

REACH Forgiveness Among Participants in Egypt

January 2026



Salam Institute
For Peace and Justice

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Acknowledgments

About Salam Institute for Peace and Justice

Founded nearly twenty years ago, Salam Institute is dedicated to advancing peacebuilding through education, dialogue, and applied research. Operating across the Middle East, Africa, and Asia, Salam promotes interfaith dialogue and nonviolent conflict resolution. Its mission is to empower educators, youth, and community leaders to engage critically and compassionately with their societies, guided by values of justice, inclusivity, nonviolence, and equality. Salam Institute is widely recognized for its innovative work on forgiveness education in the Arab region. It has developed localized, research-based curricula that address both the interpersonal and social dimensions of forgiveness, making it one of the few organizations that successfully bridges academic research and field-based practice. Through this integration, Salam sustains long-term impact and fosters resilient, peaceful communities.

Salam's unique approach: Salam Institute's work in forgiveness education is distinguished by three main strengths:

1. **Authentic, culturally rooted knowledge:** Salam develops educational resources based on Arab cultural contexts and expertise. Materials on interpersonal and social forgiveness serve diverse age groups—children, youth, and adults—ensuring that forgiveness becomes a life skill nurtured across generations.
2. **Evidence-based programming:** Salam's interventions are not limited to value promotion but are grounded in academic and field research, ensuring responsiveness to community needs and long-term relevance.
3. **Regional networks and partnerships:** Salam has cultivated a strong network of local organizations, faith leaders, and experts from 11 Arab countries, primarily through the Regional Network for Forgiveness and Reconciliation, enhancing regional learning and collaboration. Salam encourages collaboration with community-based organizations and advocates for collective capacity to embed forgiveness and reconciliation as social norms across the Arab region and across all areas of life.

Funder Acknowledgment

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Key Findings

Demographics and Socioeconomic Profile

- Sample predominantly female (70%) and young (majority 21–29 years).
- Over half were single (56.6%) and most identified as Muslim (88.5%).
- Socioeconomic status concentrated in middle and high categories.
- Education relatively advanced: 41.2% higher education, 18.4% postgraduate.
- About 39% were university students, mostly in second or third year; many not employed or not affiliated with educational institutions.
- Work experience was dominated by 1–3 years and >10 years categories.
- Religiosity very high: 95% rated religion, 95% rated prayer, and 97% rated personal values as very important.

Forgiveness Measures

- Decision to Forgive: Treatment group increased from pre- to posttest on decisional items; control group generally had lowest means.
- Emotional Forgiveness: Treatment group showed substantial gains posttest in caring, sympathy, and positive emotions toward offender.
- Trait Forgivingness: Modest improvements in treatment group.
- TRIM-Revenge and Avoidance: Treatment group decreased posttest on all items, including revenge, distance, and avoidance behaviors.
- TRIM-Benevolence: Treatment group increased posttest, reflecting greater goodwill and relational intentions.

Non-Forgiveness Measures

- Forbearance: Treatment group increased posttest on most items, especially on emotional calm and most tolerance items.
 - Depression and Anxiety (BSI-12): Treatment group showed modest decreases posttest on most items.
 - State Hope: Scores remained moderate to high; largely stable over time. Only one item showed gain posttest.
 - Wellbeing (SFI): Treatment group generally improved posttest on life satisfaction, happiness, health, purpose, financial/material stability, and relationship satisfaction.
-

Country Background: Egypt

The Arab Republic of Egypt is a transcontinental country which links northeastern Africa to the Middle East via the Sinai Peninsula, and with a total land area exceeding 1 million square kilometers, it is the third-most populous country in Africa (behind Nigeria and Ethiopia). The country borders Libya in the west, Sudan in the south, Israel in the northeast, and is bounded by the Mediterranean Sea and the Red Sea in the north and east respectively. The total population of Egypt—estimated at over 118 million—is relatively young with a median age of just under 25, which is much lower than 40–45 years in Europe and ~39 years in the United States. A majority of Egyptians lives along the fertile Nile river valley and its delta which make up a very small fraction of the country's total area but support most of its agriculture and industry. The capital city of Cairo is the largest metropolitan area in the Middle East, and serves as a political, cultural, and economic hub of the Arab world. The second largest city is Alexandria which is a major Mediterranean port and an industrial center. The dominant tradition in the country is Sunni Islam while Coptic Christians are a significant minority.

The country has a rich cultural, political, and religious heritage, and is most well-known for its ancient civilization with monuments such as the Pyramids of Giza, the Sphinx, and the temples of Luxor and Karnak attracting millions of tourists annually. Following its independence from the British occupation in 1922 and the end of the monarchy in 1952, Egypt has undergone alternating periods of political turmoil, and socio-economic reform. The current government structure is a semi-presidential republic, with a president, a prime minister, and a bicameral legislature.

Egypt is one of the largest economies in Africa with agriculture, tourism, manufacturing, and natural gas among its major sectors. Suez Canal, which connects the Mediterranean Sea and the Red Sea, is a strategic global shipping route and a significant source of foreign exchange for the country. A strategic geographical location and a well-established oil and gas infrastructure allow Egypt to position itself as an energy hub in the region. The government has implemented several structural reforms in recent decades in order to attract foreign investment, including privatization of public sector enterprises and modernization of transportation infrastructure. Egypt is also ambitiously pursuing development of renewable energy projects particularly in solar and wind power. However, significant economic challenges such as high unemployment, inflation, and poverty rates still remain. Similarly, although literacy rates and enrollment in higher education have steadily improved over the years, there are persistent educational disparities between urban and rural areas.

Egypt has military, economic and diplomatic partnerships with the United States, the European Union, and the Gulf Cooperation Council countries, and is a member of both the Arab League and the African Union. Despite facing political, economic, and environmental challenges, including water scarcity and climate vulnerability along the Nile Delta, Egypt remains a key regional player, balancing modernization with the preservation of its historic heritage.

The REACH Study

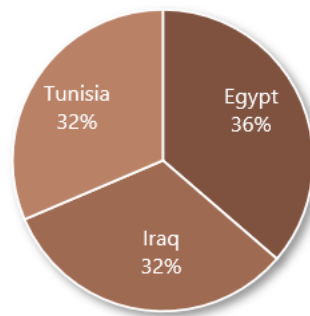
The aim of this project was to highlight the importance of forgiveness in Arab countries in the Middle East and North Africa (MENA) region. It did so by expanding the application of the REACH program to Arabic-speaking communities. The REACH five-step forgiveness program has been tested in various regions worldwide, but not in the MENA region. This implementation study focused on three Arab countries—Tunisia, Egypt, and Iraq—all of which are post-conflict and/or have undergone political changes while experiencing rising levels of community violence in recent years. The REACH interpersonal forgiveness program which was developed by Worthington and colleagues (Wade, Hoyt, Kidwell, & Worthington, 2014) has shown promising results in other countries, and has proven to be both cost-effective and impactful when compared with control groups. With a population exceeding 300 million in the MENA region, developing and implementing contextually relevant workbooks provides a valuable opportunity to emphasize forgiveness and reconciliation at the individual level, while also generating new knowledge on the feasibility of the REACH model as an intervention in the region.

Given the ongoing challenge of moving from deeply divided societies (ethnic, sectarian, and politically polarized etc.) toward social cohesion and stability, it is important to introduce frameworks for reconciliation and forgiveness in these three countries. Such transitions, through the rule of law, economic development, and transitional justice, can be best cemented at the interpersonal level and through education, building new models to address individual- and community-level conflicts. We hypothesized that, once adapted, the REACH program would have a higher impact in the intervention group as compared to the control group. Our study both addresses a current gap in interpersonal and community forgiveness literature and in the process offers a practical tool that can be implemented at the individual level.

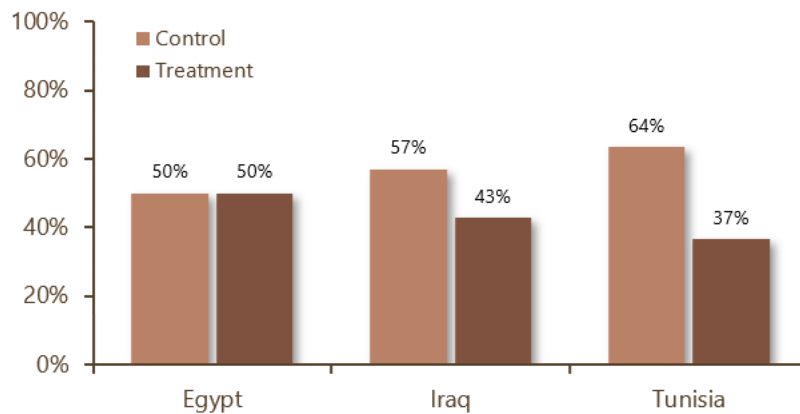
The REACH workbook was carefully reviewed, translated, and validated by Arabic-speaking academic experts in each of the three participating countries. The scales used in the international study were similarly translated and validated. From among the nine scales used that were used in the global study, the MENA validation panel selected the most appropriate ones to ensure sensitivity to local social, political, and cultural conditions. Once translation and validation were completed a sample of 600 participants was recruited in each country. This included teachers, counselors, students, and social workers. The study employed both a pre-post design and a control versus intervention comparison to evaluate the effectiveness of the REACH program.

Methodology

The study targeted school teachers, school counselors, and university students in Egypt, Iraq, and Tunisia, but due to budgetary and logistical constraints, as well as field personnel access to local education authorities, data collection was limited to areas accessible to the teams. Participants were recruited via convenience sampling, and (1) had to be at least 18 years old and (2) had to have prior experience of a personal hurt or harm that requires forgiveness. Data was collected in two stages: Wave 1 used an online questionnaire to capture demographic information and responses on forgiveness-related measures. Wave 2, administered after a gap of two weeks, included the REACH workbook intervention and post-intervention responses on the same measures. Surveys were deployed in Arabic between April and October 2025. The final sample consisted of 1,972 participants (Egypt 716; Iraq 637; Tunisia 619), with 1,115 completing only Wave 1 (control group) and 857 completing both waves (treatment group). Since this report focusses only on Egypt, full sample statistics have been confined to an appendix at the end of this document.



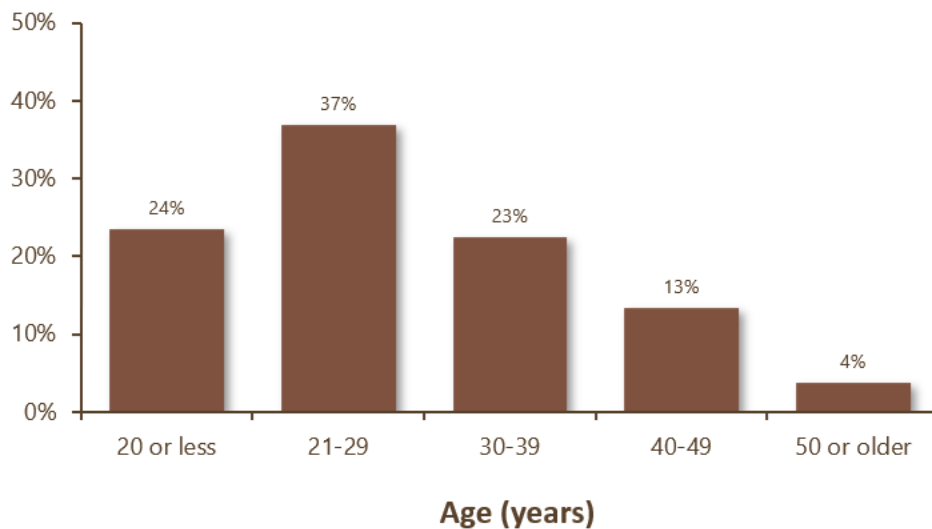
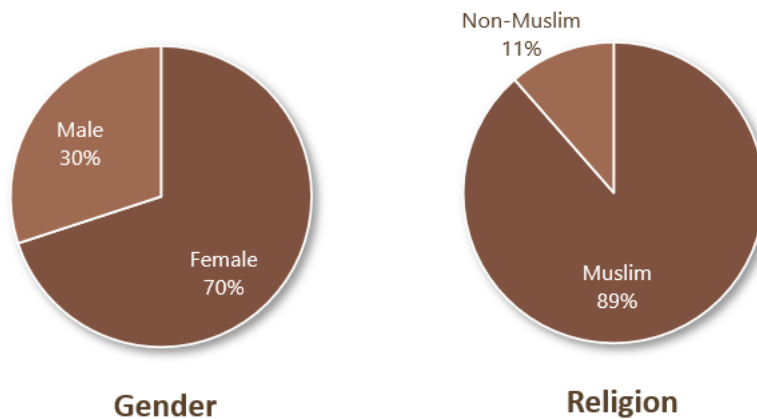
Country

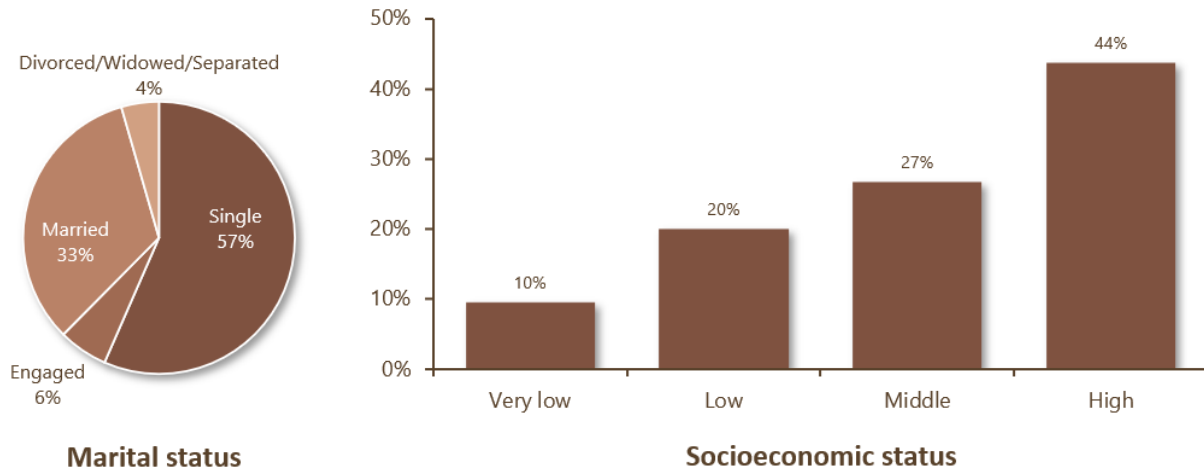


Study group by country

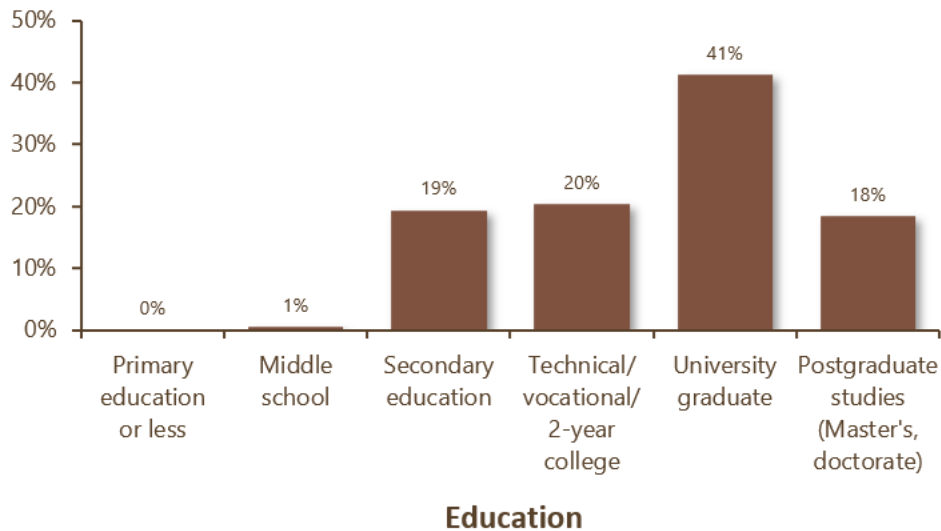
Demographics

For the 716 participants from Egypt in the control and treatment groups, the majority were female, accounting for 70% of the sample. The age distribution was skewed towards younger adults, with the largest group aged 21–29 (36.9%), followed by those 20 or younger (23.5%) and 30–39 (22.5%), and smaller proportions in the 40–49 (13.4%) and 50 or older (3.8%) brackets. Most participants were single (56.6%), followed by married individuals (33.1%), with smaller percentages for engaged (5.9%) and for divorced, widowed, or separated (4.5%). The sample was predominantly Muslim (88.5%). Overall, the demographic profile indicates a young, largely female, and mostly single population.



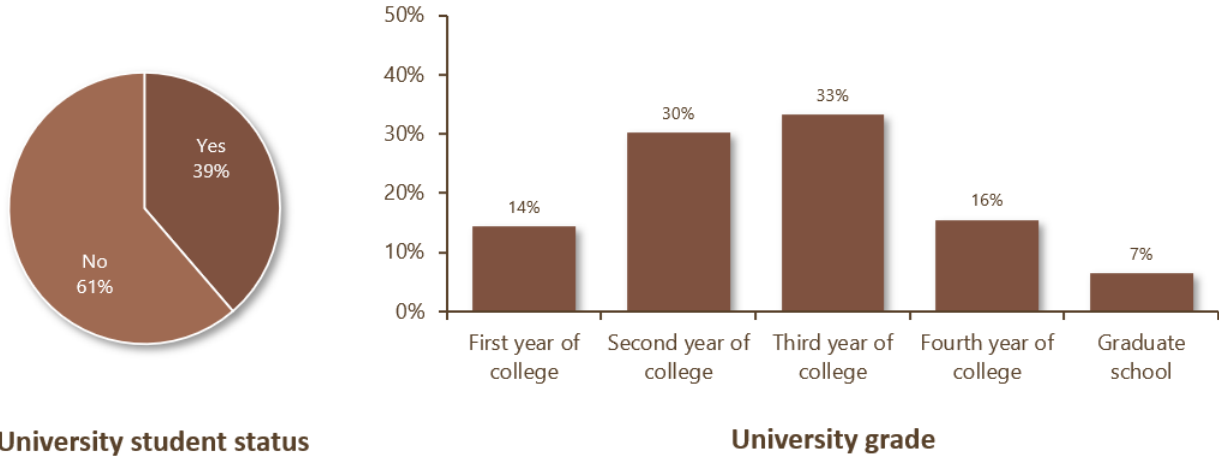


SES was based on a modified version of the scale developed by El-Gilany et al. (2012). In the Egyptian sample, socioeconomic status was skewed towards higher levels, with 43.7% of the participants classified as high SES, 26.7% as medium SES, and only 29.6% classified as either low or very low SES. Education level was high, with 41.2% of the participants having completed a university degree; 20.4% with technical, vocational credentials, or 2-year college credentials; 19.4% having completed secondary education; 18.4% with Master’s or doctoral qualifications; and only 0.6% with middle school education. These figures suggest participant concentration in middle to high SES and higher education levels.

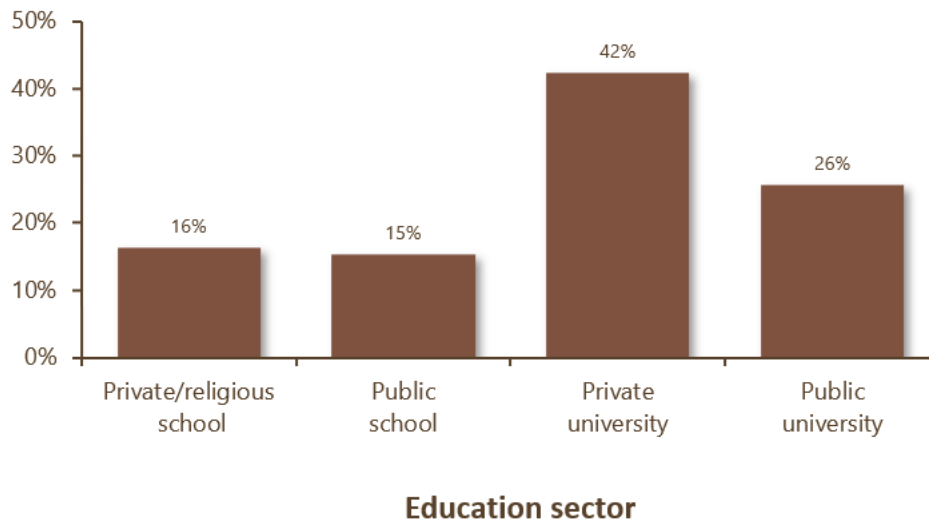


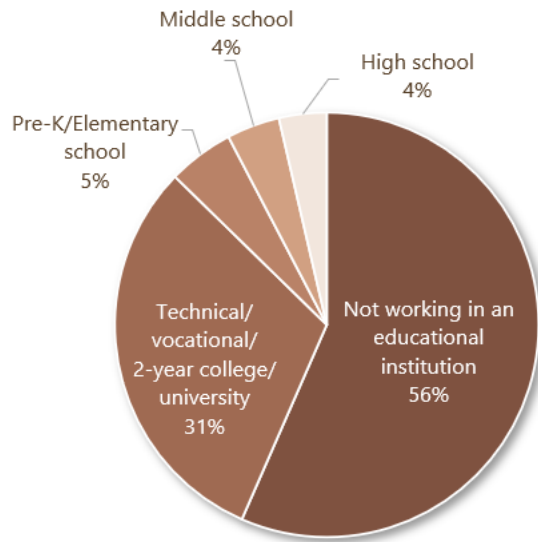
A majority of participants were not university students, with 61.3% reporting that they were not enrolled and 38.7% indicating they were currently attending university. Among those enrolled, the largest groups were third year college students (33.2% of all university students) and second year students (30.3%), followed by first year students (14.4%), fourth year students (15.5%), with a smaller proportion in graduate school (6.5%).

Information on this variable was collected only from those participants who had previously identified themselves as university students.

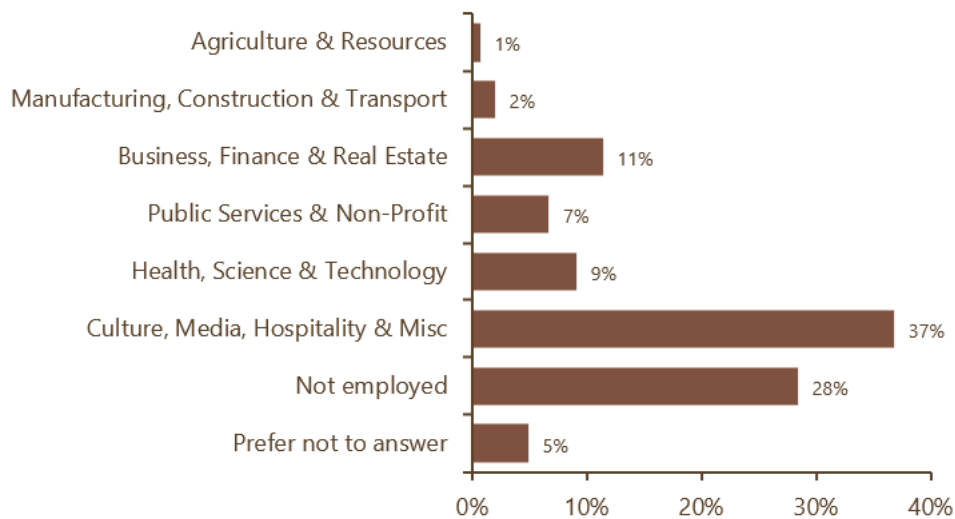


Among participants, information on educational sector was available for 311 individuals who worked in this sector (405 or 56.6% of the participants worked in other sectors). Of these 311, 42.4% were associated with private universities, 25.7% with public universities, 16.4% with private or religious schools, and 15.4% with public schools. Regarding the type of educational institution where participants worked, 30.7% had technical, vocational, 2-year college, or university affiliation; 5.0% were affiliated with pre-K or elementary schools; 4.1% with middle schools; and 3.6% with high schools.





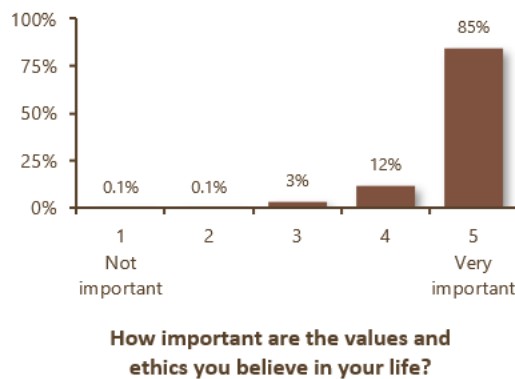
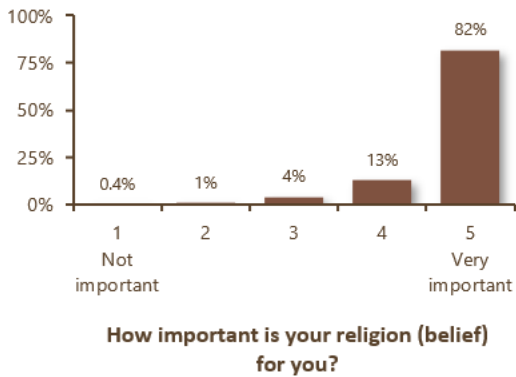
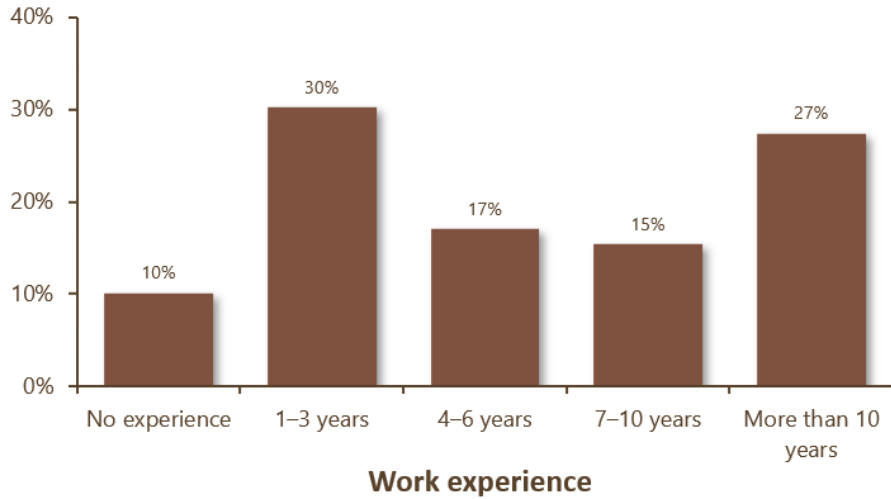
Type of educational institution



Non-educator industry classification

Information on industry was collected from the 405 participants who did not work in the education sector. Among these, the largest group worked in culture, media, hospitality, and miscellaneous sector (36.8%); followed by not employed (28.4%); business, finance, and real estate (11.4%); health, science, and technology (9.1%); public services and non-profit (6.7%); manufacturing, construction, and transport (2.0%); and agriculture and resources (0.7%). A small proportion (4.9%) preferred not to answer this question. Work experience varied across the full sample, with 30.2% reporting 1–3 years, 27.4% more than 10 years, 17.0% 4–6 years, 15.4% 7–10 years, and 10.1% reporting no experience. Participants reported very high levels of religiosity. When asked how important their religion or belief was in their life, 95% rated it as important or very

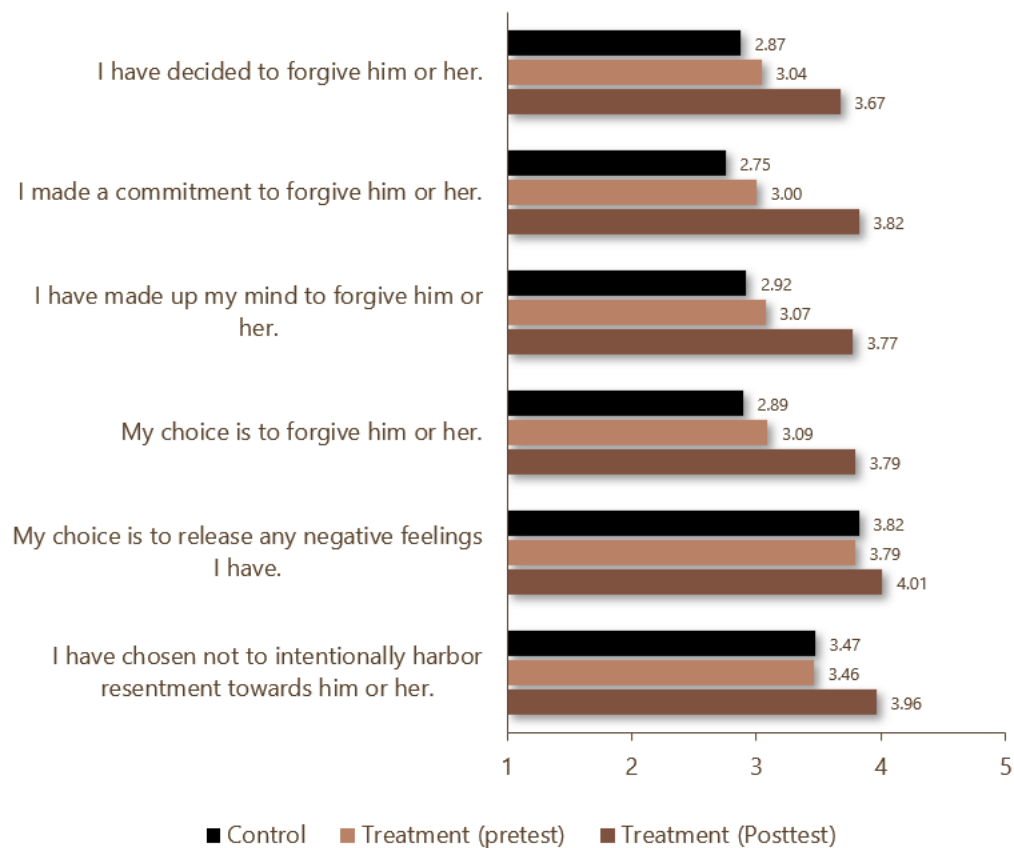
important. Similarly, when asked about the importance of prayer or spirituality in daily life, 95% rated it as important or very important. Participants also placed strong emphasis on their values and ethics with 97% rating them as important or very important. Overall, a large majority of participants considered religion, spirituality, and personal values to be important in their lives.



Religiosity

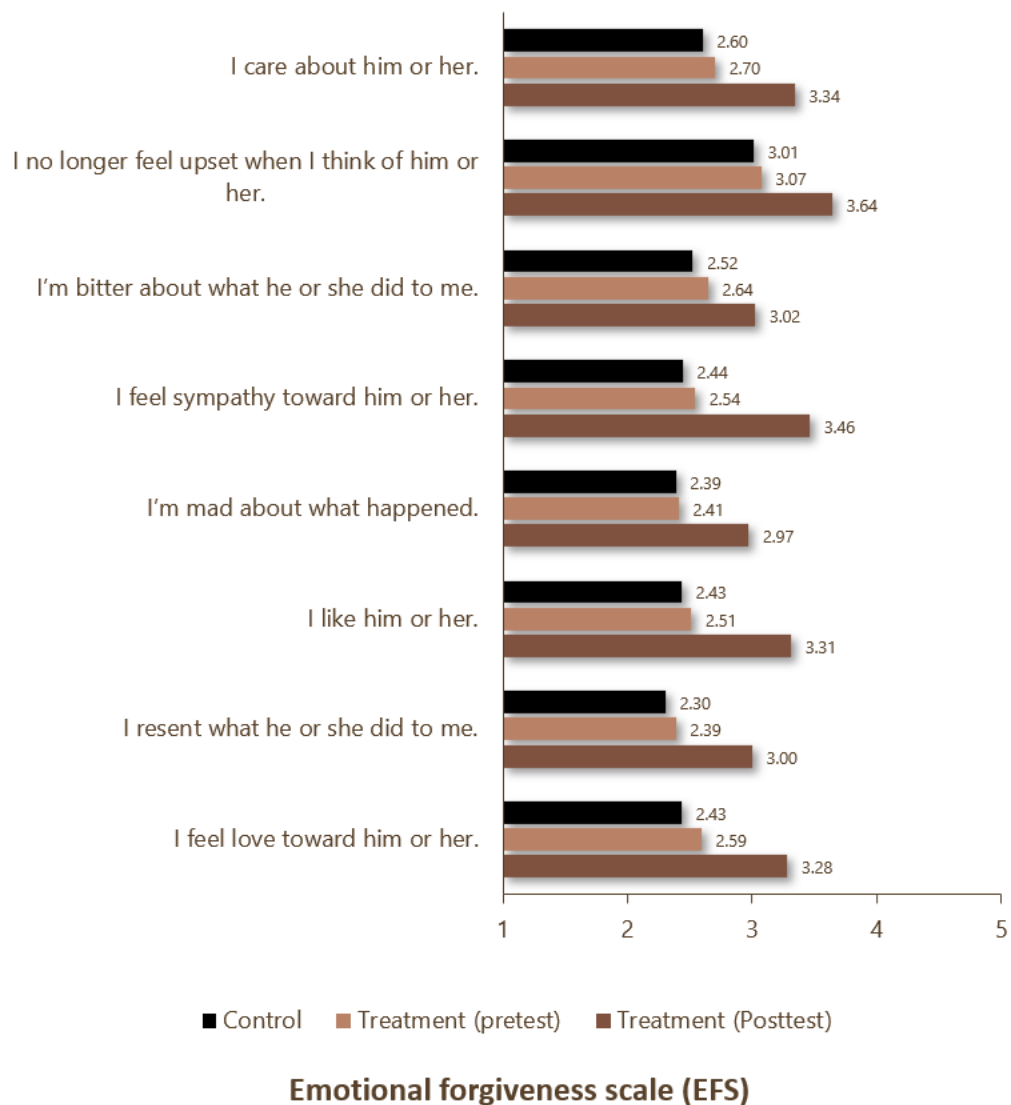
Forgiveness Measures

On the Decision to Forgive Scale, control group participants in Egypt reported moderate levels of forgiveness, with means ranging from 2.75 to 3.82 across the six individual items. The treatment group showed slightly higher scores at pretest, ranging from 3.00 to 3.79, indicating a small but consistent initial advantage over the control group. At posttest, the treatment group's scores increased noticeably on most items, reflecting commitment and intention to forgive, with means ranging from 3.67 to 4.01. Items focused on choosing not to harbor resentment or releasing negative feelings were already relatively high at pretest and increased relatively modestly at posttest. Overall, the treatment group demonstrated clear gains in the decisional aspects of forgiveness between pretest and posttest.

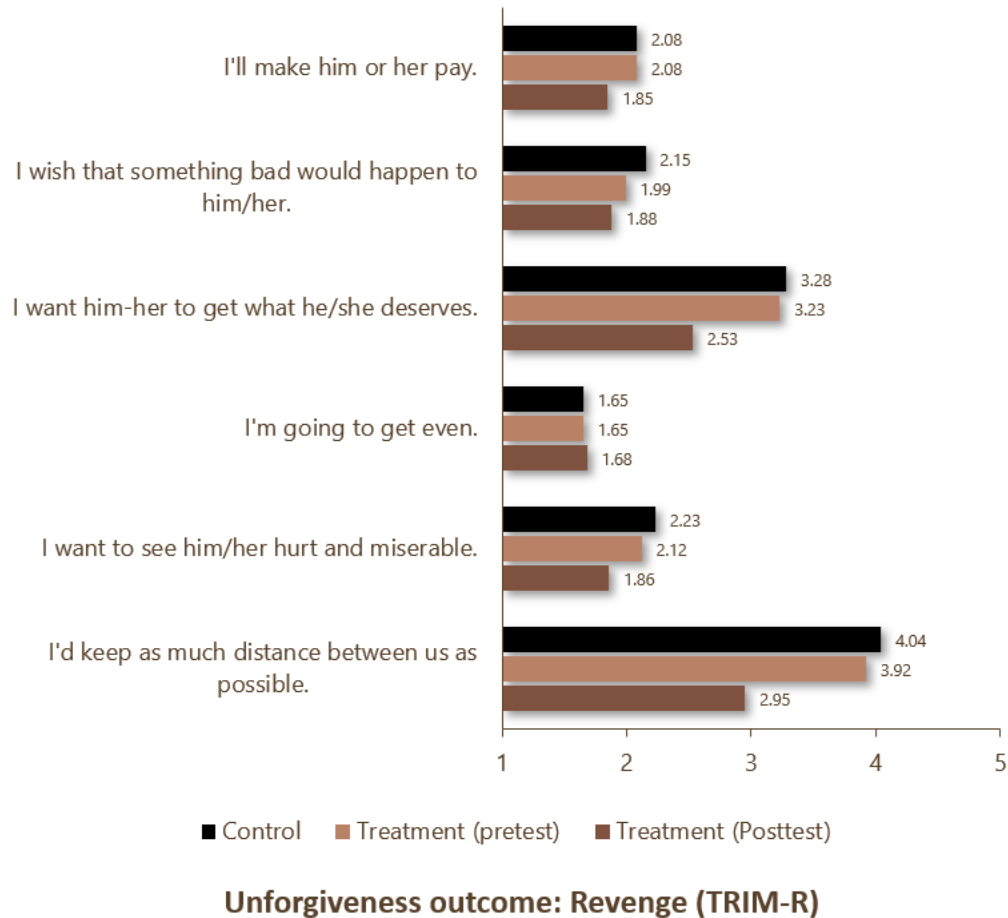


Decision to forgive scale (DTFS)

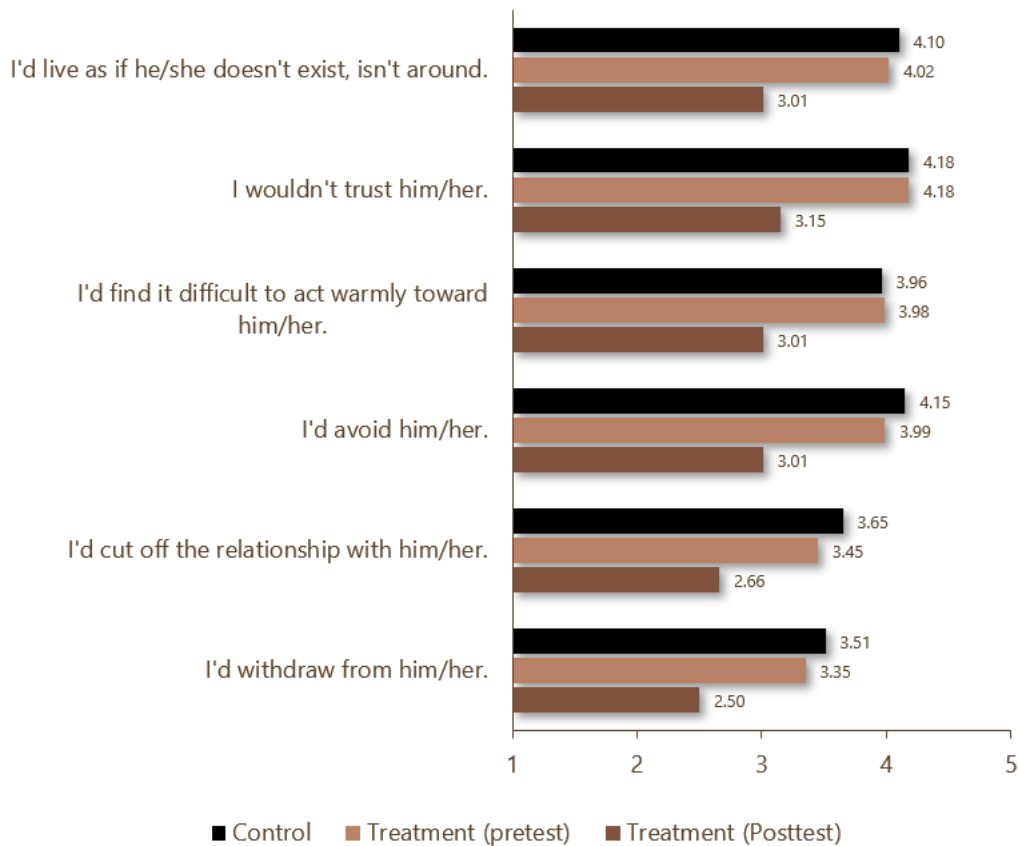
On the Emotional Forgiveness Scale, the control group participants reported relatively low to moderate levels of positive feelings toward the offender, with means ranging from 2.30 to 3.01 across the eight individual items. It should be noted that negatively worded items on this scale were reverse coded, therefore higher values on an item are indicative of higher forgiveness. The treatment group showed slightly higher pretest scores, ranging from 2.39 to 3.07, suggesting only a small initial difference with control. By posttest, the treatment group exhibited substantial increases across all items, particularly on measures of caring, sympathy, and positive emotions such as liking or feeling love, with item means rising to between 2.97 and 3.64. Negative emotions such as bitterness, resentment, and anger decreased modestly but were still near or above the midrange. Overall, the treatment appears to have strengthened positive emotional responses toward the offender, reflecting meaningful gains in emotional forgiveness.



On the Revenge subscale of Unforgiveness Outcome Scale, the control group participants reported mixed levels of vengeful intentions, with means ranging from 1.65 to 4.04. The treatment group at pretest showed comparable mean scores, from 1.65 to 3.92, indicating little initial difference. By posttest, the treatment group’s scores decreased across all items but one, most notably on keeping distance from the offender (from 3.92 to 2.95) and on wanting the offender to get what they deserve (from 3.23 to 2.53), reflecting a reduction in vengeful tendencies. Items involving direct revenge, such as making the offender pay or getting even, were low at all time points as well as in the control group.



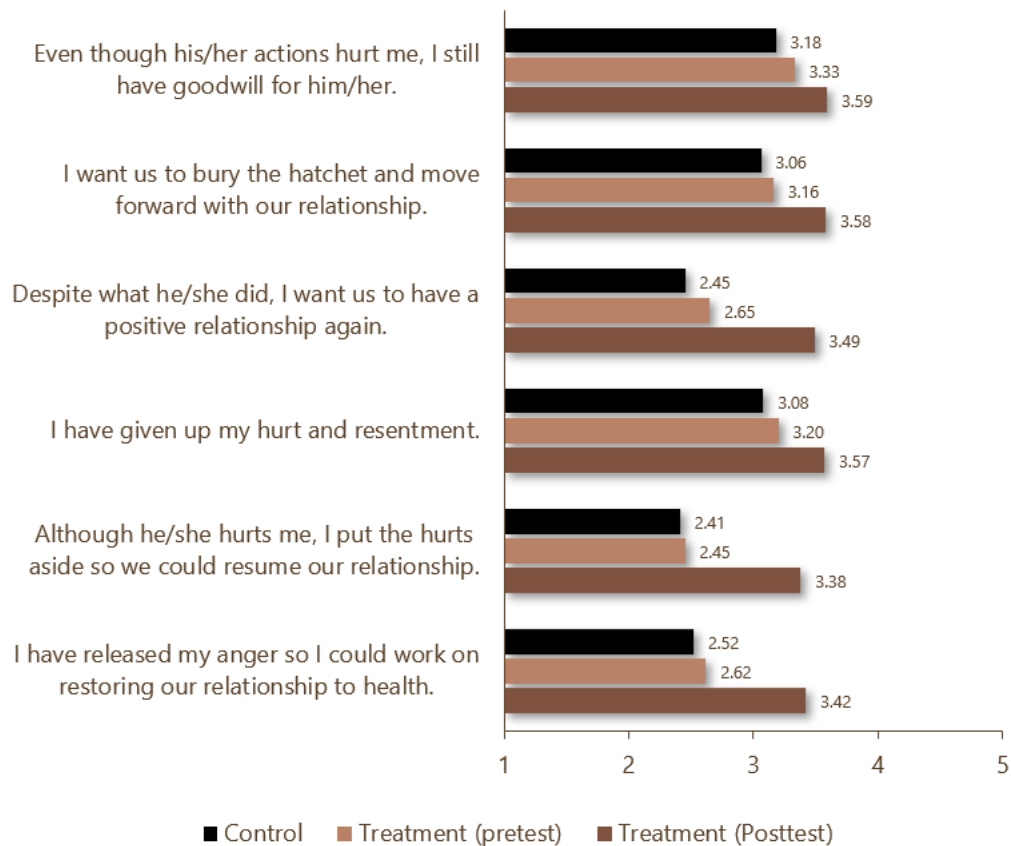
On the Avoidance subscale, control group scores were high, ranging from 3.51 to 4.18, with the treatment group at pretest slightly lower but comparable, from 3.35 to 4.18. Posttest scores for the treatment group decreased substantially on all items, including living as if the offender doesn't exist (from 4.02 to 3.01) and avoiding or withdrawing from the offender (from 3.35–3.99 down to 2.50–3.01), indicating reduced avoidance behavior.



■ Control ■ Treatment (pretest) ■ Treatment (Posttest)

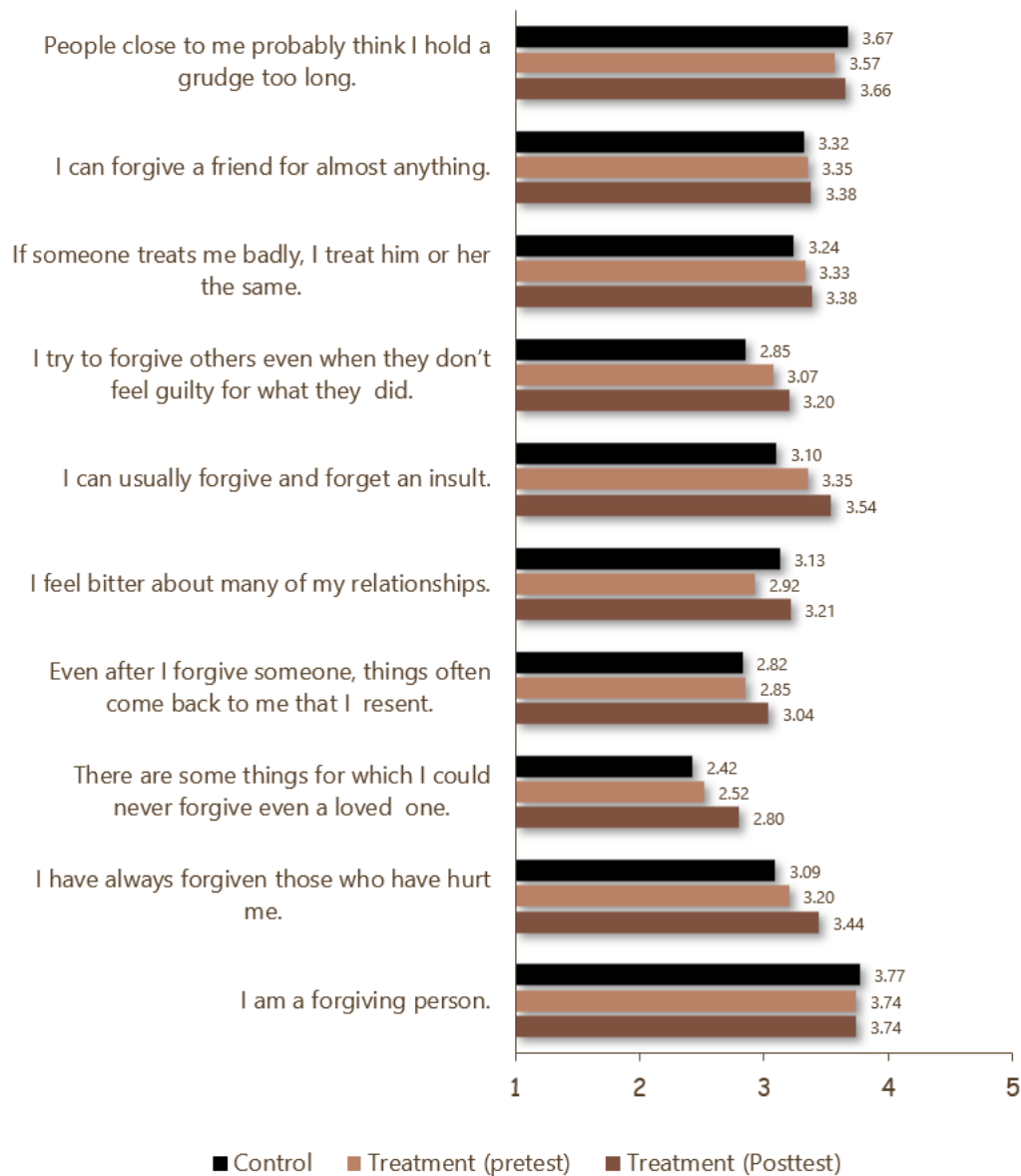
Unforgiveness outcome: Avoidance (TRIM-A)

On the Benevolence subscale, control group scores ranged from 2.41 to 3.18, while treatment pretest scores were slightly higher, from 2.45 to 3.33. By posttest, the treatment group showed substantial increases on all six items, rising to between 3.38 and 3.59 and reflecting stronger goodwill and willingness to restore positive relationships with the offender. Overall, the posttest results for the Unforgiveness Outcome Scale suggest that the treatment effectively reduced revenge and avoidance while enhancing benevolence.



Unforgiveness outcome: Benevolence (TRIM-B)

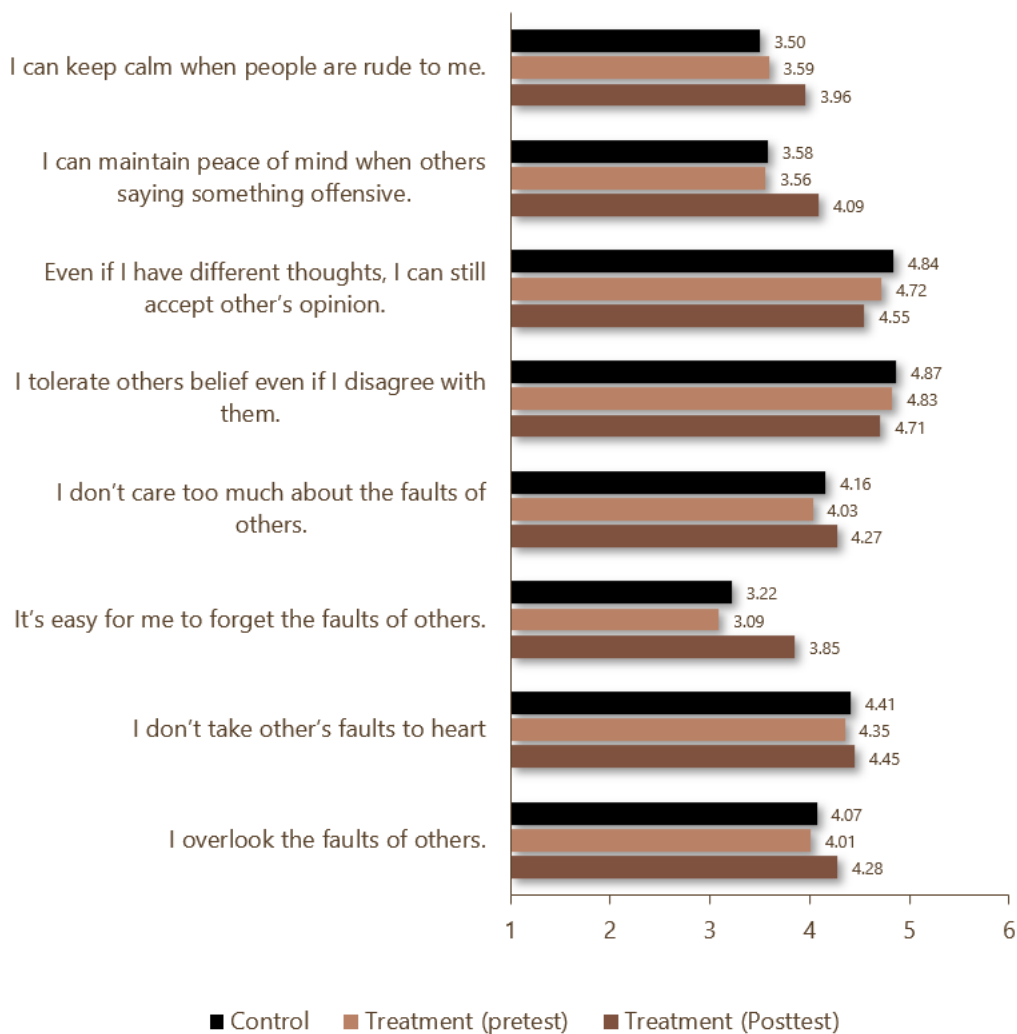
On the Trait Forgiveness Scale, control group participants reported moderate levels of general forgivingness, with means ranging from 2.42 to 3.77 across ten items. It should be noted that negatively worded items on this scale were reverse coded, therefore higher values on an item are indicative of higher forgiveness. At pretest the treatment group had comparable scores to control on most items, with means ranging from 2.52 to 3.74. After exposure, the largest differences were observed in the sentiments, “I feel bitter about many of my relationships” and “There are some things for which I could never forgive even a loved one.” Overall, the treatment group’s scores either remained unchanged or increased modestly on all 10 items thus demonstrating improvement in mean forgivingness between pretest and posttest.



Trait forgivingness scale (TFS)

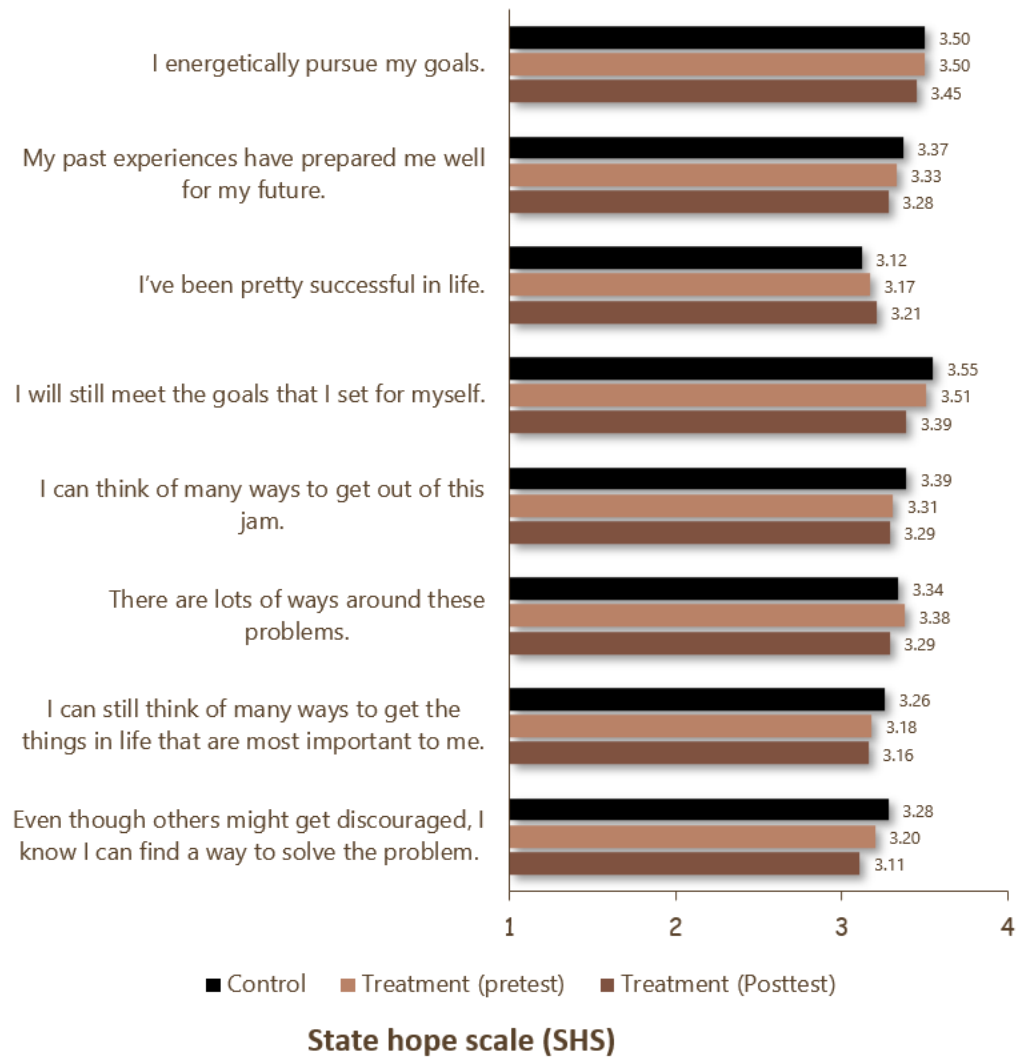
Non-Forgiveness Measures

On the Forbearance Scale, the control group reported moderate to high levels of patience and tolerance, with means ranging from 3.22 to 4.87 across eight items. The treatment group at pretest showed similar scores, with means ranging from 3.09 to 4.83. By posttest, the treatment group's scores increased on most items, particularly those measuring emotional regulation and forgiveness-related behaviors, such as keeping calm when people are rude (3.96) and maintaining peace of mind in response to offensive comments (4.09). Items reflecting tolerance or acceptance of differing opinions showed slight decreases, remaining high overall (>4). These results suggest the, in general, the treatment strengthened participants' ability to stay calm, overlook faults, and regulate emotional responses toward others.



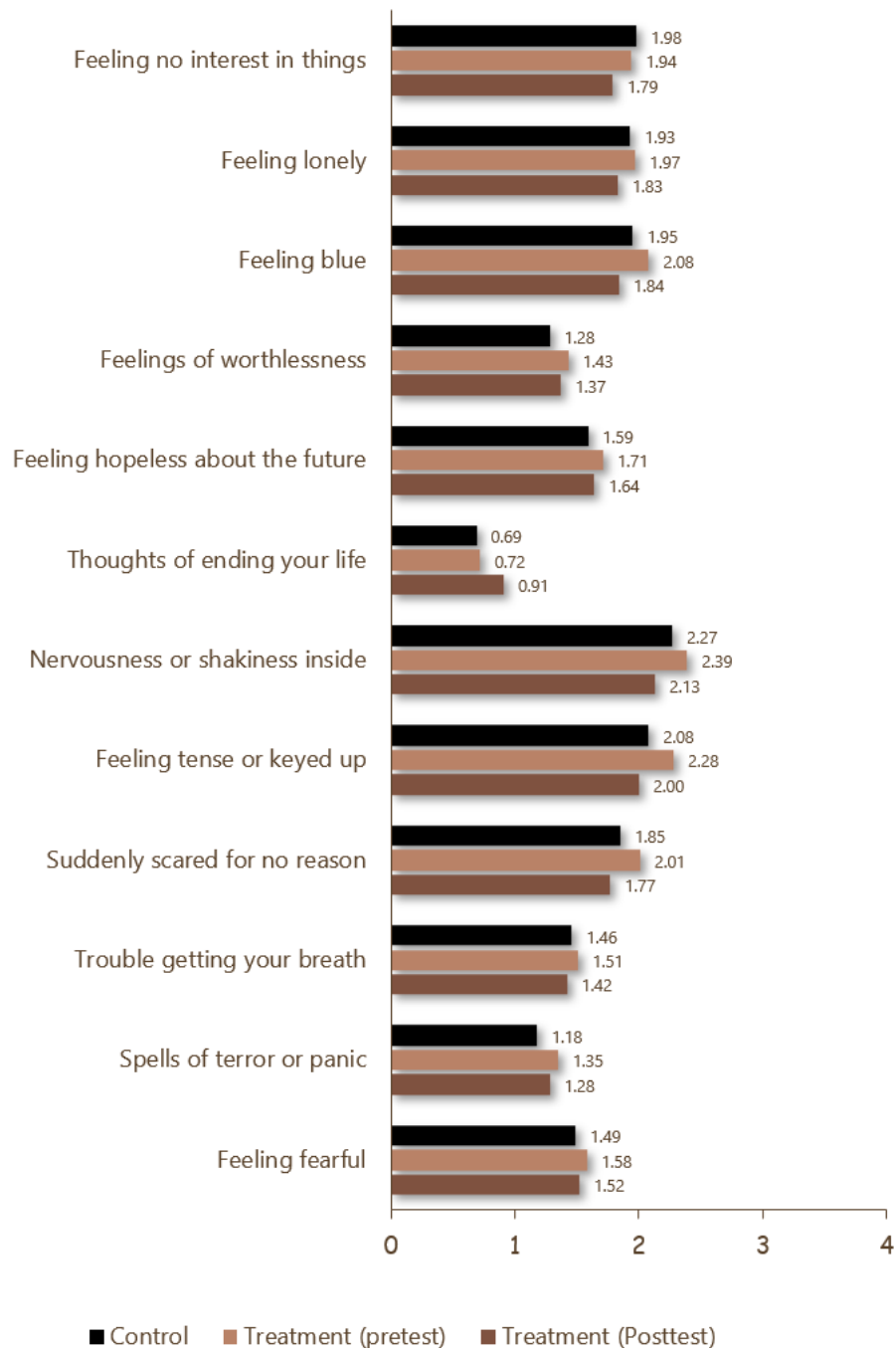
Forbearance scale (FS8)

On the State Hope Scale, control group participants reported above average levels of hope, with means ranging from 3.12 to 3.55 across items. The treatment group at pretest showed similar levels, ranging from 3.17 to 3.51, indicating little initial difference. By posttest, the treatment group’s scores were either stable or showed slight decreases, with means ranging from 3.11 to 3.45, suggesting that hope remained above average but in general did not increase with the intervention. The only increase was observed for the item, “I’ve been pretty successful in life.” Overall, participants showed small decreases in their perceptions of agency for solving problems and pathways to achieve goals.



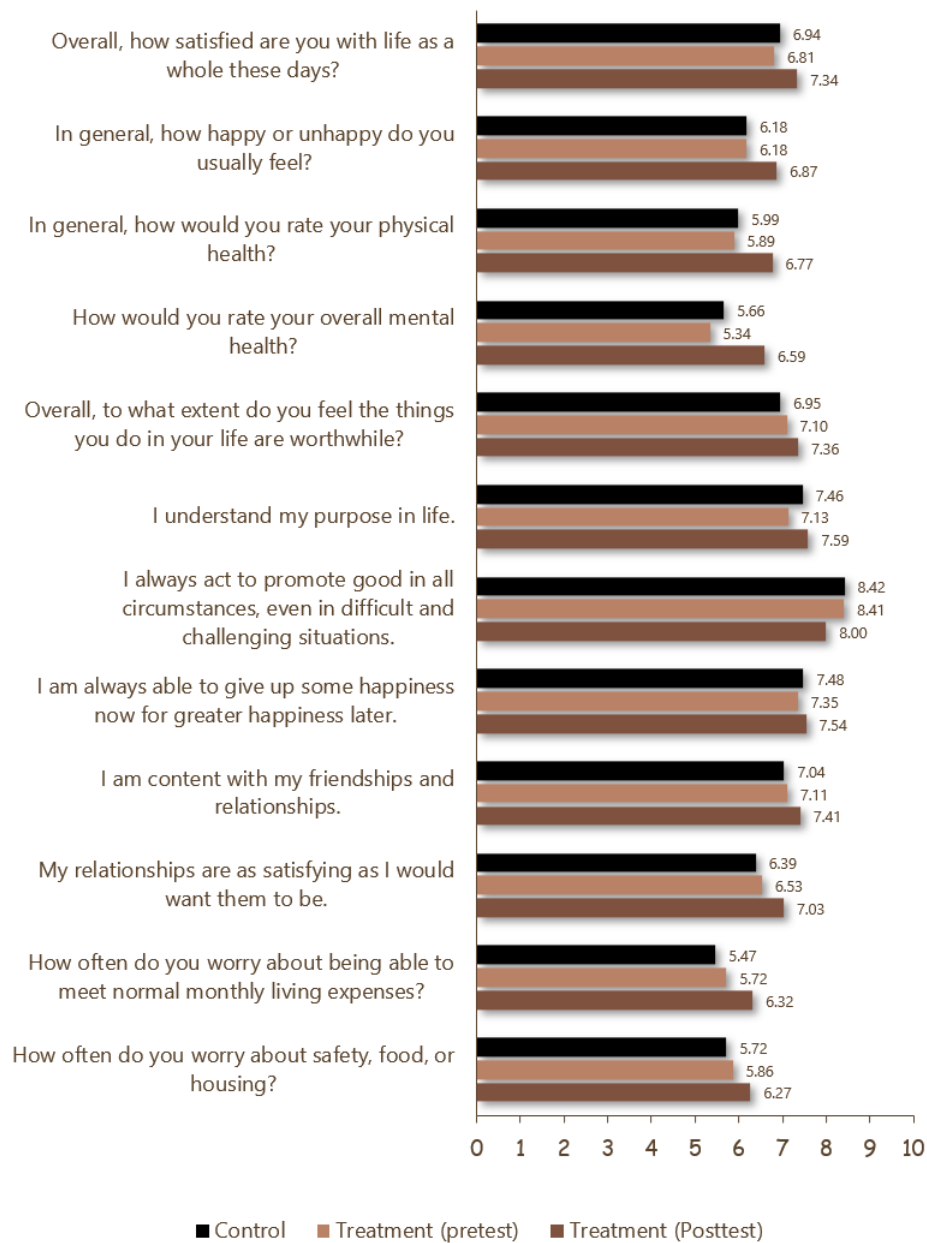
On the depression items of the BSI-12, control group reported generally low to moderate levels of depressive symptoms (first six items), with means ranging from 0.69 to 1.98. The treatment group at pretest showed similar scores, slightly higher on some items such as feeling blue (treatment, 2.08; control, 1.84). By posttest, the treatment group’s scores improved slightly on all but one item, including feeling no interest in things (decrease from 1.94 to 1.79), feeling lonely (decrease from 1.97 to 1.83), and feeling blue (decrease from 2.08 to 1.84), while thoughts of ending one’s life showed a small increase from 0.72 to 0.91. On the anxiety items (last six

items), control participants reported low to moderate anxiety, with means ranging from 1.18 to 2.27. The treatment group at pretest had slightly higher scores on items such as nervousness or shakiness (2.39) and feeling tense or keyed up (2.28). By posttest, anxiety scores in the treatment group decreased across all six items, with notable reductions in nervousness (2.13), feeling tense (2.00), and sudden fear (1.77). Overall, the treatment appears to have modestly reduced both depression and anxiety symptoms among participants over time.



Depression and anxiety (BSI-12)

On the Secure Flourish Index measuring wellbeing, control group participants reported generally above average levels across life satisfaction, happiness, health, purpose, relationships, and long-term perspective, with means ranging from 5.47 to 8.42. The treatment group at pretest showed similar levels, with minor differences, ranging from 5.34 to 8.41. By posttest, the treatment group showed increases on all items except one, such as life satisfaction (from 6.81 to 7.34), happiness (6.18 to 6.87), physical health (5.89 to 6.77), mental health (5.34 to 6.59), and satisfaction with relationships (6.53 to 7.03), among others. Items reflecting purpose, long-term perspective, and acting for good remained high and largely stable. Overall, the intervention appears to have enhanced participants’ wellbeing across multiple domains.



Wellbeing (Secure flourish index – SFI)

Conclusion

The Egyptian sample was predominantly female (70%) and young, with most participants aged 21–29. Over half were single (57%), most were Muslim (89%), clustered in the middle and high socioeconomic status categories, and educational attainment was relatively high, with 59% holding university or postgraduate degrees. About 39% were university students, mostly in their second or third year, and a large proportion were not employed at or affiliated with an educational institution. Work experience was diverse, and participants reported very high religiosity, with over 95% rating religion, prayer, and personal values as important.

Forgiveness-related outcomes showed clear differences between control and treatment groups. On the Decision to Forgive and Emotional Forgiveness scales, the treatment group increased noticeably from pretest to posttest in decisional commitment and positive emotional responses toward the offender. In comparison, trait forgivingness improved modestly in the treatment group over time. Unforgiveness measures, including revenge and avoidance, decreased substantially in the treatment group posttest, whereas benevolence increased, indicating enhanced goodwill and relational intentions. Related psychosocial measures reflected similar trends: forbearance increased post-intervention, depression and anxiety decreased slightly, and overall wellbeing improved across life satisfaction, health, purpose, and relational satisfaction. The only exception was hope which decreased slightly at posttest. Overall, these patterns suggest that the treatment intervention had meaningful effects on both forgiveness and broader emotional and psychosocial functioning among Egyptian participants.

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Appendix

Demographic Characteristics of Survey Respondents by Study Group in the Full Sample

| Demographic characteristic—categorical | Control group <i>n</i> = 1115 | | Treatment group <i>n</i> = 857 | |
|--|----------------------------------|------|-----------------------------------|------|
| | <i>n</i> | % | <i>n</i> | % |
| Country | | | | |
| Egypt | 358 | 32.1 | 358 | 41.8 |
| Iraq | 364 | 32.6 | 273 | 31.9 |
| Tunisia | 393 | 35.2 | 226 | 26.4 |
| Gender | | | | |
| Female | 705 | 63.2 | 536 | 62.5 |
| Male | 410 | 36.8 | 321 | 37.5 |
| Age | | | | |
| 20 or less | 179 | 16.0 | 105 | 12.3 |
| 21-29 | 449 | 40.3 | 322 | 37.6 |
| 30-39 | 283 | 25.4 | 254 | 29.6 |
| 40-49 | 154 | 13.8 | 126 | 14.7 |
| 50 or older | 50 | 4.5 | 50 | 5.8 |
| Marital status | | | | |
| Single | 615 | 55.2 | 420 | 49.0 |
| Engaged | 50 | 4.5 | 42 | 4.9 |
| Married | 398 | 35.7 | 348 | 40.6 |
| Divorced/Widowed/Separated | 52 | 4.6 | 47 | 5.5 |
| Are you currently a university student? | | | | |
| Yes | 306 | 27.4 | 209 | 24.4 |
| No | 809 | 72.6 | 648 | 75.6 |
| Current year in college (university students) | | | | |
| First year | 43 | 3.9 | 36 | 4.2 |
| Second year | 90 | 8.1 | 45 | 5.3 |
| Third year | 78 | 7.0 | 54 | 6.3 |
| Fourth year | 42 | 3.8 | 32 | 3.7 |
| Graduate school (Masters or doctoral program) | 53 | 4.8 | 42 | 4.9 |
| Highest level of education completed (not university students) | | | | |
| Primary education or less | 58 | 5.2 | 33 | 3.8 |
| Middle school | 63 | 5.7 | 35 | 4.1 |
| Secondary education | 79 | 7.1 | 58 | 6.8 |
| Technical/vocational/2-year college | 82 | 7.3 | 41 | 4.8 |
| Higher education (college or university) | 395 | 35.4 | 350 | 40.8 |
| Postgraduate studies (master's or doctorate) | 132 | 11.8 | 131 | 15.3 |
| Religion | | | | |
| Muslim | 1035 | 92.8 | 789 | 92.1 |
| Non-Muslim | 80 | 7.2 | 68 | 7.9 |

| | | | | |
|--|----------|-----------|----------|-----------|
| Type of educational institution | | | | |
| Pre-K/Elementary school | 99 | 8.9 | 85 | 10.0 |
| Middle school | 44 | 3.9 | 48 | 5.6 |
| High school | 51 | 4.6 | 37 | 4.3 |
| Technical/vocational/2-year college/university | 188 | 16.8 | 167 | 19.5 |
| Not working in an educational institution | 733 | 65.7 | 520 | 60.7 |
| Education sector: educators only | | | | |
| Private/religious school | 57 | 5.1 | 54 | 6.3 |
| Public school | 151 | 13.5 | 128 | 14.9 |
| Private university | 72 | 6.5 | 77 | 9.0 |
| Public university | 102 | 9.1 | 78 | 9.1 |
| Industry classification: non-educators only | | | | |
| Agriculture & resources | 28 | 2.5 | 24 | 2.8 |
| Manufacturing, construction and transport | 38 | 3.4 | 24 | 2.8 |
| Business, finance and real estate | 76 | 6.8 | 65 | 7.6 |
| Public services and non-profit | 93 | 8.3 | 58 | 6.8 |
| Health, science and technology | 84 | 7.5 | 46 | 5.4 |
| Culture, media, hospitality and miscellaneous | 164 | 14.7 | 115 | 13.4 |
| Unemployed | 212 | 19.0 | 151 | 17.6 |
| Skipped | 38 | 3.4 | 37 | 4.3 |
| Socioeconomic status (SES): based on numeric SES quartiles | | | | |
| Very low | 295 | 26.5 | 194 | 22.6 |
| Low | 256 | 23.0 | 218 | 25.4 |
| Middle | 250 | 22.4 | 198 | 23.1 |
| High | 314 | 28.2 | 247 | 28.8 |
| Demographic characteristic–numeric | <i>M</i> | <i>SD</i> | <i>M</i> | <i>SD</i> |
| Religiosity: How important is/are | | | | |
| 1. your religion (belief) for you? | 4.54 | 0.85 | 4.56 | 0.81 |
| 2. prayer (spirituality) in your daily life? | 4.59 | 0.85 | 4.63 | 0.77 |
| 3. the values and ethics you believe in your life? | 4.72 | 0.59 | 4.73 | 0.56 |
| Work experience | | | | |
| Current and past jobs | 7.46 | 7.63 | 8.17 | 8.02 |
| Current job only | 4.90 | 6.04 | 5.79 | 6.82 |
| Socioeconomic status (SES) | | | | |
| Raw: 0–46 | 27.52 | 6.32 | 28.10 | 6.04 |
| Scaled: 0–100 | 59.82 | 13.73 | 61.08 | 13.13 |

Note. $N = 1972$. Percentages may not add to exactly 100% because of rounding. M = mean. SD = standard deviation.



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