



## Feedback from RMEI personalities/academic actors to the question:

### *Why is gender equality important to you in Universities?*

		Organization name, Role in organization, Type of organization	Why is gender equality important to you in Universities?
F	1	<b>Anastasia Zabaniotou, prof.</b>  Aristotle University of Thessaloniki, Greece Scientific coordinator of TARGET <b>Board Member of RMEI</b>	<b>Gender equality is important because is fair, and it is</b> linked to Sustainable Development. We need to shift to a more balanced value system in Universities and life which can embrace cooperation, partnership and not competition and domination that are associated with men, in patriarchal societies. We need to create <b>equality</b> where women and men enjoy the same opportunities.
M		<b>Léo Vincent, prof.</b>  HOMERE FRANCE president (French association for promoting internships in companies)  <b>Honorary RMEI president</b>	Now retired from a French Grande Ecole (Ecole Centrale de Lyon), I always considered as an important added value the fact that women have high responsibilities in the management of the university or of departments/faculties. Usually I failed in trying to have a woman nominated as the President or as head of the faculty. Without entering in the added values, I consider, I just want to say that for me it is only justice that women can reach high levels in management of universities. Regarding the 4 French Ecoles Centrale, we never had a woman as the president/director and their number regarding head of Research labs or faculties remain very low even if the number of female university professors increased a lot these 15 last years.
F	2	<b>Mara Lombardi, prof.</b>  Faculty of Civil and Industrial Engineering, Chair of Master Degree in Safety Engineering and Civil Protection, Sapienza, University of Rome	Regarding gender balance, recently I read that the idea isn't about making women stronger, women are already strong, but it's about changing the way the world perceives that strength because if we don't use our power for positive change, we are, indeed, part of the problem. Based on this reflexive approach, every day in my activity I try to teach that a girl, as well as a boy, should not "adjust" to prejudice and discrimination. In effect, in the analyzes, we could see that the gender stereotypes define what people are and should be, subtly condition choices and behaviors, directing girls towards "female" professions, convincing them of their

		<p><b>President of RMEI</b></p>	<p>inferiority in mathematics and science, and by making perceive engineering, science and mathematics as masculine activities.          Actually, the gender inequalities:          –have an impact on local communities;          –are hardly changeable phenomena even in progressive societies all over the world.          During 2<sup>d</sup> Institutional Workshop on Target, I mentioned a Shakespeare’s piece:  <i>From the eyes of the women I derive my doctrine: they still shine the true fire of Prometheus, are the books, the arts, academies, which show, contain and nourish the world.</i>          This is our power.          The lack of women in the technical-scientific faculties has a high cost, it is a barrier to cultural, social and economic growth.          Therefore, we won’t be given another possibility: we have to ensure a prosperous future for our Mediterranean region, also with the help of potential that women can express.          As RMEI's President, I support the statement on gender equality based on sustainable development that includes green economy, societal cohesion, gender equality, sustainable management of natural resources, principles guaranteed in ethics of responsibility of Mediterranean community.</p>
M	3	<p><b>Olivier Boiron, prof.</b>          Ecole Centrale Marseille  <b>General Director of RMEI</b>          Unesco Unitwin 651          chairholder</p>	<p>Gender equity is not only one of the 17 sustainable development goals of UNESCO but, in reality, achieving gender equality and women’s empowerment is integral to each of the 17 goals!!          Women make up half of the world’s population and their talents, skills, ideas, leadership to solve problems are as necessary as those of men. And probably more if one looks at the state of the planet left by 35000 years of male domination.... So tackling this problem wherever it occurs, including higher education, is not a job but a duty.          “The future of men is women” - Louis Aragon</p>
M	4	<p><b>Juan Jesus Perez, prof</b>          Vice-rector for Int. Policy,          Universitat Politecnica de Catalunya  <b>Board member of RMEI</b></p>	<p>Despite human beings exhibit a 1:1 women to men gender distribution, analysis of the present situation, women are underrepresented in decision-taken councils, they have lower income for the same job in many cases, they experience barriers for professional carrier development, etc... These and other examples clearly underline a gender inequality issue in present our society that requires immediate focus of attention.          Gender inequality is a worldwide problem, deeply embedded in our society. Gender inequality can be considered as a consequence of a lack of social responsibility of citizens. Accordingly, the diverse social agents must be actively involved in the promotion of gender equality, including actions of awareness. In this direction, HEIs within their scope can play an important role to promote gender equality.          Specifically, HEIs are committed to produce social responsible graduates and gender equality is embedded in this competence. In this direction, HEIs must have their own strategy including awareness actions, the inclusion of gender equality in teaching activities, as well as actions to attract feminine talent to STEM, breaking classical raw models of typical careers for women or actions for alleviating obstacles that women experience along their professional carrier (braking the glass ceiling).</p>
M	5	<p><b>Director of the Engineering National School of Sousse (ENISo), Tunisia</b></p>	<p>Gender equality helps society develop and grow in a balanced way. It increases the chance of making right decisions when it comes to strategic choices and orientations. Because men and women often tackle problems differently and may have different views and opinions about the same problem, what appears to be an obvious choice for a man may be the worst one for a woman, and vice versa.</p>

			Gender equality also stimulates men and women in their professional environment as it increases the desire to be creative and innovative. It also motivates young students to establish high-level carrier goals.
M	6	<b>Director of the Engineering School of Sfax, Tunisia</b>	<p>Excellence does not distinguish between genders. Instead, it recognizes talent and good management. That's why the Engineering School of Sfax best universities are open to a diverse and balanced work environment, supporting and actively promoting gender equality. For us, Men and women are equal but not identical.</p> <p>The number of female students is relevant and about 67:33 Student Ratio of Females to Males in university of Sfax. We note that this ratio is more important for research.</p> <p>More women than men are enrolling at university, women make up the majority of skilled workers in administration and she proves her leadership in our school.</p>
M	7	<b>Director of national Engineering School of Medjez El Bab (ESIM), Tunisia</b>	<p>Honestly, I don't think gender equality is important for all types of projects. It is appropriate to consider it for projects dealing with women empowerment.</p> <p>Personally, I'm obliged to include gender equality in my projects because this is requested by the calls.</p>
M	8	<b>Vice-chancellor in Sousse University, Tunisia</b>	<p>In my opinion, gender equality is not strictly limited to creating advantages for women. Gender equality means simply that every employee has access to the same benefits.</p> <p>May be men and women at our university are considered equivalent in terms of rights, but I don't think that they have equal economic benefits, obligations and opportunities. The University of Sousse still has only a few female professors and women are under-represented in academic management positions and in strategic priority areas. In the history of the university of Sousse, there has never been a female university president. If we look at the composition of the scientific council of the university, 90% of the members are men. This problem of representativity is also found in the faculties, institutes and high schools of the University.</p> <p>I consider that gender equality is fundamental to the fostering of creativity and innovation at our university. It leads to improved student outcomes and greater innovations in learning, teaching and research.</p> <p>Given the great talent and integrity of Tunisian women academics, the investment in gender equality can only be beneficial to strengthen the skills of our university, optimize accordingly the pursuit of excellence and position itself as social, economic and cultural leader. Thus, the University has integrated gender equality into planning and strategy at its organizational unit level. It is committed to promoting equality and respectful cooperation between men and women on all levels of the academic worlds. It always fights against any gender discrimination.</p> <p>On the other hand, the results of the professional integration surveys of our university graduates show that female graduates are more highly educated than men. However, men are better placed on the job market than women and earn higher wages than their male counterparts.</p>
M	9	<b>Khalid Najib Professeur de l'Enseignement supérieur, École Nationale Supérieure des Mines de Rabat, Rabat MAROC</b>	<p>Je pense que l'enseignement et la recherche sont les fers de lance des progrès des sociétés. La recherche scientifique est devenue dans nos sociétés modernes une composante importante du Capital. Avec la révolution numérique et les développements de l'intelligence artificielle, la recherche scientifique devient la composante dominante du Capital.</p> <p>Les sociétés humaines doivent donc mobiliser l'ensemble de leurs ressources intelligentes et les meilleures compétences pour faire face aux</p>

		<b>Board member of RMEI</b>	défis de la société actuelle. Or ni ces compétences, ni les processus responsables de leur acquisition (enseignement, formation à la recherche) ne dépendent du genre. L'égalité du genre et l'accès de l'enseignement à tous sont les garants de la mise au service de l'enseignement et de la recherche nos meilleures compétences et sont les gages du succès du projet d'une société basée sur le savoir, la solidarité et le bien-être de tous.
<b>F</b>	<b>10</b>	<b>Ibtissam Medarhri</b> Assistant Professor, Mines Rabat, engineering school	Education is the important key to development of a country and also the mirror of other countries, what we train as engineers are the decision-makers of tomorrow, so when the environment of work based on gender equality and we promote the skills we develop in the future engineer, a thought breast and equitable based on what you know to do and not on not on gender, which allows us to introduce the idea that the place is for the best. I think that this idea should be concretized by a fair recruitment of gender in the teaching and administrative staff. Given the scientific evolution (or we can say the scientific revolution) of recent years, Morocco and universities and engineering schools have been forced to follow this mode of evolution. So, we can't talk about evolution and scientific development if you don't have scientific skills. Personally, I Think that it's unfair to favor more man researchers in decision-making positions, for that we must encourage the skills and know-how regardless of gender.
<b>M</b>	<b>11</b>	<b>Moncef Ghiss</b> Assistant professor, National Engineering School of Sousse (ENISo) University of Sousse	The question of gender equality for me is not only a question of law but also a process of changing mentality, especially after the revolution where women's voices are becoming more and more free but unfortunately, a masculinity crisis is also been detected. In fact, it has been remarked that some colleagues are worried about the potential of women. Despite the various achievements that the Tunisian women have benefited from, there is a significant gap in the application and implementation of a real equality of opportunity in Tunisia. For example, a fresh graduating woman in engineering struggle to get a job. From my point of view as an assistant professor, I think that each of us must help to improve the position of women at the university by strengthening their capacities and encouraging them to take more and more the key positions. Finally, I am convinced that equal opportunities between women and men can only be beneficial for our society and the country, this why I support the statement on gender equality based on sustainable development that includes green economy, societal cohesion, gender equality, sustainable management of natural resources, principles guaranteed in ethics of responsibility of Mediterranean community.
<b>F</b>	<b>12</b>	<b>Oumaïma Boukamel</b> Support member in RMEI-TARGET Student at Ecole centrale de Lyon	As an engineering student, I am aware of the challenges we will all face in the coming years and of our responsibility to act for social and environmental justice. In the face of these challenges, we cannot longer include only half of the earth population in collective decision-making: gender equality is about giving a voice equally to all human being, regardless of their gender, on issues that affect both women and men equally. Achieving gender equality is not only about gender-related activities: to achieve gender equality in our society, it is necessary for all of us to challenge our social constructions and and change our way to measure success. In that way, the path toward gender equality is a personal as much as it is a collective process.