



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

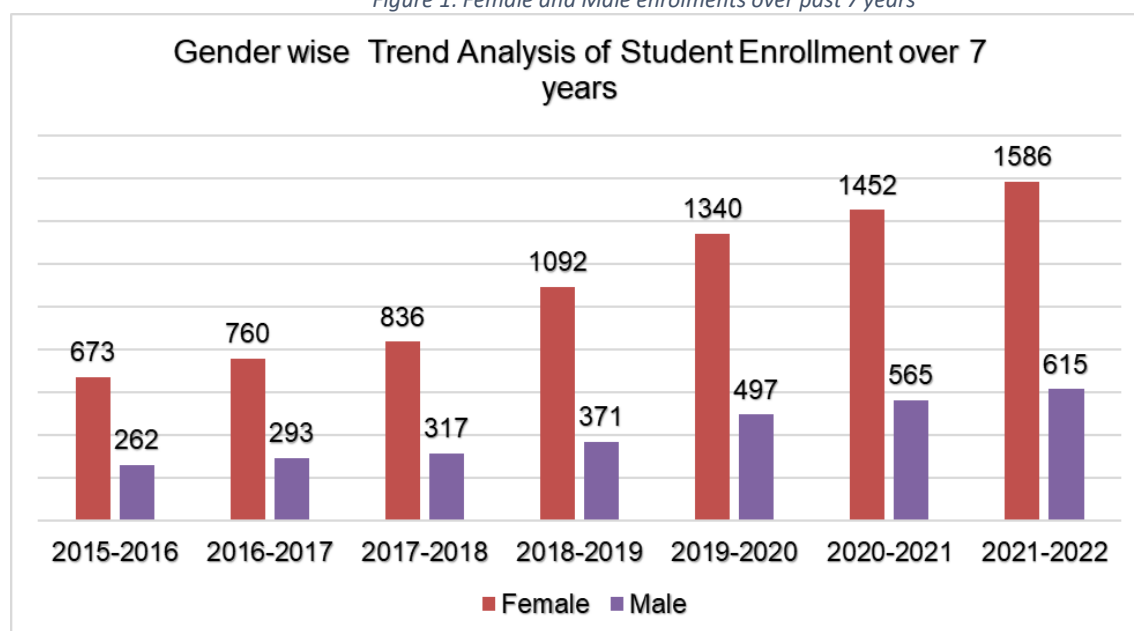
GMU is committed to striving continuously to improve its contribution to SDG 5- Gender Equality. GMU believes in gender equality and empowers all women and girls. GMU has been progressing its endeavours for achieving SDG 5, some of them include the following:

- 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 enrollment 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, 72 percent of the student population is identified as female, compared to 28 percent as males over a period of 7-years.

Figure 1: Female and Male enrolments over past 7 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.



Except the MDS Periodontics, for all academic programs the percentage of female student enrollments is greater than percentage of male students. This indicates that the university encourages female student population across all specialization offered at the university.

*Table 1: Percentage Female Students across all GMU programs*

Program Names	Female	Male	% Female Students Across All Programs
1. Anaesthesia and Surgical Technology	95	16	86%
2. Biomedical Sciences	180	58	76%
3. Clinical Pharmacy	20	10	67%
4. Dentistry	235	132	64%
5. Drug Discovery and Development	6	3	67%
6. Endodontics	9	2	82%
7. Health Professions Education	18	9	67%
8. Health Care Management	43	15	74%
9. Medical Imaging Sciences	75	28	73%
10. Medical Laboratory Sciences	121	11	92%
11. Medicine & Surgery	322	189	63%
12. Nursing Sciences	148	24	86%
13. Periodontics	5	9	36%
14. Pharmacy	162	52	76%
15. Physical Therapy	122	53	70%
16. Physiotherapy	11	1	92%
17. Precision Medicine	2	1	67%
18. Public Health	12	2	86%



Figure 2: GMU Student Enrollment - Classification by Gender

## Female Alumni count Outnumber Male Alumni count

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](#)).

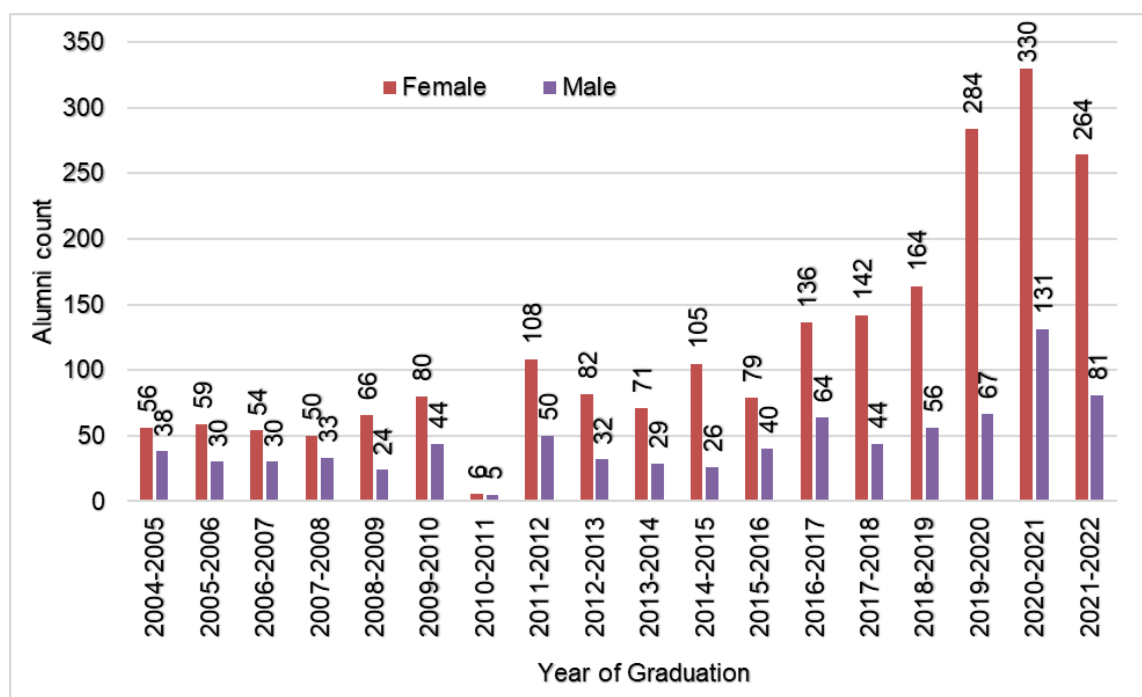
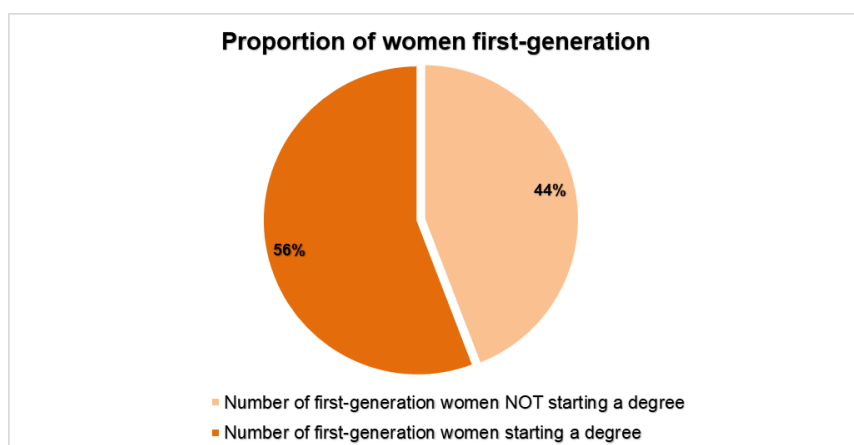


Figure 3: Female Alumni outnumber male alumni

## Proportion of first-generation female students

56 % of the FTE (Full Time Equivalent) number of students starting a degree at the university in 2022 who are females have reported that they are the first-generation students starting a degree at the university.







## On-Time Graduation Rates for Female Students

It can be noted from the table below that the on-time graduation of female students is higher or almost same in most programs when compared to male students.

PROGRAMS	TOTAL GRADUATES COUNT - 2021			ONTIME GRADUATES COUNT - 2021			Percentage of Female with on-time graduation	Percentage of Male with on- time graduation
	Female	Male	Total	Female	Male	Total		
ADPCS	13	14	27	13	14	27	100%	100%
BBMS	20	3	23	17	3	20	85%	100%
BPT	28	7	35	27	6	33	96%	86%
BSc. AT	8	3	11	8	3	11	100%	100%
BSc. MIS	6	1	7	6	1	7	100%	100%
BSc. MLS	8	1	9	8		8	100%	0%
BSN	6		6	5		5	83%	–
Dip. AT	2	21	23	2	21	23	100%	100%
Dip. MLS	13		13	13		13	100%	–
DMD	46	23	69	42	21	63	91%	91%
EMHME	12	7	19	12	7	19	100%	100%
JMHPE	6	2	8	6	2	8	100%	100%
MBBS	51	35	86	50	31	81	98%	89%
MCP	13	2	15	13	2	15	100%	100%
MDS Endo	3		3	3		3	100%	–
MDS Perio	2	2	4	2	2	4	100%	100%
MPH	2	1	3	2		2	100%	0%
MPT	7		7	3		3	43%	–
MScMLS	4		4	4		4	100%	–
PharmD	14	4	18	12	3	15	86%	75%
RNBSN	65	4	69	65	4	69	100%	100%
Grand Total	330	131	461	313	120	433	95%	92%

## Admission Acceptance Rates for Female Students

Acceptance rate is defined as the ratio of the number of students accepted for admission and the number of students applied to the program. The figure below shows that the overall acceptance rate is same for both female and male applicants across all programs of GMU.

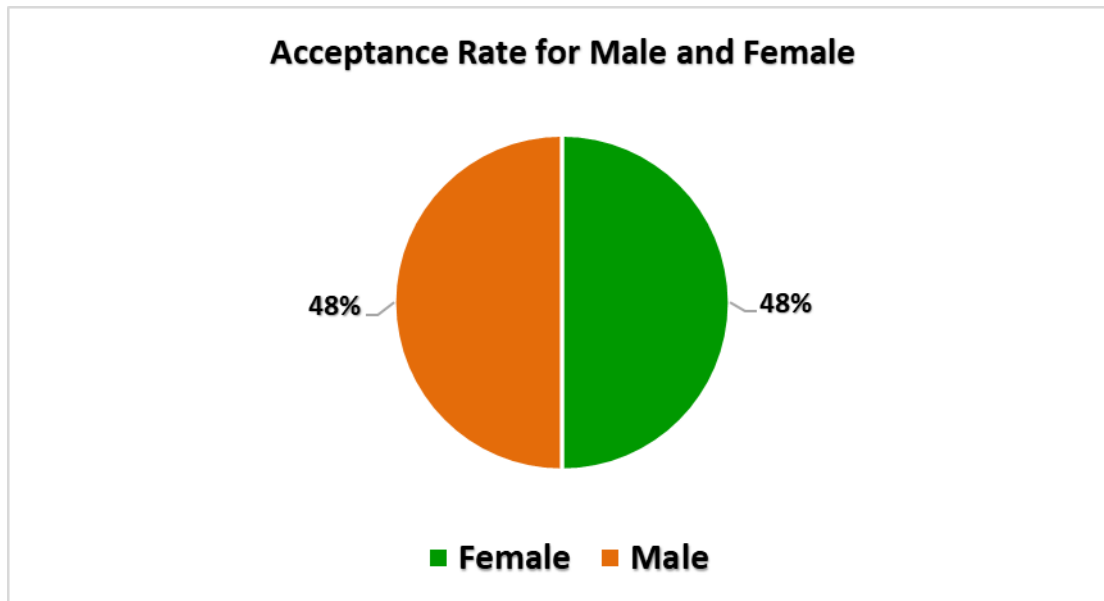
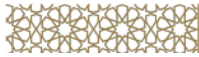


Figure 1: Acceptance Rate for Male and Female applicants to GMU Programs

### Admission Conversion Rates for Female Students

Conversion rate is defined as the ratio of the number of students enrolled in the program to the number of students who were offered admission to the program. The figure below shows that the overall conversion rate is almost same for both female and male applicants across all programs of GMU.

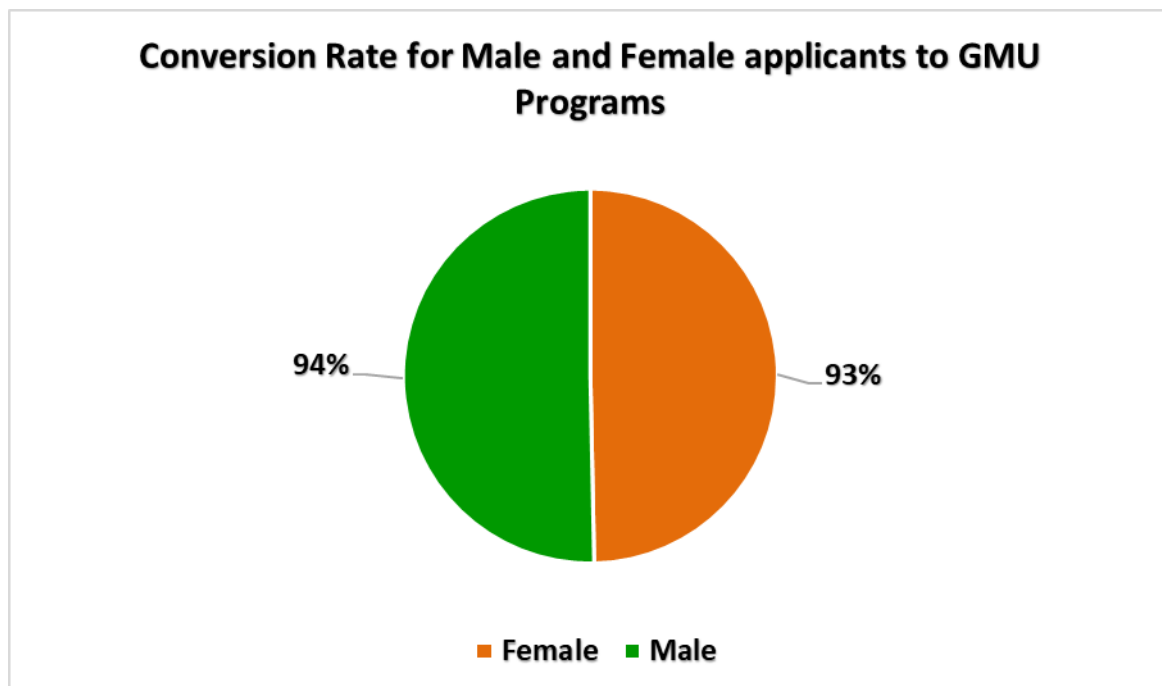
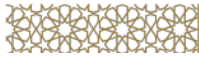


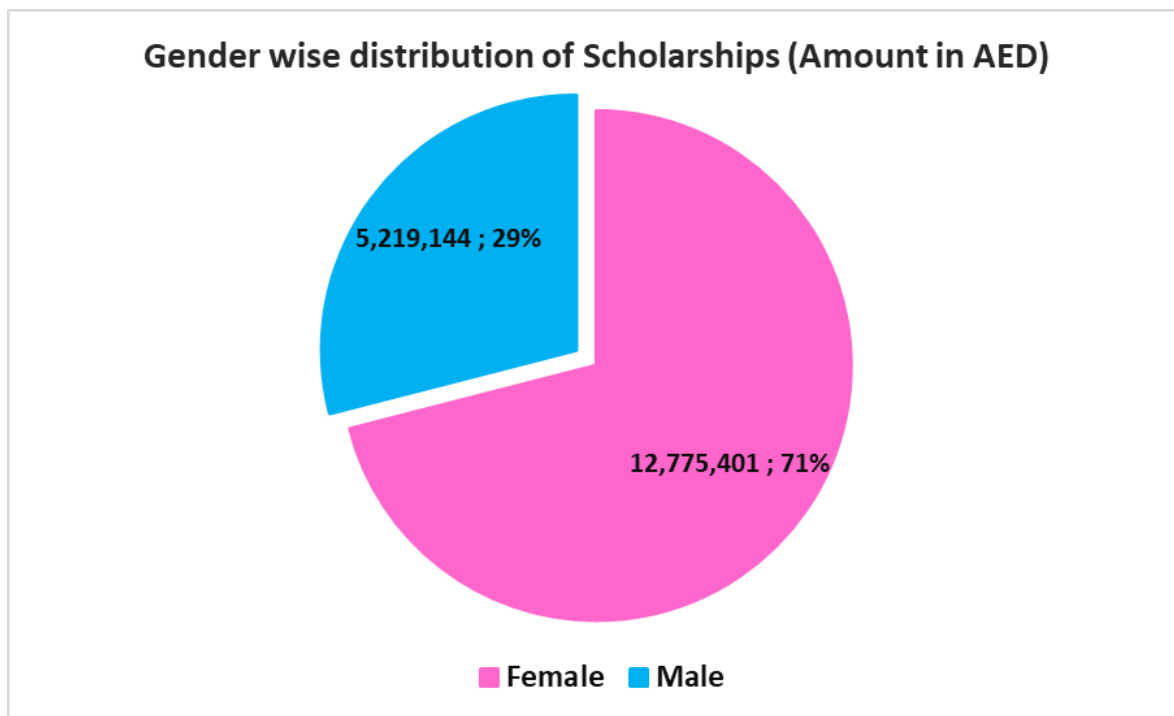
Figure 2: Conversion Rate for Male and Female applicants to GMU Programs



## Scholarships for Female Students

The female students are observed to receive the scholarship in the proportion of their enrollment ratio. 71% of the total Scholarship amount is received by Female Students as shown in the figure below.

Figure 4: Percentage of Female Students receiving financial aid to pursue their education during 2021-22  
(Total scholarship amount- AED 17,994,545)



## GMU Academic and Administrative Staff

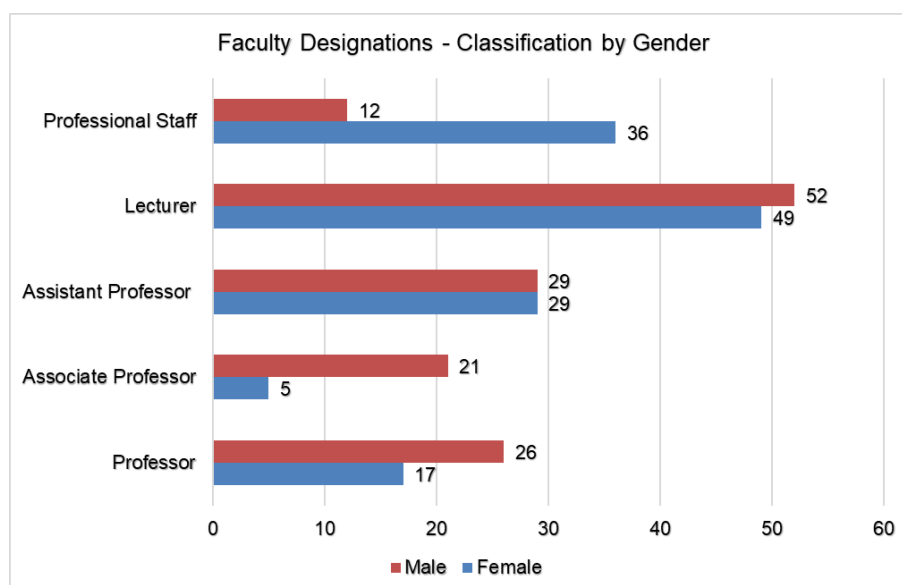
### Gender distribution of Faculty Designations

The figure below highlights a 50:50 ratio of the male and female workforce of GMU. The female workforce ratio is higher for the Professional staff group. The male female ratio is almost same across different nationalities and designations.



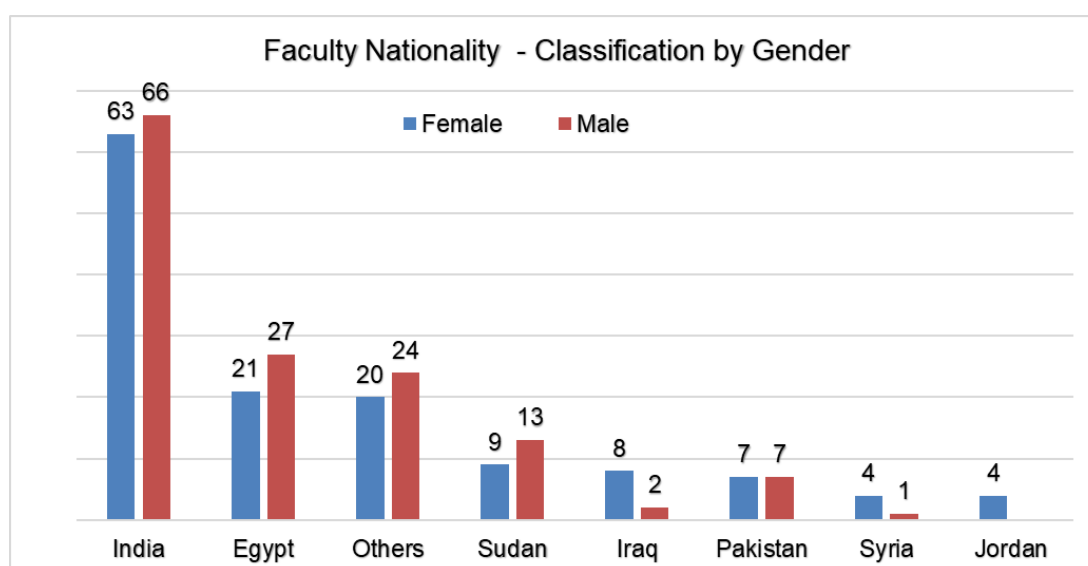


Figure 3: Faculty Designations by Gender



## Gender distribution of Faculty Nationalities

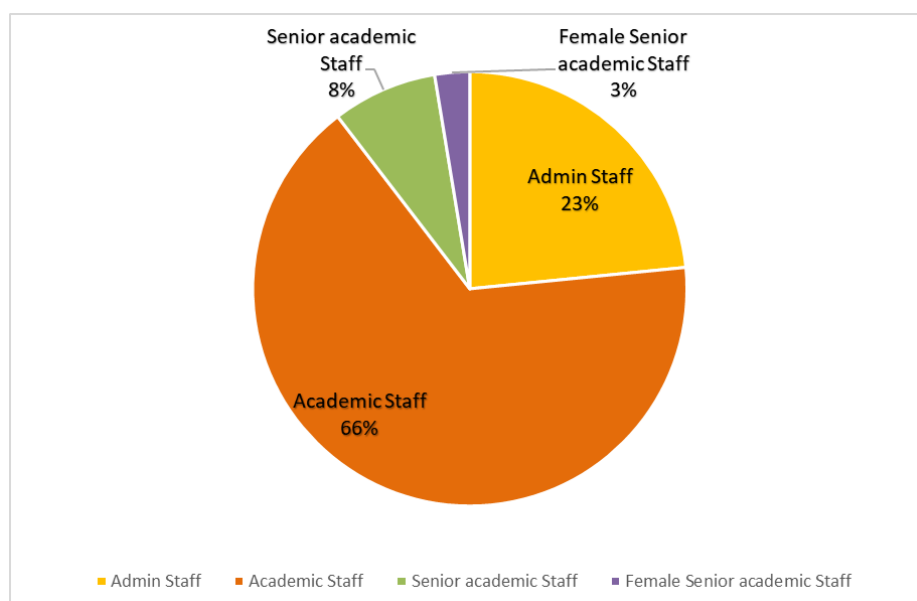
Figure 4: Faculty Nationality by Gender



## Senior Female Academic Staff

The pie chart below shows the percentage of administrative staff, academic staff, senior academic staff and female senior academic staff as percentage of the total full time equivalent of employees.

Employee Indicators (All values used in calculation are as FTE)	Percentage
Academic Staff as Percentage of All Employees	74%
Senior Academic staff as Percentage of Total Academic Staff	10%
Senior Academic staff Female as Percentage of total Senior academic staff	20%



## Work life balance for GMU female employees

### 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 – Offered by Center for Advanced Simulation in Healthcare

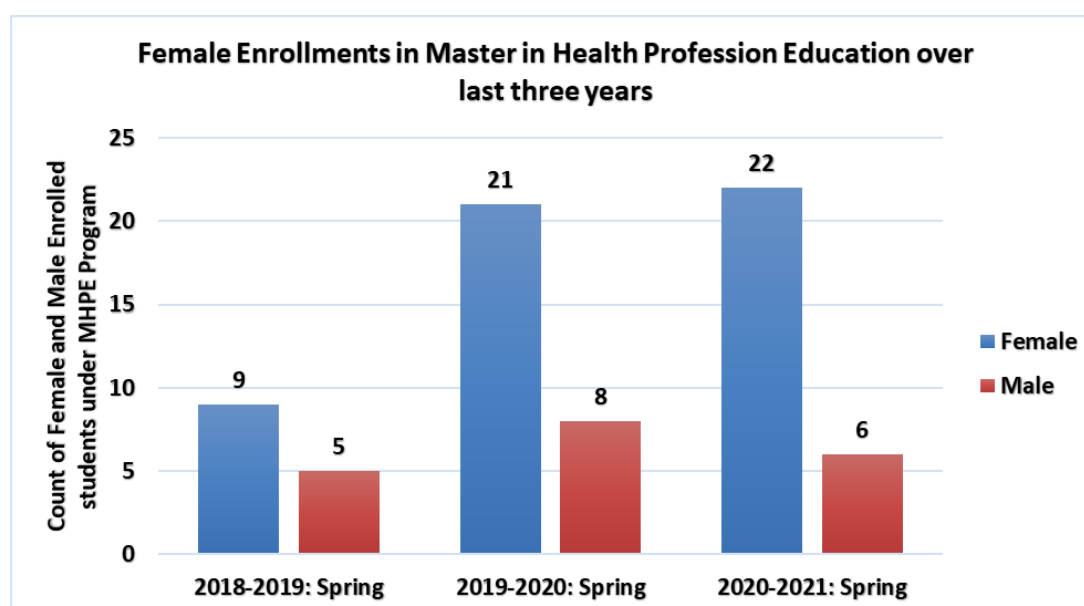
At Gulf Medical University, not only male but our female employees equally enjoy unlimited



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. All employees of GMU have equal access and can register for courses offered by Center for Advanced simulation in healthcare ([Link](#)).

### **Programs for Faculty and Staff – Postgraduate master level program named master's in health Profession Education.**

Besides, Gulf Medical University offers multiple opportunities for professional development in the areas of health professions education and professional practice to continuously enhance the pedagogical skills of the academic faculty & teaching staff such as Master of Health Profession offered jointly with the Foundation for Advancement of International Medical Education and Research (FAIMER), United States and The Centre for Medical Education in Context (CenMEDIC), United Kingdom ([Link](#)). Gulf Medical University supports its female faculty who are willing to join the master by offering them 50% discount on the program fees.

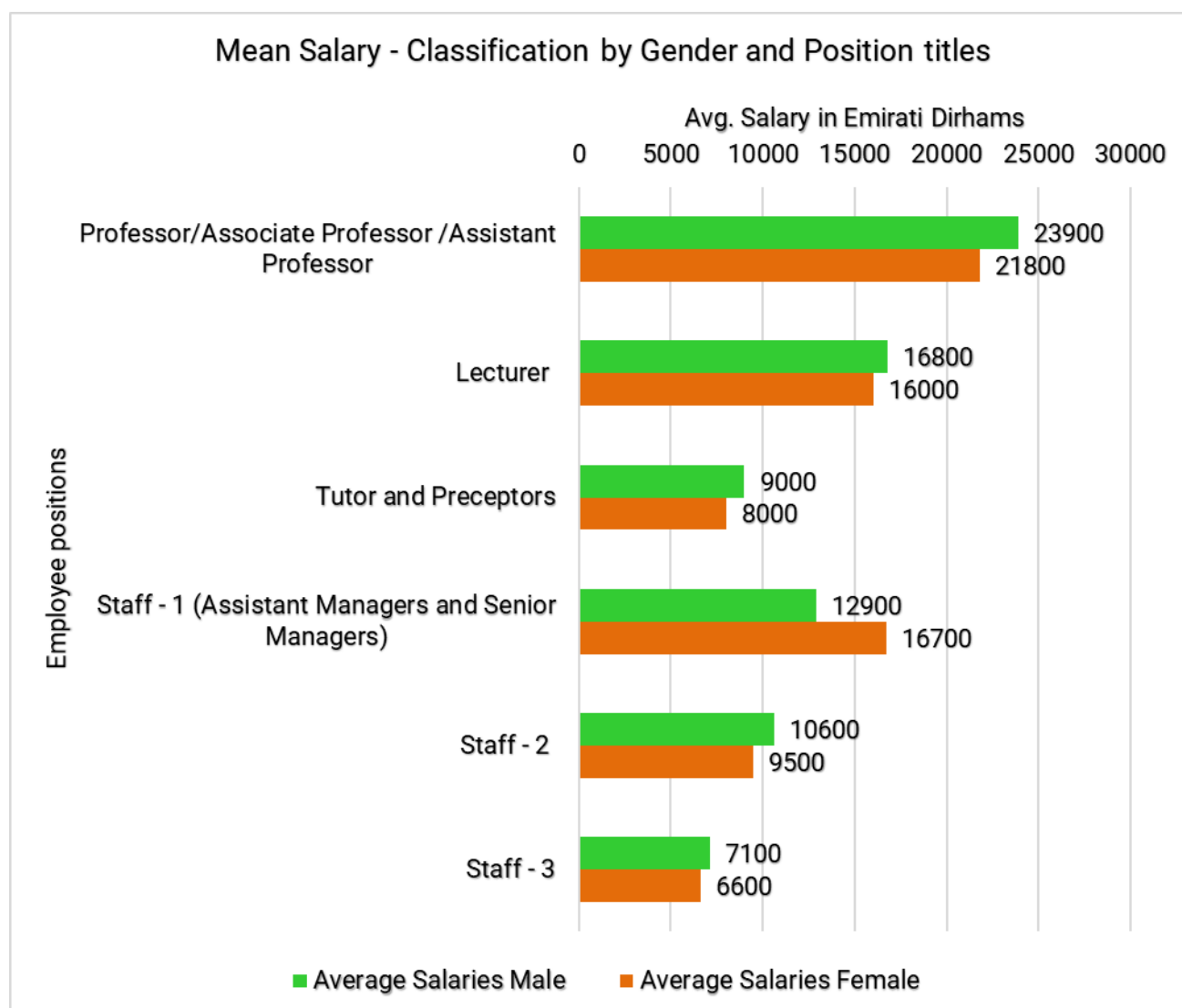




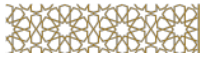
## Equal Pay and Progression

The graph below shows the gender-wise and designation-wise classification of average salaries. A 8% average gender pay gap has been identified and actions are being taken to improve this.

Figure 5: Gender Wise Classification of Average Monthly Salaries across different employee designations/positions



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 Admissions, Director-Student Affairs Department, Associate Director for Quality Assurance & Institutional Effectiveness unit, Manager Institutional Research, Manager Program Accreditation, Manager Human Resource Department, head biomedical sciences department, etc. 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:

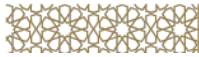
- Diversity and Inclusion
- Academic Concerns
- Healthcare Related Matters
- Services For Students of Determination
- Personal / Psychological issues
- Financial Aid or Guidance
- COVID-19 Protocols

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





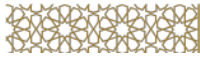
happiness space; popularly known as the Happiness Doctor, she conducts employee and corporate wellness.

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 Mending 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 center offers various promotions and schemes regularly to optimize the services for the GMU community including students and faculty or staff ([Link](#))



Body and Soul Health Club and Spa, which has been operating for more than 15 years, boasts three branches spread across Dubai, Sharjah, and Ajman. It features high-end fitness offering- including five outdoor courts for badminton, long-tennis, football, basketball, and volleyball respectively: separate indoor swimming pools for male and female, indoor courts for table tennis, squash, billiards, and badminton, among others. In addition, the club also offers its members an aerobic studio, spinning studio, specialized X-fit zone, spa, and a large fully equipped gym floor with four zones for cardio, freestyle, free weights, and strength training ([Link](#))



جامعة الخليج الطبية

**GULF MEDICAL UNIVERSITY**

ACADEMIC HEALTH CENTER

4184, Ajman - United Arab Emirates ☎ +971 6 7431333 ☎ +971 6 7431222

admissions@gmu.ac.ae 🌐 www.gmu.ac.ae