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ACTIVITY REPORT

Since June 2024

As part of the WE4LEAD project: Women's Empowerment for Leadership and Equity in Higher Education Institutions, this report presents and evaluates all actions, activities, and events organized by the Gender Unit since June 2024.

We4Lead Information Day - June 27, 2025, Sousse

The information day for the We4Lead - Women's Empowerment for LEADership and Equity in Higher Education Institutions project was held on Friday, June 27, 2025, at the Marhaba Royal Salem Hotel in Sousse. This event brought together representatives, institutional leaders, and partners committed to promoting women's leadership and equity within higher education institutions.

The meeting began with a general presentation of the We4Lead project, highlighting its objectives, areas of intervention, and priority actions. The speakers then presented the preliminary results, ongoing initiatives, and development prospects at the national and international levels.

The program included:

- An institutional opening session, introducing the main issues addressed by the project;
- A detailed presentation of We4Lead actions, including training, support for women leaders, and the strengthening of governance structures;
- A space for exchange and discussion, allowing participants to share their experiences and formulate recommendations;
- A period of inter-institutional collaboration, dedicated to identifying needs, common challenges, and opportunities for synergy.

This day represented a key moment for strengthening dialogue, consolidating partnerships, and affirming the commitment of the institutions involved to inclusive, sustainable, and equitable women's leadership in higher education.

Photographs from the We4Lead Information Day - Sousse, June 27, 2025.





Training: "Recruitment and Promotions Free from Gender Stereotypes" - September 19, 2025, Sousse

As part of the WE4LEAD - Women's Empowerment for Leadership and Equity in Higher Education Institutions project, the University of Sousse organized a training session on September 19, 2025, at the Faculty of Letters and Human Sciences of Sousse on the theme:

"Recruitment and Promotions Free from Gender Stereotypes".

This meeting brought together teachers, institutional leaders, and members of various university structures to reflect on ways to promote more equitable recruitment and advancement practices within higher education institutions. The training presented tools, analyses, and courses of action designed to combat gender bias and encourage an inclusive academic culture that respects equal opportunity.

The session was led by:

- Prof. Bouthéina Ben Hassine - Faculty of Letters and Human Sciences of Sousse
- Prof. Zagharide Zine El Abidine - Higher School of Health Sciences and Technologies of Sousse
- Dr. Yosser Halloul - Higher Institute of Fine Arts of Sousse

Photographs from the training "Recruitment and Promotions Free from Gender Stereotypes" - Faculty of Letters and Human Sciences, Sousse, September 19, 2025.





Training of Trainers - WE4LEAD Project: Promotion and Recruitment without Gender Stereotypes

Training 1:

Date: October 16, 2025

Location: ENISO (Sousse)

Training 2:

Date: Thursday, October 9, 2025

Location: University of Sousse

As part of the WE4LEAD - Women's Empowerment for Leadership and Equity in Higher Education Institutions project, the University of Sousse organized a training-of-trainers session on the theme: "Promotion and Recruitment without Gender Stereotypes".

This strategic session brought together a diverse audience within the University of Sousse, including:

- Directors of institutions;
- Heads of research laboratories;
- Heads of academic departments;
- Leaders of doctoral schools and scientific councils;
- Teacher-researchers and administrative staff members.

The training aimed to strengthen the capacities of trainers and institutional managers to identify and deconstruct gender stereotypes in recruitment and promotion processes. Participants were equipped to implement equitable and inclusive practices, ensuring that decisions are based on merit and skills, regardless of gender.

The program addressed the identification of unconscious bias, tools to ensure transparency in evaluations, and good institutional practices that foster an inclusive academic environment. Interactive sessions allowed participants to share their experiences and develop concrete action strategies.

This training constitutes a fundamental step in implementing the objectives of the WE4LEAD project, aiming to create a multiplier effect and promote women's leadership within higher education institutions.

Photographs from the training of trainers - WE4LEAD Project, University of Sousse.









Study Day: "Thinking Gender in Scientific Research" - November 13, 2025, Sousse

The University of Sousse organized, on November 13, 2025, a study day dedicated to reflecting on gender issues in scientific research. This meeting brought together researchers, teachers, and students committed to equality and academic innovation.

The program included:

Main presentations:

- Elisa García Mingo (Spain) - A state of the field of gender studies in Spain
- Karine Lambert - Gender studies networks at Université Côte d'Azur and within the Ulysseus European University
- Abraham Gbogbou - Gender studies in Côte d'Ivoire

Poster presentations:

- Dr. Ghada Abdelbari - Gendered design and inclusive design: a critical reading of everyday objects
- Dr. Ameni Ben Khalifa - The AI Manga filter: a laboratory for the kaleidoscopic (re)construction of gender
- Ms. Yasmine Jallow - The importance of using Laurence Bardin's (1977) content analysis in gender studies
- Ms. Asma Mansour - From brush to algorithm: the body between painting and artificial intelligence

Thematic workshops were led by Prof. Sana Harbi, Prof. Nihed Mrabet, and Ms. Dorra Ben Alya, focusing on cross-cutting explorations between art, science, and technology.

This day enabled rich interdisciplinary exchanges and strengthened reflection on the integration of the gender dimension into scientific research.

Photographs from the study day "Thinking Gender in Scientific Research" - University of Sousse, November 13, 2025.





