

## Free Project Summary

The situation for female academics in Mediterranean region is characterized by very low percentages of representation of women at mid and senior levels at HEIs in Lebanon, Syria and Jordan. Female academics can contribute to building and creating crucial impact in their HEIs.

FREE aims to establish strategic focus in HEIs for CBHE and improving performance of female academics & building female role models in HE. FREE also aims to develop HEIs capacity and culture and supporting mechanisms for establishment of equality and sustainability centers to support female academics and students. FREE also aims to develop research centers in the scope gender equality, sustainability and female empowerment.

FREE should develop the following outcomes:

1. Female academics are characterized by capacity and equipped with knowledge and experience as executive managers and institution leaders.
2. Female academics and students are characterized with institutional power, prepared with resources and knowledge of seeking professional support to deal different forms of inequality and discrimination.
3. Development of scientific research in the scope of gender equality, sustainability and female empowerment.

The project should develop the following impact:

1. A generation of female academics characterized by human capacity, technical competencies, and managerial and leadership experience which would enable them to pursue career advancement. Higher percentages of female academics in workforce and achieving better representation at the entry, middle and senior levels. A generation of female academics characterized by power, higher levels of self-confidence, self-esteem and self-actualization.
2. Establishment of effective HEIs which emphasizes on gender equality and sustainable institutions which have egalitarian organizational cultures.
3. Establishment of research centers in the scope of Sustainability and gender Equality at higher education institutions in LB, JR&SY.