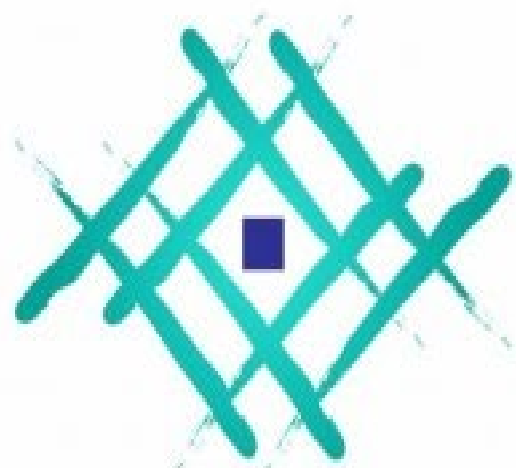


# University Report on SDG 5



جامعة القصيم  
Qassim  
University

**5** GENDER  
EQUALITY



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## SDG5: GENDER EQUALITY

### **Qassim University's Pursuit of SDG 5: Promoting Gender Equality and Addressing Gender Discrimination**

Sustainable Development Goal 5 (SDG 5) focuses on achieving gender equality and empowering all women and girls. In Saudi Arabia, addressing gender discrimination and promoting gender equality is a vital step toward creating a more inclusive and equitable society. Qassim University recognizes the importance of SDG 5 and has undertaken significant efforts to promote gender equality within its campus community and beyond.

#### Empowering Women through Education:

Qassim University's commitment to SDG 5 is evident through its dedication to empowering women through education. The university offers a range of educational opportunities across various disciplines, enabling women to access quality education and pursue their academic and professional aspirations.

#### Equal Access to Resources:

The university ensures that both male and female students have equal access to educational resources, facilities, and opportunities. Qassim University actively works to eliminate any gender-based barriers that may hinder female students from fully participating in academic and extracurricular activities.

#### Creating a Supportive Environment:

Qassim University is committed to fostering a supportive and inclusive environment that encourages women to excel academically and professionally. The university promotes an atmosphere of respect, understanding, and cooperation, where gender discrimination and stereotypes are challenged.

#### Empowering Female Faculty and Staff:

The university's commitment to gender equality extends to its female faculty and staff members. Qassim University provides opportunities for professional development, leadership training, and mentorship to empower women in academic and administrative roles, promoting their career advancement and contributions to the institution.

#### Gender-Sensitive Curriculum and Research:

Qassim University integrates a gender-sensitive approach into its curriculum and research initiatives. The university encourages the exploration of gender-related issues and their impact on various fields of study. By incorporating gender perspectives, the university fosters a deeper understanding of societal dynamics and challenges.

#### Raising Awareness through Workshops and Seminars:

The university organizes workshops, seminars, and awareness campaigns that address gender equality, discrimination, and related topics. These events promote open dialogue, critical thinking, and informed discussions among students, faculty, and the broader community.

#### Support for Gender-Based Research:

Qassim University supports research projects that focus on gender-related topics, including social norms, gender roles, and discrimination. By encouraging research on these subjects, the university contributes to a greater understanding of gender dynamics and societal change.

#### Collaboration with Gender Organizations:

The university collaborates with gender-focused organizations and advocacy groups to collectively address gender equality challenges. These partnerships facilitate knowledge exchange, best practices sharing, and joint initiatives that contribute to creating a more gender-inclusive environment.

Qassim University's commitment to SDG 5 is evident through its multifaceted efforts to promote gender equality and address gender discrimination. By empowering women through education, creating an inclusive environment, supporting female faculty and staff, integrating gender-sensitive perspectives, raising awareness, and collaborating with relevant organizations, the university plays a vital role in advancing gender equality in Saudi Arabia. Through its dedication, Qassim University contributes to creating a more just and equitable society where women and men can thrive and contribute equally to societal development.

## 5.6 Progress Measures

Qassim University prohibits and will not tolerate discrimination that violates federal or state law or this policy. The University does not discriminate on the basis of race, age, color, religion, national origin, gender, sexual orientation, veteran status, or disability. The University also take any necessary precautionary actions as appropriate.

## 5.6.3 Does your university as a body have a maternity and paternity policies that support women's participation?

### QU Maternity Leave Survey

<https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Publications/Services-Guide-Ar.pdf> [1]



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### إجازة رعاية مولود

المستفيدون  
أعضاء هيئة التدريس والموظفين

القسم المختص  
قسم الاستحقاقات

حالة الخدمة الإلكترونية جزئية

وسيلة الطلب  
إجازة

المرفقات  
شهادة الميلاد أو بطاقة العائلة

مراحل الخدمة

3 | عمادة الموارد البشرية  
الاعتماد وإصدار القرار

1 | صاحب الطلب  
تقديم الطلب

2 | الجهة المرجعية  
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1 | صاحب الطلب  
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## Sixth: Leaves

<https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Policies/En/01.pdf> [2]

Item 38:

The female contractor shall be entitled to a **full salary of 45 days maternity leave**, the Muslim female contractor also has a right for a leave in the case of her husband death for the period specified by the Islamic religion and the non-Muslim female is issued a one month leave in the event of the death of the husband.

Item 39:

The contractor has the right to combine between more than one leave in the same year.

## Leaves

<https://qa.qu.edu.sa/files/shares/handbooks/Employee%20Handbook.pdf> [3]

Maternity Leave: (for women) for sixty days with full salary.

Leve for women grieving her husband: (especially for women) given the amount of death specified by law, full salary

Maternity/Paternity Leave in Saudi Arabia

<https://www.globalization-partners.com/globalpedia/saudi-arabia-employer-of-record/> [4]

Female employees are generally entitled to 10 weeks of paid maternity leave, up to four weeks may be taken before the birth and at least six of the weeks must be taken after. During this leave, the employee is entitled to half pay if she has been employed for at least one year, and full pay if she has been employed for at least three years from the commencement date of the leave. However, if a female employee takes her annual vacation during the same year as her maternity leave, she will only be entitled during that vacation to half pay or to no pay, depending on whether she received half pay or full pay during her maternity leave. Medical expenses related to pregnancy and delivery must be paid by the employer.

3. Father Paternity Leave

<https://www.globalization-partners.com/globalpedia/saudi-arabia-employer-of-record/> [4]

Fathers are eligible for three days of paid paternity leave.

## References

[1] [Online]. Available: <https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Publications/Services-Guide-Ar.pdf>.

[2] [Online]. Available: <https://hr.qu.edu.sa/laravel-filemanager/files/shares/pdf/Policies/En/01.pdf>.

[3] [Online]. Available: <https://qa.qu.edu.sa/files/shares/handbooks/Employee%20Handbook.pdf>.

[4] [Online]. Available: <https://www.globalization-partners.com/globalpedia/saudi-arabia-employer-of-record/>.