



جامعة الخليج الطبية  
**GULF MEDICAL UNIVERSITY**  
ACADEMIC HEALTH CENTER

# Sustainable Development Goals

**5** GENDER  
EQUALITY



**SDG 5:  
GENDER EQUALITY**





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## SDG 5 - Gender Equality

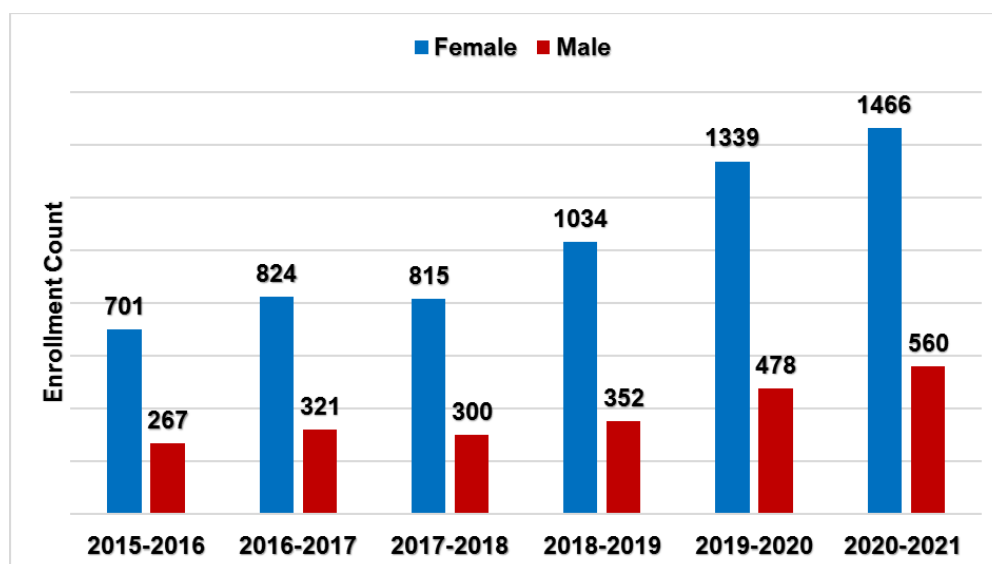
GMU is committed to striving continuously to improve its contribution to SDG 5- Gender Equality. GMU believes in gender equality and empowers all women and girls. GMU has been progressing its endeavours for achieving SDG 5, some of them include the following:

- Female enrolments and graduates outnumber male enrolments and graduates respectively
- Female Enrolments across GMU programs
- Promoting Gender equality in all its Human Resource practices
- Promoting Gender equality in all its policies related to Employees and students.
- University celebrating all students and employees, regardless of gender expression, gender identity and sexual orientation.

### Female Students Outnumber Male Students

At Gulf Medical University, admissions are based on academic performance, not gender. The female student enrolments consistently exceed the male student enrolments as evident from the Fact Book and Fast Facts of the University ([Link](#)). On average, 73 percent of the student population is identified as female, compared to 27 percent as males over a period of 6-years.

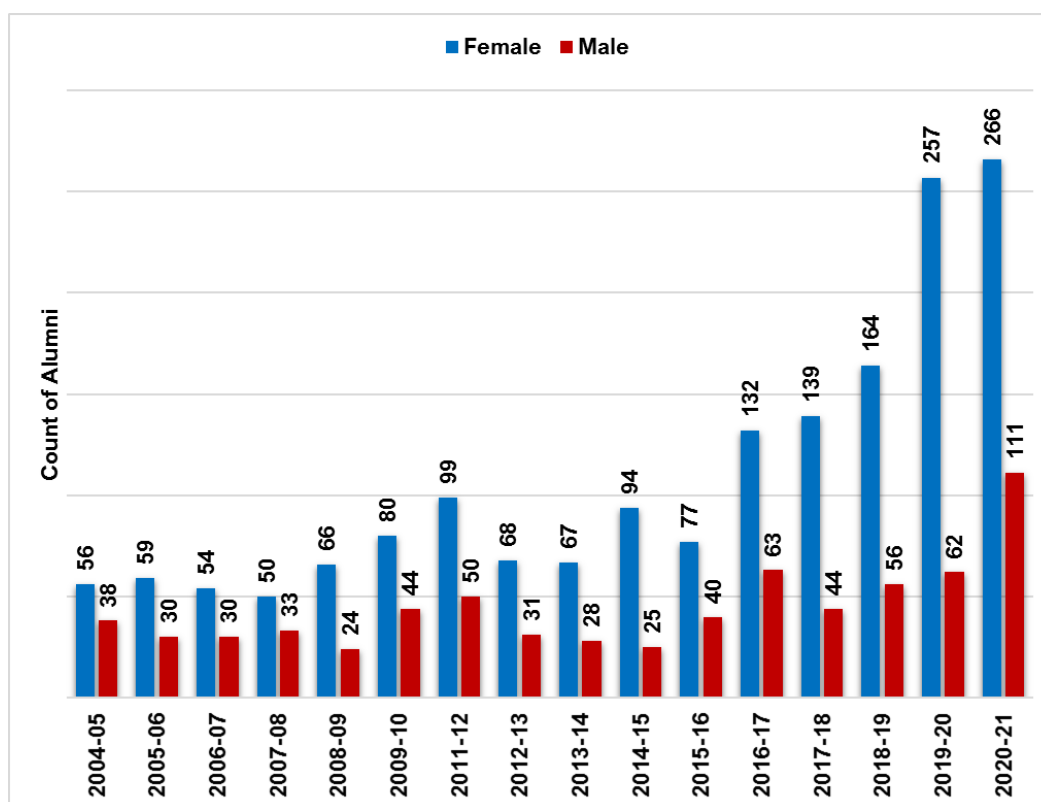
Figure 1: Female and Male enrolments over past 6 years



Similarly, the female graduates outnumber the male graduates consistently over 16 years as evident from the Fact Book and Fast Facts of the University ([Link](#)). On average, 69 percent of our alumni population is identified as female, compared to 31 percent as males over the same period.



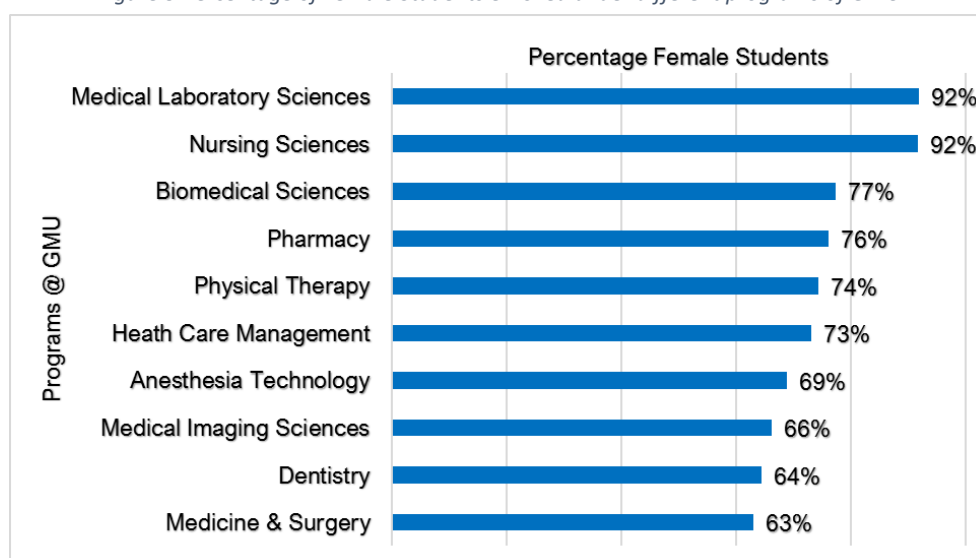
Figure 2: GMU Alumni over 16 years - Classification by Gender

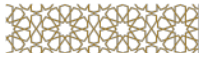


## Female Students' Enrolment under GMU programs

Number of Female students under different GMU programs has been highlighted in the graph below for the academic year 2020-21. The facts are published annually in university publications Fact Book and Fast Facts of the University ([Link](#)).

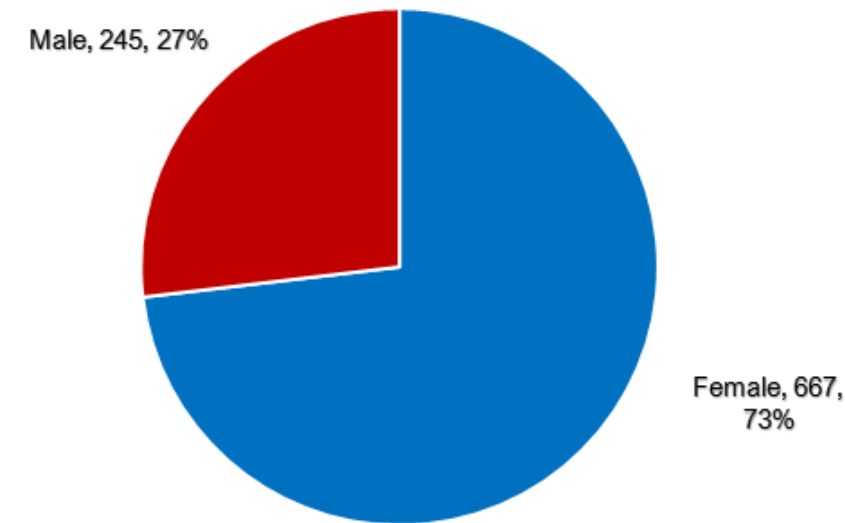
Figure 3: Percentage of Female Students enrolled under different programs of GMU





## Scholarships for Female Students

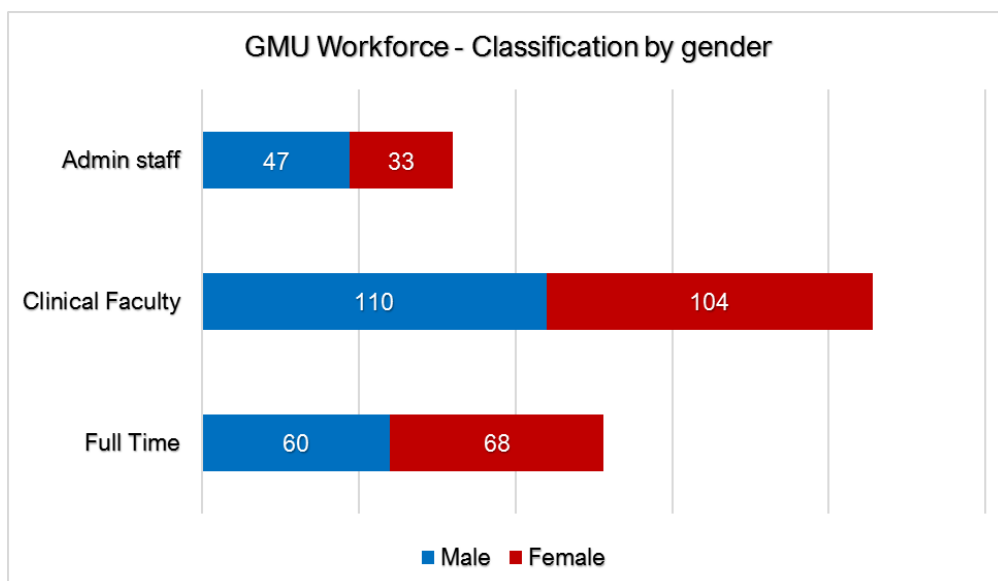
Figure 4: Percentage of Female Students receiving financial aid to pursue their education during 2021

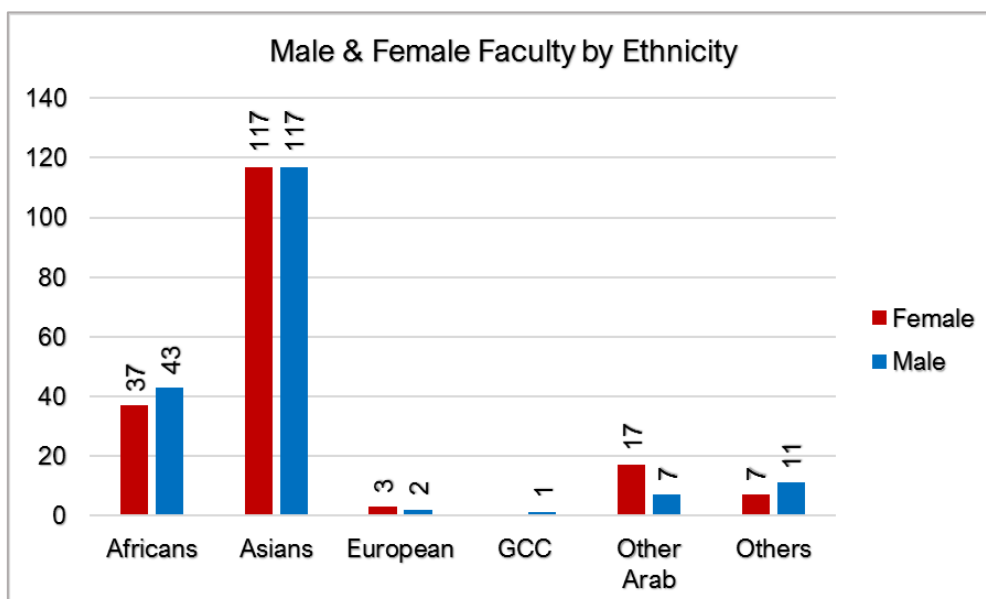
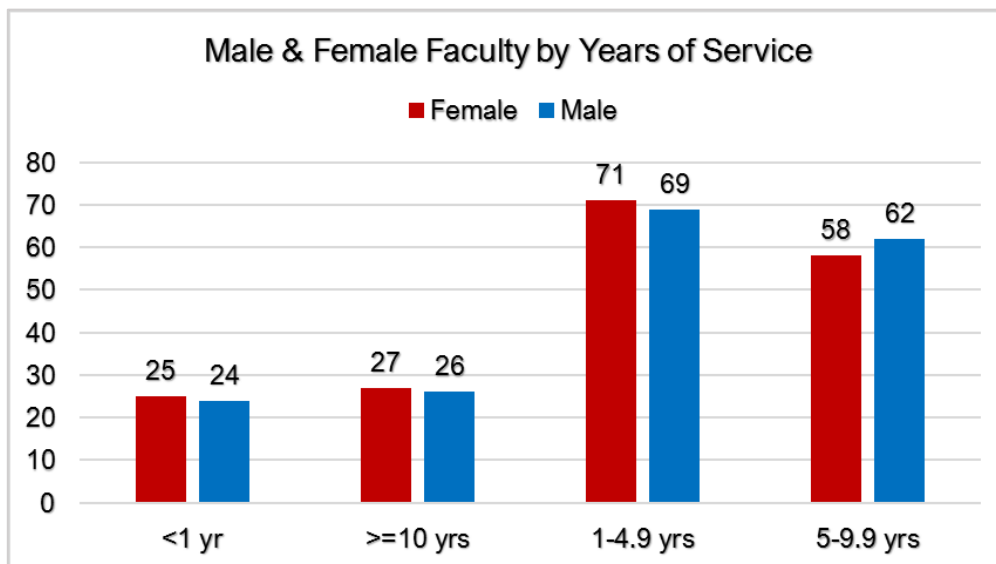
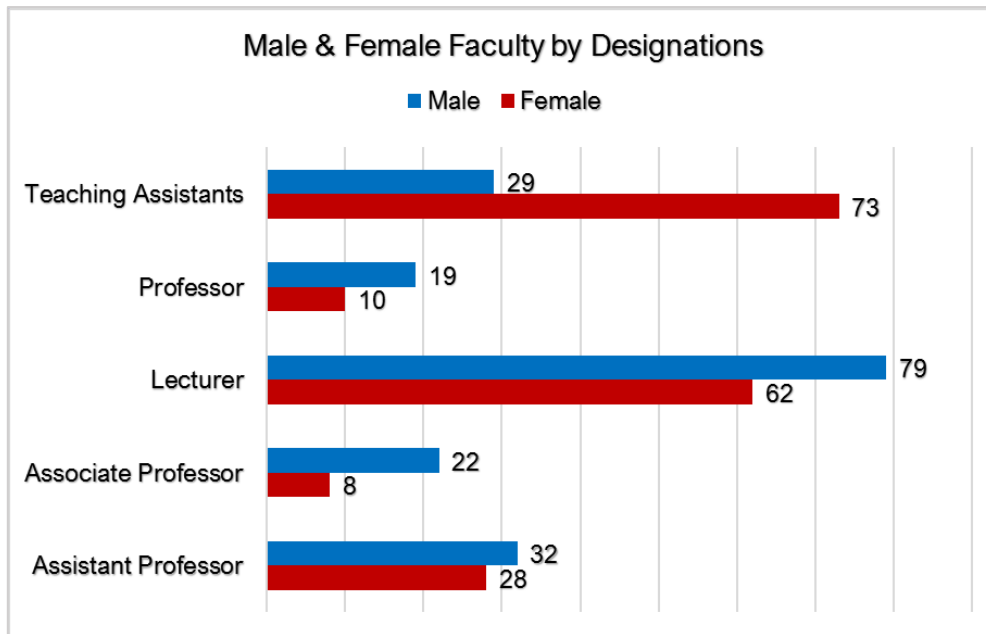
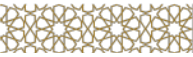


## GMU Family

### Faculty & Staff Profile AY 2020-21

GMU has a total of 363-faculty (Educational track-39%, clinical Track-59%, Research track-2%) and 141-administrative staff. The figure below highlights a 50:50 ratio of the male and female workforce of GMU. The female workforce ratio is higher for the Full-time faculty group.









## Parental Leave

Female staff who are pregnant or adopting can take up to a year's maternity leave with 45-days on full pay. Paternity leave is provided to male employees with five paid working days of parental leave, to be taken within six months from the birth date of the child.

## Work-Life Balance

GMU allows faculty to take leave without significant financial or career repercussions, such as Sick Leave, Maternity Leave, Paternity Leave, Pilgrimage Leave, attending professional conferences, Emergency leaves, sabbatical leave, etc. which helps improve the work-life balance for employees of GMU as evident from the [faculty](#) and [staff](#) handbook of the university. The female employees are treated equally to male employees in terms of different human resource practices including recruitment, compensation and benefits, professional development, work-life balance, etc. (Reference: [faculty](#) and [staff](#) handbook)

Institution follows good employment practices, and its guidelines are distributed among all the employees through well-defined policies and procedures where 28 policies are created specifically to support a rich environment for faculty and staff from different racial/ethnic groups and cultural backgrounds.

## Programs for Faculty and Staff

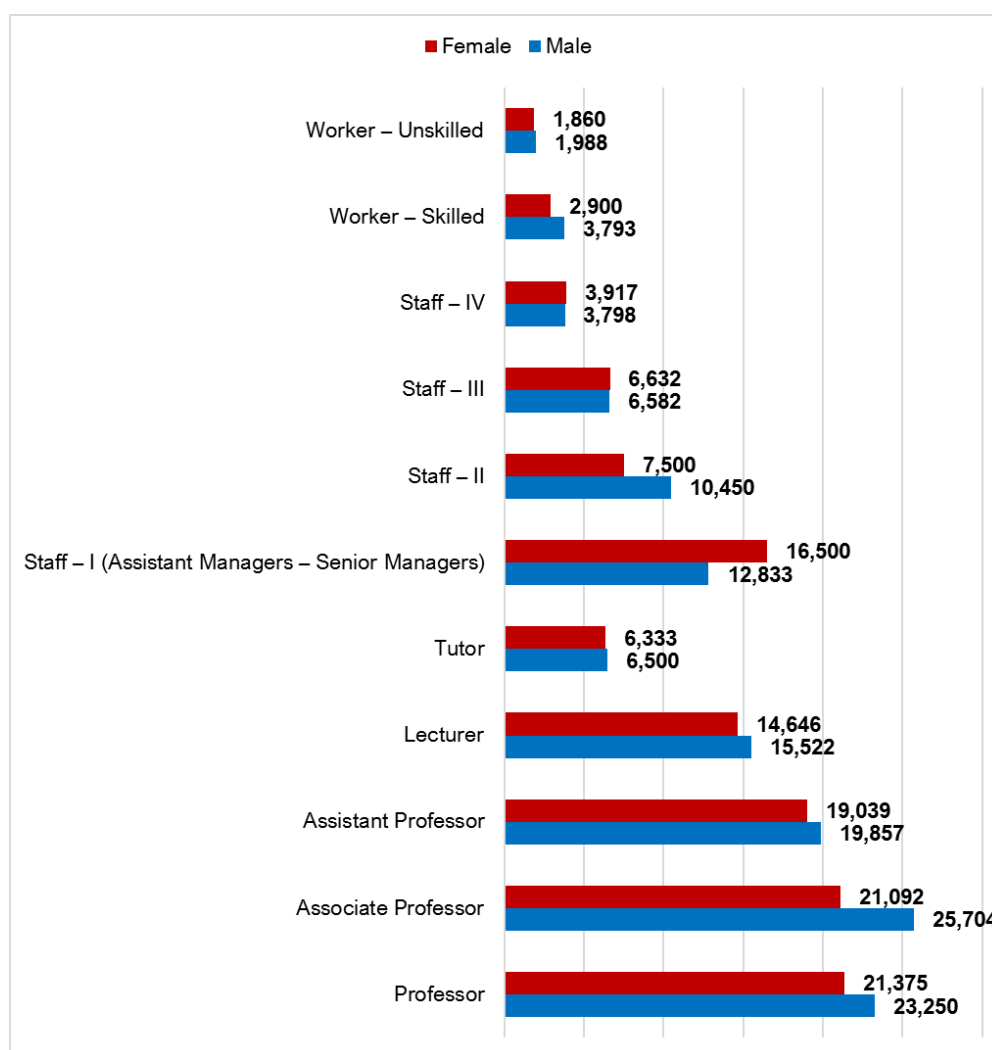
At Gulf Medical University, not only male but our female employees equally enjoy unlimited freedom to advance their skills and knowledge in their fields of expertise. They not only experience a high level of job satisfaction but are also offered plenty of opportunities for career growth and advancement. We encourage our personnel to improvise and innovate, as we value out-of-the-box thinking and fresh perspectives. As an employee of Gulf Medical University, they will be working alongside some of the best professionals in the region with immense work-experience locally and internationally experienced to work with a multicultural team serving discerning customers from across the world. These opportunities will not only broaden their outlook and professionalism but will also be contributing to touching and transforming lives in University's mission to make the world better.





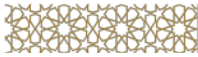
## Equal Pay and Progression

The graph below shows the gender-wise and designation-wise classification of average salaries. A 7% average gender pay gap has been identified and actions are being taken to improve this.



Women in academic and professional roles are invited to the leadership development, 14 out of 34 (41%) leadership positions are occupied by Females. There has been an increase in the proportion of female senior academics from 2017 to 2021. Additionally, a significant increase has been observed in the female committee memberships and coordinator ships in 5 years. For Academic divisions, 8 out of 22 program directors are females and 1 out of 6 college deans is a female. For support divisions, Director for Human Resource Department, Associate Director for Quality Assurance & Institutional Effectiveness unit and Director-Admissions are females.



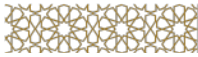


## Inclusion and Collegiality

In line with the UAE's strategic directions of promoting happiness and positivity, Gulf Medical University (GMU), has launched 'Student Happiness Centre. Through its [Student Happiness Centre](#) office, the university seeks to foster an environment of inclusion and collegiality that goes beyond [non-discrimination and harassment policies](#). The center is a student support service center aiming at enhancing students' overall well-being. Members of the center provide students with information, advice, guidance, or referral regarding any concerns or complaints. It also serves as a liaison between students and different college/ university departments. The scope of responsibilities of the center includes the following:

- Diversity and Inclusion
- Academic Concerns
- Healthcare Related Matters
- Services For Students of Determination
- Personal / Psychological issues
- Financial Aid or Guidance
- COVID-19 Protocols

University celebrates all students and employees, regardless of gender expression, gender identity and sexual orientation.



## Celebrating Women's Day

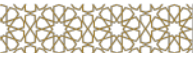
A session on Women Wellness and Empowerment with Dr. Smitha Prabhakar was facilitated by Human Resources. Dr. Smitha Prabhakar is a Global Ambassador in the wellness and happiness space; popularly known as the Happiness Doctor, she conducts employee and corporate wellness.

Around 60 women employees, both Faculty and Staff enjoyed the one and a half hours of mindfulness bliss. Amidst the COVID pandemic, attending such a session was looked forward to by most of the employees. All the COVID precautions were in place.

This interactive session included a pep talk and tools for wellness. Mindfulness was practiced through meditation. Self-awareness through focusing on each body part and experiencing the sounds while meditating was practiced. A lot of positive energy could be felt in the room. The ladies shared their experiences after each round of meditation. The session helped in releasing stress, anxiety and tension, creating space for the true self to emerge, encouraged to shake off old, non-serving thought patterns and replace them with positive, supportive affirmations, assisted in creating new habits that serve your journey to wellness, and nourish body, mind and spirit.



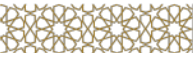




## Recreational Services and Facilities for GMU Female Workforce

Body and Soul Health Club located in GMU Thumbay Mendicity is available to provide exclusive services for Health Club & Spa along with the recreation or fitness facilities. The facility is a family health club with facilities and services which cater to the separate health & fitness needs of the GMU community. The figures below highlight the facilities and services for the Female workers of GMU. The center offers various promotions and schemes regularly to optimize the services for the GMU community including students and faculty or staff ([Link](#))







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