations. Challenges for Theory and Society**
Venue: German Science Center, 11 Saleh Ayoub Street, Zamalek, Cairo
Prof. Dr. Inas Abou Youssef, Department of Journalism, Faculty of Mass Communication, Cairo University
Dr. Martha Zapata Galindo, Institute for Latin American Studies, Freie Universität Berlin
Chair: Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin
- 9.00 pm **Reception**

Sunday, 2 December

Venue: German Science Center, 11 Saleh Ayoub Street, Zamalek, Cairo

- 9.00 am **Introduction**
Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin
- 9.30 am **Wrap-up of findings and recommendations within the working groups**
- 10.30 am **Plenary Session: Presentation of the results by rapporteurs of working groups**
Chair: Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin
- 11.30 am **Working sessions by university: Establishing a centre for the promotion of equal opportunities at the university – developing a concept for each university**
Key questions to be discussed:
Which are the main duties and responsibilities of the centre? What concrete activities will the centre conduct? Which qualifications does the personnel of the centres need and how can they be qualified for their future tasks?
How can the work of the centre help gain a deeper understanding of the different problems and challenges men and women face at Egyptian universities?
How can university wide knowledge about and access to the centre be guaranteed?
How can the centre be integrated in the university structure?
What can the Ministry of Higher Education do to ensure the success of the centres?
How can German experiences support the success of the centres?
- 1.00 pm **Lunch**
- 2.00 pm **Plenary Session: Presentation of the results of the working sessions by university**
Chair: Prof. Dr. Hanaa Elsayad, Strategic Planning Unit, Ministry of Higher Education
- 3.00 pm **Final plenary session: Recommendations and prospects of the project in 2013**
Chair: Prof. Dr. Margreth Lünenborg, Institute for Media and Communication Studies, Department of Political and Social Sciences, Freie Universität Berlin