



5 GENDER EQUALITY

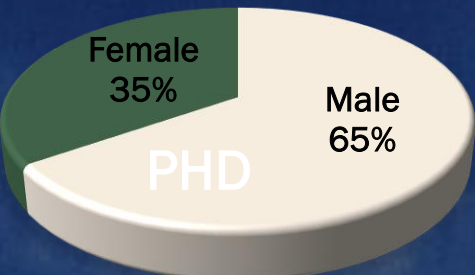
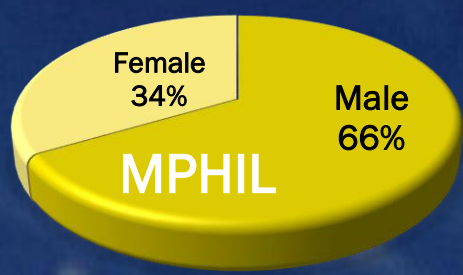
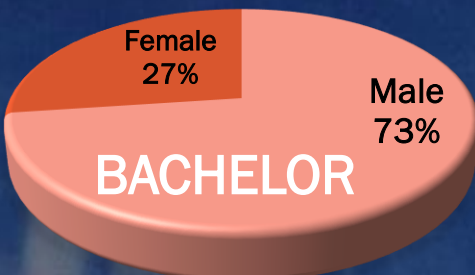


# SUSTAINABLE DEVELOPMENT GOALS

2023-2024

## University of Sindh

37k+ Enrolled Students



### KEY ACHIEVEMENTS AND INITIATIVES ON SDG-5

The University of Sindh is committed to achieving Gender Equality (SDG-5) by fostering an inclusive academic and social environment that empowers women and ensures equal opportunities across all areas of university life. The initiatives outlined below demonstrate the university's dedication to eliminating gender-based barriers and fostering an equitable educational environment.

#### 1 Encouraging Women's Education and Participation

**Women Starting Degrees:** In recent years, 2,776 women have started degree programs, including over 900 first-generation students .

**Encouraging Underrepresented Fields:** A 12% female quota is implemented across all disciplines, including STEM, to increase representation and inclusivity .

**Reserved Seats and Financial Aid:** The university provides specific quotas for female students alongside financial support to ensure that financial constraints do not hinder their education

#### 2 Low-Cost Education and Scholarships

Financial aid is provided to over all 2000 low-income female students

The university maintains one of the lowest tuition fees in the country, supplemented by scholarships and grants.



Female students reserved seats and the lowest fee structure help students complete their education without financial barriers.



Professor (Emeritus) Dr. Muhammad Siddique Kalhoro. - Vice Chancellor.

At the University of Sindh, sustainability is more than just a goal—it is a shared responsibility that guides our actions and aspirations. As an institution committed to shaping a better future, we take pride in fostering meaningful partnerships, conducting impactful research, and providing education that empowers our students and communities to address the challenges of today's world.

Together with our dedicated faculty, passionate students, and valued collaborators, we are working to build a future defined by equity, inclusivity, and shared progress. By translating ideas into action, we aim to create real change that extends beyond our campus and into the communities we serve. At its heart, this is a journey of collective hope and effort, and we are honored to play our part in making the world a more sustainable and just place for all.





# POLICIES PROMOTING GENDER EQUALITY

# 3

The University of Sindh has robust policies ensuring gender equality:

- **Anti-harassment policy:** In compliance with the Protection Against Harassment of Women at the Workplace Act 2010, the university has established a dedicated cell to address and mitigate harassment concerns
- **Transgender Persons (Protection of Rights) Act, 2018:** At government level reserved employment quota for transgender individuals.
- **Non-Discrimination Policy:** The university strictly prohibits discrimination against any individual based on gender, ethnicity, religion, or disability
- **Maternity and paternity leave policies,** adhering to government guidelines, support staff and students in balancing family and professional commitments.

# 4

## Gender-Sensitive Infrastructure and facilities

- **Women's Hostels:** Exclusive hostels for female graduate and undergraduate students, along with working women's hostels, provide safe and conducive living environments .
- **Childcare Facilities:** On-campus childcare ensures that recent mothers can continue their studies without concern
- **Sports and Physical Activities:** A dedicated Girls' Sports Directorate and a separate gymnasium encourage physical wellness among female students.
- **Separate transport** service for female students cater to over 8000 students, including those from remote regions, ensuring daily commute affordability.



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# MENTORSHIP & LEADERSHIP PROGRAMS



## 5 CAREER AND ACADEMIC SUPPORT

### Support and Training Bureau (STAGS):

This initiative provides mentoring schemes specifically for women, involving at least 50% of female students, to guide their academic and personal growth



## 6 Tracking and Encouragement Programs

- Graduate Tracking:** Mechanisms to track women's likelihood of graduation compared to men are in place. The university actively addresses any disparities through grievance redressal committees .
- Promotion in STEM Fields:** Women are actively encouraged to apply for STEM subjects to balance participation in traditionally male-dominated fields

## 7 COLLABORATIVE EFFORTS

**Cross-Sectoral Dialogues:** Through conferences and workshops, the university collaborates with NGOs, government bodies, and international organizations to foster discussions on SDG-5 .



The University of Sindh, Jamshoro, has established itself as a leader in promoting gender equality through innovative policies, inclusive programs, and supportive infrastructure. These initiatives not only advance SDG-5 but also create a blueprint for fostering equity in higher education.



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