



ACHIEVE GENDER
EQUALITY AND
EMPOWER
ALL WOMEN AND GIRLS

RESEARCH

Impact Project: Research on Sexual Violence Against Men

Prof. Ateret Gewirtz-Meydan has been awarded a 50,000 NIS grant from the Division of Innovation and Sustainability for her research project on raising awareness of sexual violence against men. Alongside her team, Prof. Gewirtz-Meydan aims to use their findings to shape policy recommendations and develop a widely accessible online course. The project seeks to highlight the need for a tailored approach to supporting male victims and adapting therapeutic protocols accordingly.

Caught in the crossfire

As women in the Israeli Defense Forces (IDF) assume more supportive and combat roles in war zones, they regularly encounter violence. Prof. Dana Amir of the Department of Counseling and Human Development and her colleague investigate how gendered inequality affects their military experiences and responses to excessive violence. [This study explores women veterans' personal and retrospective views](#) on their participation in and



'Together with Them' Program (Credit: Israeli Friends Association of the University of Haifa, website).

reactions to violence, aiming to advance theoretical and methodological insights into combat situations.

COMMUNITY ENGAGEMENT

Fighting Violence Against Women During War

In collaboration with the Forum of Gender Equity Advisors at Israel's universities and colleges, an event was held to mark International Day for [the Elimination of Violence Against Women](#) 2023. This year's focus was on violence against women in conflict zones, particularly in light of the October 2023 war. The speakers covered a range of fields, from medicine to history.

Joint International Research Project in Gender Equity

The Gender Equity Unit, led by Prof. Shulamit Almog, in partnership with the University of Lille, launched a two-part [international research project](#) focusing on gender equity. The first meeting took place at the University of Haifa, and the second was held at Lille University (France). This collaborative project aims to offer diverse perspectives on gender equity and will culminate in international publications.

Barbie, Buses, and Gender: Insights into Multiculturalism and Women's Integration

The Forum on Gender Law and

Social Policy, in collaboration with Canadian Ambassador to Israel Ms. Lisa Stadelbauer, [hosted an event](#) on 'Women on the Margin: Gender Equality, Diversity, and Multiculturalism'. The evening explored the connections between the film *Barbie* and gender-segregated seating on public buses, and what Canadian multiculturalism can teach us about trends in Israeli society.

LEARNING AND STUDENTS

'Together with Them' Program

[Together with Them Program](#) integrates Druze and Arab women aged 30-65 into a specialized curriculum with multidisciplinary support to overcome academic barriers. Its aim is to enhance women's status in Arab and

Druze communities by improving access to higher education. This initiative aligns with the University of Haifa's commitment to UN sustainable development goals, including reducing inequality, ensuring quality education, promoting lifelong learning, and advancing gender equality. It showcases academia's role in empowering marginalized groups and fostering a more equitable society in northern Israel.

Course: Law and Gender in the Bible

Based on the insight that law reflects societal values, this course, taught by [Dr. Yitzhaq Feder](#) examines the values implicit in biblical law regarding issues of sex and gender. It explores the status of women in ancient Israeli society and how biblical law seeks to shape gender relations.

OPERATIONS

Reducing Gender Bias in Writing

Language shapes the future, so achieving gender equity requires using language that promotes equality. Languages vary in their focus on gender, and Hebrew is notably gendered, with all nouns, pronouns, and verbs inflected according to gender. The Gender Equity Unit aims to change the linguistic landscape at the University of Haifa, to that end they launched an innovative e-learning [module](#) on 'Gender-Neutral Writing'.

Renovated Nursing Rooms

The university has recently renovated the [nursing rooms](#) for students and administrative staff. These rooms now feature childcare amenities and furniture designed for nursing mothers and their babies, including a refrigerator, changing table, nursing chairs, and toys.

Daycare Supplement for Fathers

Starting January 2024, male employees with children up to age 5yo receive a [daycare supplement](#) in their monthly salary. The supplement offers 341 NIS per month for the first child and 230 NIS per month for a second child, for up to two children. This benefit is made possible by the dedicated efforts of the University HR department.