

5 GENDER EQUALITY



Times Higher Education
Impact Rankings 2025

TOP 301-400

SDG4: Quality Education
Ranked 20th Worldwide

SDG8: Decent Work and Economic Growth
Ranked 69th Worldwide



SUSTAINABLE DEVELOPMENT GOALS



Development and Quality

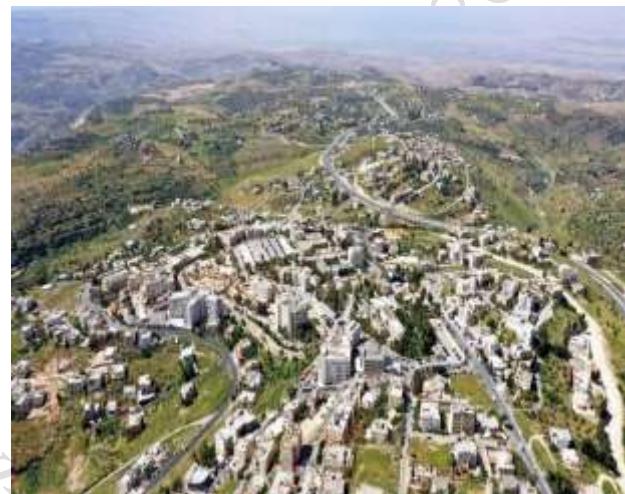
Sustainable Development Goal_05 (Gender Equality) Report

Al-Balqa Applied University
2025

Foreword

Al-Balqa Applied University (BAU) is a prominent public university in the Hashemite Kingdom of Jordan, with a student body of over 60,000 and multiple satellite campuses across the country. BAU's vision is to excel as a globally competitive applied university, renowned for creativity, innovation, applied scientific research, and leadership. The university is dedicated to fostering Jordan's knowledge economy and society, delivering high-quality education that equips students to thrive in a rapidly changing world.

Spanning an estimated **11,100,000 m²**, BAU's campuses are home to a wide array of educational, research, medical, sports, and cultural facilities. Additionally, the campuses feature extensive green spaces and recreational areas, creating a vibrant, supportive environment for student development and engagement.



BAU's main campus is located in the ancient city of [As-Salt](#), in Al-Balqa' Governorate, home to a number of important cultural and historical sites, and a [UNESCO world heritage](#) site. Built by Macedonians, [As-Salt](#) occupied an important trading position by Roman, Byzantine, and Mamelukes. Along with its historical value, As-Salt city is located 20 minutes from the lowest point on earth, the [Dead Sea](#) and is very close to the [holy baptism site of Jesus Christ](#) on the East bank of the Jordan River. A sunny day at As-Salt rewards visitors with a breathtaking view of the holy lands.

Alongside BAU's main campus, the university's satellite campuses are hubs for quality education and research and offer students the opportunity to explore Jordan's rich cultural heritage. For example, [Aqaba University College](#) located in Jordan's only port, offers maritime transport technology programs as well as easy access to the golden triangle of [Petra](#), [Wadi Rum](#) and [Aqaba](#). And Shoubak University College, which is located close to the stunning [Dana Biosphere Reserve](#). and [Huson University College](#) in the north, which closest

to [Jerash](#) which is the second to Petra on the list of favorite destinations in Jordan. Al-Balqa Governorate is a province of intellectual heritage and folklore, and it is popular for recreational and religious tourism; traveler may visit many ruins and sacred shrines for Prophet Shu'ayb (Maqam Nabi Shu'ayb), Prophet Joshua Ben-nun, Prophet Gad Ben Jacob, Prophet Ayub, Prophet Hazir, and Prophet Gilad (May Peace Be Upon Them), as well as the shrines of two of Prophet Mohammad (Peace Be Upon Him) Companions: Abu Obeida Al-Jarah and Dirar Ibn Azwar.

Such an integral role along with other cities of the Kingdom was deeply rooted during the establishment of the Emirate of Jordan in 1921 moving towards developing the country. Salt City was prominent with its scientific and educational legacy, which was marked by the founding of Salt School, inaugurated by His Majesty King Abdullah the First – may God rest his soul – (Prince at that time) in 1923, to be the first school in the kingdom having its graduates as great officials and leaders of the nation.

Upon firmly acknowledging the educational and scientific long history of Salt City along with its leading role in the field of education by the Hashemite leadership, Late King Hussein Bin Talal – May God rest his soul – honored Balqa' governorate by the issuance of the royal decree to establish Al Balqa Applied University in Salt city on the 22nd of August 1996. This has enhanced the city's role, commemorated the pioneers of its early graduates, and scientifically empowered its legacy which we hope to continually flourish.

Our Strategic Response

BAU operates through a network of campuses across Jordan, covering diverse climatic regions—from the highlands in the mid-west to the arid governorates in the south and far east. This geographical diversity has driven BAU to undertake extensive initiatives in climate variability and adaptation, establishing itself as a leader in climate resilience.

BAU is at the forefront of research and innovation in areas such as water conservation, drought management, capacity building, and technology transfer. Its initiatives span solar energy, wastewater treatment and reuse, and smart agriculture. The university has also introduced specialized academic programs in fields like smart agriculture, water treatment, smart buildings, and electric and hybrid vehicles, alongside conducting numerous climate change awareness activities.

On another hand (BAU) adopts the United [Nations Sustainable Development Goals \(UN SDGs\)](#), and Paris Agreement goals which are adopted by all nations as a universal call to protect the planet and ensure that all people enjoy peace and prosperity by 2030 through ethical management of resources, openness to societies and contributing to their development and solving their problems, and creating a conscious generation of its students who adopt the dimensions of sustainable development in their lives, directing scientific research to contribute to achieving sustainable development, and strengthening national and international partnerships, also (BAU) became a member of [United Nations Academic Impact \(UNAI\)](#), and [United Nation - Sustainable Development Solution Network \(UNSDSN\)](#).



INTRODUCTION:

BAU has adopted a sustainability-driven approach rooted in continuous improvement, with a mission to fully integrate the United Nations Sustainable Development Goals (SDGs) into its core strategies, policies, and daily operations. This commitment has inspired transformative initiatives, projects, and programs across all faculties and campuses. Through responsible resource management, innovative teaching, impactful research, and strong national and international partnerships, BAU continues to redefine its institutional identity as a leader in sustainability.

To strengthen its contribution to the SDGs, BAU established a [dedicated Sustainability Office](#) and implemented best practices that have earned international recognition. Remarkably, the university ranked **first nationally and 2nd in the Arab region, and 53rd globally** in the **2023 UI GreenMetric World University Rankings**.

These accomplishments align with the **17 Sustainable Development Goals**, which serve as a guiding framework for meaningful action toward people and the planet. By embracing these goals, BAU continuously assesses its progress and sets clear priorities for future advancement.

BAU remains steadfast in empowering students as agents of change, community leaders, and responsible global citizens. Faculty and students actively engage in sustainability-oriented education through diverse courses, academic programs, and research projects that advance SDG principles in teaching, learning, and innovation.

In alignment with its [Strategic Plan 2021-2025](#), BAU continues to pioneer innovative approaches through training programs, applied research, and community engagement initiatives—all designed to contribute effectively to the realization of the [UN 2030 Agenda for Sustainable Development](#).

5 GENDER EQUALITY



INTRODUCTION:

Achieving gender equality is essential for sustainable development, yet global progress is far too slow to meet the 2030 target. Despite women and girls making up half of the world's population, they continue to face widespread inequality, including gender-based violence, unequal unpaid work, and limited representation in leadership roles.

At current rates, it could take centuries to close major gender gaps. Although efforts between 2019 and 2024 led to 99 legal reforms and improvements in areas like reducing child marriage and increasing women's political participation, significant challenges persist.

Many women still lack decision-making power over their health and rights, and millions continue to face harmful practices such as female genital mutilation.

Gender equality matters to everyone because it underpins healthier societies, reduces poverty, and supports progress across all Sustainable Development Goals.

Al-Balqa Applied University (BAU) recognizes that achieving gender equality is not only a fundamental human right but also a cornerstone for building a sustainable future.

Empowering women and girls catalyze economic growth, drives innovation, and fosters thriving communities. Despite notable progress in increasing female workforce participation, significant disparities remain in some regions, where women continue to face unequal labor rights and limited opportunities compared to men.

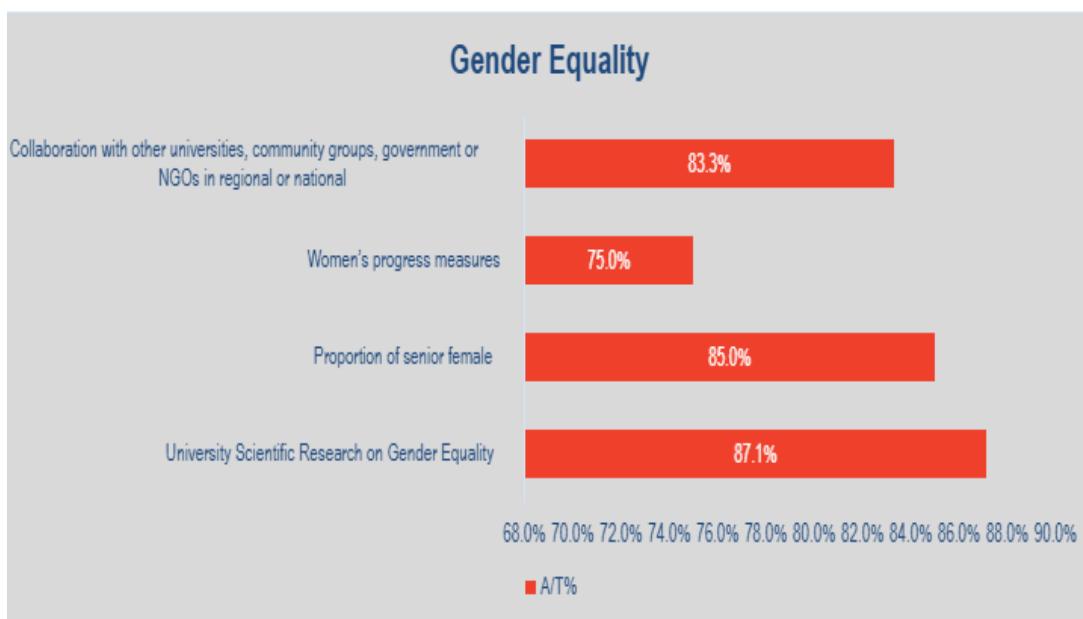
In response to these challenges, BAU has developed a comprehensive strategy to champion gender equality within the university and contribute to broader societal change in Jordan.

Key initiatives include:

- **Pioneering Research:** Conducting in-depth studies on gender equality, focusing on employment trends, barriers, and opportunities.
- **Accessibility Enhancement:** Evaluating and improving institutional policies and

infrastructure to ensure women have equitable access to resources, education, and career development at BAU.

- **Expanding Representation:** Encouraging and supporting women's active participation in underrepresented fields such as STEM, leadership roles, and entrepreneurship.
- **Strategic Partnerships:** Building robust collaborations with universities, community organizations, governmental bodies, and NGOs at regional and national levels to amplify gender equality efforts and create sustainable impact.



Strategic Achievement for SDG5 /2025

COMMITMENT

BAU is unwavering in its commitment to empowering women by fostering their potential, safeguarding their rights, and ensuring equitable access to resources and opportunities. BAU actively involves women in its decision-making processes and works diligently to improve their quality of life, address their challenges, and provide the support necessary for them to thrive. This includes offering tailored training programs, career guidance, counselling, and scholarships at prestigious international institutions. Through these efforts,

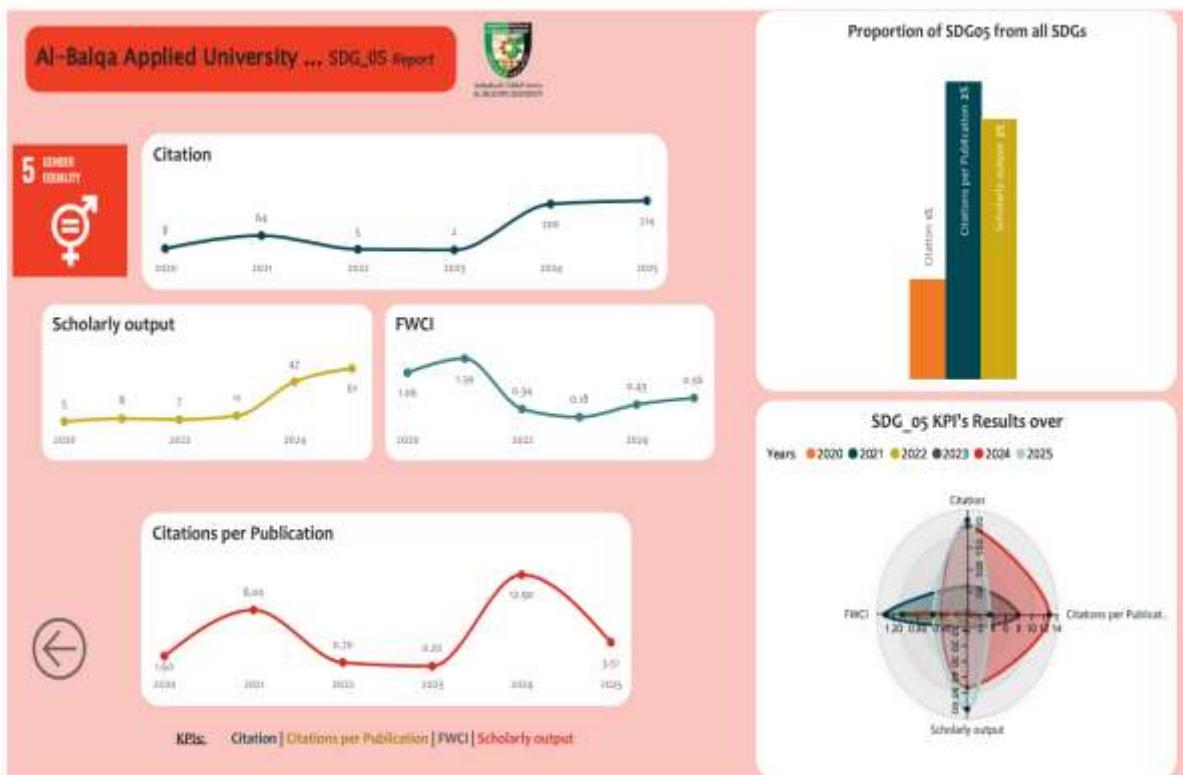
BAU guarantees equal opportunities in recruitment, employment, appointments, and promotions across all fields, while championing women's representation in governance councils and paving the way for their advancement into leadership roles. The university is committed to amplifying women's societal influence, shaping economic and social trajectories, and fostering inclusive growth.

BAU upholds a policy for discrimination against women in all its forms or covert. Aligned with the Constitution and legal framework of the Hashemite Kingdom of Jordan, which explicitly prohibits gender-based discrimination, BAU enforces strict penalties for violations. It continuously formulates and updates its regulations and policies to reflect these legal protections, ensuring women have equal opportunities across professional and academic domains.

To further its mission of gender equality, BAU offers specialized training programs designed to enhance women's leadership skills and prepare them for senior roles. These programs focus on increasing women's representation in decision-making positions, expanding their access to traditionally underrepresented fields, and fostering professional growth through both formal and informal learning pathways. Dedicated mentorship and career development initiatives are integral parts of these programs, equipping women with the tools they need to succeed and thrive in their chosen careers.

Furthermore, BAU has revised its scholarship policies to ensure gender equality: female scholarship students are granted the same rights as their male counterparts in terms of conditions such as accompaniment of their spouses during the scholarship period. This amendment reflects the university's commitment to creating an inclusive academic environment, addressing gender-specific needs, and removing barriers that may hinder women's academic and professional advancement.

SCIENTIFIC RESEARCH



Publications at Al-Balqa Applied University within SDG 5: Gender Equality

The SDG 5 dashboard shows steady progress in BAU's research contribution toward gender equality. Scholarly output has increased significantly from 2020 to 2025, reflecting expanding academic engagement in gender-related topics. Citations also display consistent growth, particularly in 2024 and 2025, indicating rising visibility and influence of published work.

While FWCI values fluctuate across the years, the gradual improvement toward 2025 suggests enhanced research quality and broader global relevance. Citations per publication peaked in 2023 and remain strong in 2025, highlighting more impactful publications. Overall, the indicators demonstrate that BAU is strengthening its contribution to SDG 5, with research becoming more productive, more visible, and increasingly aligned with global gender-equality priorities.

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