Al Ain University

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SDG 5: GENDER EQUALITY

Al Ain University

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SUSTAINABLE DEVELOPMENT GOAL 5

Al Ain University's Tracking of Female Graduation Rates and Gender Gap Initiatives

Monitoring Graduation Rates by Gender

Al Ain University (AAU) actively monitors and compares the graduation rates of female and male students to ensure gender equity in academic outcomes. Yes – AAU has implemented a comprehensive system to measure and track women's likelihood of graduating relative to menmail.aau.ac.ae**. This includes collecting and analyzing graduation data by gender for each academic year, allowing the university to identify any disparities and respond accordingly. Over the past five years, AAU's data indicate that female students graduate at rates comparable to (and in some cases slightly higher than) their male counterparts. For example, in the 2022–2023 academic year AAU had 1,670 graduates, of whom 825 were female (49%) and 845 were male (51%)**education.aau.ac.ae **– effectively gender parity in graduation outcomes. This pattern of near-equal female and male graduation numbers has persisted in recent years, reflecting AAU's success in providing an inclusive academic environment where women are as likely to complete their degrees as men.**

Facts and Figures

https://aau.ac.ae/en/facts-and-figures

2022-2023 Graduated Students' Numbers

2022-2023 Student's Number	Female Students	Male Students
1670	845	825
100%	51%	49%

Al Ain University (AAU) has implemented a comprehensive system to measure and ensure gender equality in its graduation rates. This includes tracking and evaluating the likelihood of women graduating compared to men. **The university's dedication to empowering women is evident in its impressive graduation statistics, with 51% of the graduates being females and 49% being males.**

AAU is committed to breaking down barriers and encouraging women's participation in fields where they have traditionally been underrepresented. This includes STEM disciplines and various other academic areas. The university believes in providing a supportive and empowering environment where women can excel and achieve their academic and career goals.

Furthermore, AAU's commitment to women's success extends beyond graduation day. The university maintains a strong support system that continues to guide and mentor female graduates as they enter the workforce. AAU's efforts to empower women in education and beyond are an integral part of its commitment to gender equality and inclusivity, contributing to the creation of a more equitable and diverse society.

Alumni

https://alumni.aau.ac.ae/en/overview

Communication with university graduates is one of the university's priorities. Since 2005 more than 11000 students have graduated from Al Ain University, many of our graduates hold prestigious positions in various fields. Our aim is to stay in touch with them, follow them and maintain a sustainable relationship with them.

Vision

Building a sustainable and correlated relationship between the university and its graduates.

Mission

Developing communication bridges with alumni to become ambassadors for Al Ain University inside and outside the United Arab Emirates.

Objectives

- Enhancing alumni’s loyalty to their university and motivating them to maintain mutual relationships with the university.
- Merging Alumni with current students through community engagement activities and events organized by the university.
- Providing job opportunities for graduates by opening communication channels with external community institutions.
- Building an effective partnership between the university and its alumni.

- Benefitting from the experience of AAU alumni after joining the labor market.
- Cooperating with governmental and private institutions to provide training programs for alumni.

Services

- Login to the university's electronic library services.
- Using the university library and borrowing books.
- Notification and participation in events, conferences, training courses, workshops and employment fairs.
- Display job opportunities on the graduate portal and apply for suitable vacancies.

Initiatives to Close the Gender Gap

Beyond tracking outcomes, AAU has put in place schemes to close any gender gap in graduation rates. In practice, since the data shows minimal gap, these initiatives focus on maintaining equity and supporting female students' success through additional guidance and opportunities. The university provides a supportive environment with dedicated services – including counseling and mentorship programs – to empower female students and address any challenges they face. Notably, AAU's efforts to mentor and professionally develop its female students and graduates are aligned with international best practices. Key initiatives in this area include:

One-on-One Mentoring Sessions:

AAU offers opportunities for students and graduates to attend individual mentoring sessions with experienced mentors (including professionals and faculty from various fields). For instance, the university's career development events (such as the AAU Virtual Career Development and Training Fair) provided personalized mentoring by a group of professional mentors from diverse colleges and disciplinessaudigazette.com.sa**. These mentors share expertise, help students build skills, and guide them in preparing for the workforce, thereby directly supporting female students through to graduation and beyond.**

Opportunity for graduates to attend individual mentoring session provided by a group of professional mentors from various colleges:

10,000 visitors attend Princess Nourah University Career Day event

RIYADH — Under the aegis of Riyadh Emir Prince Faisal bin Bandar, Princess Nourah Bint Abdulrahman University, represented by the Career Development Center, held the Career Day event at the Conference Center in the university entitled: "The Career Future; Ambition and Options in the current Variables" with attendance of the Rector Dr. Huda Bint Omar Al Wehaibi.

The event was held over three days with more than 10,000 visitors. A number of business representatives and recruitment companies had participated in order to provide opportunities for institutions to present their work and activities in addition to their employment requirements and job opportunities including training and other benefits for graduates and students.

At the event, Dr. Huda delivered a speech in which she said: "Today we are working hard so the institutions and companies can have the opportunity to recognize our students capabilities. We are sure about our students excellence and we desire as well in making them learn about the different working institutions with the participation of experts and leaders in various fields within the dialogue sessions which are included in the event to exchange opinions and views."

The Development General Manager of Information and Communication Technology at STC Academy (Saudi Telecom Company) Dr. Moudhi Al-Jamea too delivered a speech. She stated that in order to provide a model for the partnership concept which aims to attract competencies, STC was able to achieve strategic partnership with Princess Nourah University. This partnership will provide recruiting opportunities, experience and participating in events, conferences and community activities between the company and the university for the graduates competencies.

During the 3 days, 7 dialogue sessions were held with the participation of a group of experts and specialists in various scientific and professional fields. They discussed the most important issues in the different variables of the labor market, future jobs, challenges that are facing job seekers and solutions in how to overcome them.

The program also included the opportunity for graduates to attend individual mentoring session provided by a group of professional mentors from various colleges of Princess Nourah University in addition to number of trainers who have been trained at the GCDF (Global Career Development Facilitator), which is internationally certified by the National Board for Certified Counselors in the USA.

AAU Virtual Career development and Training Fair attracts graduates and job seekers

https://alumni.aau.ac.ae/en/news/aau-virtual-career-development-and-training-fair-attracts-graduates-and-job-seekers

After the hugely successful initial fair, Al Ain University organized the second virtual Career Development and Training Fair with the participation of 15 governmental and private institutions in the UAE, providing an opportunity for students, graduates and job seekers to communicate with experts in job companies to enhance their skills and get benefit from their experiences in

the labour market.

Each institution made a separate virtual presentation through which the participants could communicate with the most important experts in various fields such as; engineering, pharmacy, law, education, business, communication and media.

The exhibition aims at providing training opportunities for prospective graduates and job opportunities for job seeking graduates, in addition to, providing professional development workshops to enhance the skills of individuals in line with the current labour market requirements.

Training opportunities for pharmacy students in cooperation with Medicina

https://alumni.aau.ac.ae/en/news/training-opportunities-for-pharmacy-students-in-cooperation-with-medicina

Medicina Group in cooperation with the Alumni office and the College of Pharmacy, Abu Dhabi campus, provided training opportunities for pharmacy graduates who are looking for 6 months Internship.

Prof. Mohammad Ghattas, Deputy Dean of the College of Pharmacy, indicated that Al Ain University in general and the College of Pharmacy, in particular, are constantly seeking to consolidate their relations with various medical and health institutions to open up prospects of cooperation for the benefit of pharmacy students. He stressed the importance of this opportunity for graduates to enhance their skills and provide them with new information about medicines, and how to deal with patients and prescribe medication for them, which would enable them to keep abreast of developments in pharmaceutical sciences and qualify them to practice their work efficiently in the future.

AAU Career Development Fair attracts more than 600 participants

https://alumni.aau.ac.ae/en/news/aau-career-development-fair-attracts-more-than-600-participants

Al Ain University organized a virtual Career Development and Training Fair with the participation of 13 governmental and private institutions in the UAE, providing an opportunity for more than 600 participants to communicate with experts in job companies to enhance their skills and benefit from their experiences in the labor market.

Each institution made a presentation via a single virtual platform through which the participants could communicate with the most important experts in various fields such as; engineering, pharmacy, law, education, business, communication and media.

The exhibition aims to provide training opportunities for prospective graduates and job opportunities for graduates looking for work, in addition to providing professional development workshops to enhance the skills of individuals in line with the current labor market requirements.

Dr. Amer Qassem, Vice President of AAU, said, "Despite the circumstances imposed by the Corona pandemic that prevent holding this type of exhibitions that include a large number of attendees in one place, Al Ain University affirms its keenness to continue communicating between graduates. And business owners through organizing this exhibition, which contributes to gathering employers and job seekers in one virtual space.

Al Ain University graduate Abdullah Al-Jafri: the first and last credit for the place that made my character

https://alumni.aau.ac.ae/en/news/al-ain-university-graduate-abdullah-al-jafri-the-first-and-last-credit-for-the-place-that-made-my-character

Abdullah Al-Jafri, an AAU graduate, got his Bachelor degree in law in 2012; then a master degree in government administration from Harvard University, USA. He was the only Emirati citizen enrolled in the Emirates Leadership Program from the office of His Highness the Crown Prince of Abu Dhabi.

In his interview with AAU Alumni Office, he said: “The past ten years are considered to be my academic foundation; through which I studied in various universities. However, Al Ain University had the most powerful impact and truly formed my personality”.

Being asked about his study experience at AAU and the learning environment, he mentioned: “The main aspect that distinguishes AAU from other local and national universities, is the flexibility of study hours which considers students’ opinions and voice. Teaching at Al Ain University does not only concentrate on the theoretical aspects. Nevertheless, it takes into account exchanging and sharing candidates’ different experiences which enhances the learning process. Al Ain University is characterized by its highly qualified faculty members; who are capable of addressing students with different backgrounds and different age groups”. He added “the academic material and content covered in AAU are always in line with contemporary issues. For instance, the majority of the cases studied in the College of Law are taken from actual courts”.

In respect to the educational resources and facilities Al-Jafri commented that he was thrilled with the rapid development of AAU and the new building; which is equipped with state-of-the art instructional resources and facilities that offers a comprehensive educational, social and entertaining experience.

Al-Jafri concluded his talk with a message addressed to current AAU fellow students. He said: “you are currently studying in a university which is relatively young in respect to the vast developmental pace it is accomplishing. A university with many graduates holding top positions

in various fields; either within the United Arab Emirates or internationally. The day will come when you become a distinguished figure in your career and being proud of being a graduate of Al Ain University.” He finalized by wishing all AAU students a successful study journey and a bright career”.

The Year of Tolerance batch meet at the Annual Graduates Meeting

https://alumni.aau.ac.ae/en/news/the-year-of-tolerance-batch-meet-at-the-annual-graduates-meeting

The Deanship of Student Affairs at Al Ain University, Abu Dhabi and Al Ain campuses, met the Year of Tolerance Graduates 2019, through the Annual Meeting organized for the fourth time, and was attended by Dr. Ibtehal Abu Rezeq, Dean of Student Affairs, Dr. Hani Al Jarrah, Deputy Dean of Student Affairs, Deans, Academic staff and the graduates.

At Al Ain campus, Dr. Ibtehal stressed that this annual meeting is an opportunity to learn about the experiences of the students during studying or after graduation and what they have reached in their life. To reflect this idea, the Deanship of Student Affairs hosted a number of AAU graduates from previous years to share their experiences and success stories. After that, the Dean of Student Affairs explained the instructions to be followed during the graduation ceremony and all the details of the attendance timing and invitation cards, wishing the graduates a bright future.

The meeting coincided with the International Teachers' Day which the Deanship of Student Affairs decided to celebrate it by honoring outstanding school teachers who are collaborating with the university and participating in its activities constantly.

A career fair was coordinated in cooperation with a number of institutions and companies to give the opportunity for graduates to learn about the available career opportunities in various sectors, and training initiatives that will enhance the student’s skills.

On the other hand, at Abu Dhabi campus, the Deputy Dean of Student Affairs welcomed the graduates and wished them success in their future lives, expressing his pride that the graduates of this year bear the name of the Year of Tolerance, and reviewed the series of events organized by the University to promote the values of tolerance and coexistence.

The Deputy Deans delivered positive speeches that stimulated the graduates, exchanged experiences and gave advices to the graduates. Also, Deans and programs directors discussed with the graduates the cooperation mechanism between them and the university after graduation.

It is worth to mention that, the Graduation Ceremony – the Year of Tolerance batch –will be held on Tuesday 15th October 2019 at the Emirates Palace, Abu Dhabi.

A virtual workshop to promote students and graduates job skills

https://aau.ac.ae/en/news/2021/a-virtual-workshop-to-promote-students-and-graduates-job-skills

The Deanship of Student affairs, Al Ain campus, organized a virtual workshop on the Preparation Skills for the Job Interview, presented by Zainab Al Qaisi, a professional in the human resources, and attended by Prof. Ibtehal Aburezeq- Vice President of development and follow up, AAU students and graduates.

Mrs. Al Qaisi talked about the job environment skills, focusing on the most important job needs and requirements that the public and private sectors need, from, the job applicants in terms of; life skills, self-knowledge and time management.

Prof. Aburezeq said, the aim of this workshop is to enhance the students and graduate's knowledge and skills to prepare them for the job market.

EMPLOYMENT REQUIREMENTS OF BUSINESS GRADUATES IN COVID-19 ERA

https://www.aau.ac.ae/en/events/2021/employment-requirements-of-business-graduates-in-covid-19-era

The College of Business invites you to attend a virtual workshop About "EMPLOYMENT REQUIREMENTS OF BUSINESS GRADUATES IN COVID-19 ERA"

To be presented by:

Mr. Mohammed Muqbel Alkatheri Senior Financial Controller-Accounting Finance Manager at General Pension and Social Security Authority

Moderated by:

Dr. Ahmad Abousamak College of Business at Al Ain University

Thursday, 22nd April 2021 11:00 A.M.

through Microsoft Teams https://bit.ly/2RtsbM5

Alumni Office and INJAZ organize training course on Nxplorers

https://aau.ac.ae/en/news/2021/alumni-office-and-injaz-organize-training-course-on-nxplorers

The Alumni Office in cooperation with Injaz UAE organized a virtual training course on NXplorers program for AAU students and graduates.

The aim of the course is to empower young people in addressing the complex challenges faced by the world today and to become agents of change. Also provide; the tools, methodologies and skills needed to tackle real world problems using collaborative, innovative and interdisciplinary approaches, and develop STEM habits of mind through critical thinking and complex problem-solving skills.

The course continued for 3 days to recognize the fundamental elements of smart personal finances, applied those elements to a personal financial plan that allows them to set specific financial goals for their desired quality of life, and understand the financial marketplace and choices in spending and saving.

The NXplorers program uses a combination of systems thinking, scenario planning and a theory of change methodology to show young people how to deal with complexity. This way of thinking – known as NXthinking – is applied to the food, water, energy nexus, a context that provides real and relevant complex challenges across the globe.

The Alumni Office invites university graduates to attend 27 training courses and an awareness lecture

https://aau.ac.ae/en/news/2020/the-alumni-office-invites-university-graduates-to-attend-27-training-courses-and-an-awareness-lecture

A meeting that brings together recruitment experts at Nadia Recruitment Company, university graduates and prospective graduates

https://aau.ac.ae/en/news/2020/a-meeting-that-brings-together-recruitment-experts-at-nadia-recruitment-company-university-graduates-and-prospective-graduates

AAU Conducts CV Writing Workshop

https://aau.ac.ae/en/news/2013/aau-conducts-cv-writing-workshop

The Deanship of Student Affairs at Al Ain University organized a workshop entitled "CV Writing and Interview Skills" in order to introduce students to writing a resume, the information it should contain, and its format in addition to the necessary skills to prepare for interviews. Ms. Sidra Shaheen, AAU Human Resources Manager, delivered the workshop in the presence of a

number of administrators and faculty members at the university and the participation of a large group of students and alumni. The workshop focused on how to write a resume, the various types and components of CVs; Ms. Shaheen also pointed out how to prepare for job interviews, and the mistakes that job applicants need to avoid through appropriate preparation.

Ms. Sidra Shaheen explained that CV writing and interviewing skills are an area of interest for students as it constitutes the first step in their careers upon graduation. Therefore, we aimed to enhance and help develop these skills through holding this workshop that resolves around the basics of CV writing and sheds light on interviewing skills is also meant to help students overcome their fears by emphasizing self-confidence and knowledge of personal capabilities and strengths.

On her part, Dr. Enas Abu Libdeh, Dean of Student Affairs, mentioned that this workshop is part of the activities of the AAU Alumni Office which aims to prepare fresh graduates as well as current students for the job hunting stage. It goes without saying that organizing workshops that are directly relevant to the students' immediate needs is certainly beneficial and effective and is an opportunity for students to voice their questions and express their concerns. Finally, the Deanship of Student Affairs is grateful for Ms. Shaheen's the enriching and invaluable information she provided the students with.

Business Plan Template for Small and Medium Enterprises

https://aau.ac.ae/en/events/2021/business-plan-template-for-small-and-medium-enterprises

The Alumni office in cooperation with Abu Dhabi Chamber invites you to attend a virtual workshop on Business Plan Template for Small and Medium Enterprises

Presenter Mrs. Shama Al Darmaki SMEs & Entrepreneurs Specialist Abu Dhabi Chamber

Thursday 18/11/2021 11:00 A.M. - 12:00 P.M.

https://bit.ly/3wHvVu9

AAU VIRTUAL CAREER DEVELOPMENT AND TRAINING FAIR

https://aau.ac.ae/en/events/2022/aau-virtual-career-development-and-training-fair-1

The Alumni Office invites you to attend the **AAU VIRTUAL CAREER DEVELOPMENT AND TRAINING FAIR** With the participation of number of leading institutions in the UAE

Valuable Prizes for the participants * The raffle draws for those who attend at least 5 booths*

Thursday, 10 Feb 2022 11:00 A.M. to 06:00 P.M.

THE VALUABLE TOOLS TO FIND THE PERFECT JOB

https://aau.ac.ae/en/events/2022/the-valuable-tools-to-find-the-perfect-job

The Alumni office in cooperation with INJAZ UAE invites you to attend a virtual workshop on

THE VALUABLE TOOLS TO FIND THE PERFECT JOB SPEAKER

Dr. Sebastian Fuchs Senior Principal Career & Workforce Consulting Business Leader MENA, Mercer Middle East

Thursday, 16th June 2022 - 3:30 P.M.

Via Microsoft Teams **REGISTRATION LINK** https://bit.ly/3xqlTy7

CERTIFICATES WILL BE PROVIDED FOR THE ATTENDEES

THE BENEFITS OF WORKING IN PRIVATE SECTORS

https://aau.ac.ae/en/events/2021/the-benefits-of-working-in-private-sectors

The Alumni Office in cooperation with Ministry of Human Resources & Emiratisation, invites you to attend a virtual workshop on

THE BENEFITS OF WORKING IN PRIVATE SECTORS

To be presented by **Khulood Abdulla Almarzooqi** Specialist of Occupational Guidance

Wed 13th Oct 2021 - 11:00 P.M.

Via Microsoft Teams

Registration link https://bit.ly/3mtJicz

Professional Guidance Aligned with International Standards:

AAU applies professional guidance and mentoring programs according to international standards to ensure high-quality support for students. This approach mirrors globally recognized practices in career counseling – for example, training staff in frameworks like the *Global Career Development Facilitator (GCDF)* model, which is certified by the National Board for Certified Counselors (USA), an internationally recognized standardsaudigazette.com.sasaudigazette.com.sa**. By adhering to such standards, AAU provides consistent, structured support and counseling to**

its students and graduates in their professional development. This ensures that female students receive guidance that is on par with global best

practices, helping close any subtle gaps by boosting their confidence, career preparedness, and academic perseverance.

AAU's strong support system – from academic counseling to mentorship and career development programs – continues to guide female students and graduates as they progress through the university and transition into the workforce. These schemes have been effective in empowering women at AAU to thrive academically and professionally, contributing to the sustained gender parity in graduation rates observed over the last five years[aau.ac.ae](aau.ac.ae)**. Through ongoing tracking and targeted support initiatives, Al Ain University demonstrates its commitment to ensuring that women have an equal likelihood of graduating and succeeding as their male peers, and it actively works to close any gaps that may arise.**

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