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SUSTAINABLE DEVELOPMENT GOAL 5

Gender Equality

ZIAUDDIN UNIVERSITY

Overview and Institutional Commitment

Gender equality is promoted through institutional policies, equitable recruitment practices, leadership opportunities and student support initiatives. The University seeks to ensure that women and men participate equally in academic and administrative life within safe and respectful learning and working environments.

Key Contributions and Initiatives

Institutional Policies and Culture

- Equal opportunity in education and employment.
- Equal participation of women and men in academic and administrative leadership.
- Gender-inclusive education and women's leadership.
- Equal-opportunity employment policies.

Safe Campus Environment

- Safe and respectful learning and working environments.
- Prevention of discrimination and harassment, supported by anti-harassment mechanisms.
- Awareness programmes addressing gender-related issues.

Professional Development and Health

- Professional development opportunities for women.
- Women's health awareness campaigns and maternal and child health education delivered through outreach.

Empowering Advocacy Against Sexual Harassment: Creating Safe and Inclusive Workplaces



The Faculty of Allied Health Sciences successfully hosted “Empowering Advocacy Against Sexual Harassment: Creating Safe and Inclusive Workplaces” on January 18, 2025, at Abul Hassan Jafarey Auditorium. Prof. Dr. Qudsia Hassan led an insightful session, educating teaching and non-teaching staff on legal frameworks, reporting mechanisms, and proactive strategies for fostering a harassment-free workplace. The interactive discussion emphasized the role of awareness, institutional policies, and collective responsibility in ensuring safety and inclusivity.

Future of Women in Engineering and Technology: Opportunities and Challenges

IEEE Ziauddin University Student Branch partnered with IEEE Women in Engineering (WIE) Karachi Section for a panel discussion on 'Future of Women in Engineering and Technology: Opportunities and Challenges. The discussion explored pathways for women in tech, challenges faced, and opportunities ahead.



Indicators Monitored

The University monitors the following indicators relevant to this goal:

Indicator	Reporting Frequency
Diversity and inclusion initiatives	Annual
Employee training sessions	Annual
Student support programmes	Annual

Evidence, Case Studies and Verified Sources

- **Sexual Harassment Awareness Session** (9 May 2025): delivered by Dr Qudsia Hassan, Chairperson of the Anti-Sexual Harassment Committee, to about 120 students and faculty (SDG 4, 5, 10, 16).
- **IEEE WIE Inauguration and Panel Discussion** (25 September 2025): launch of the IEEE Women in Engineering ZU Student Branch, promoting gender equality in STEM (SDG 4, 5, 9, 17).

Future Priorities (2026–2030)

Priorities identified in the Sustainability Report 2025–2026 that advance this goal:

- Improve accessibility and inclusion across campuses.
- Promote diversity and inclusion.
- Enhance employee professional development.
- Strengthen student mental health and counselling services.

Impact Assessment and Conclusion

Policy commitments, a safe-campus framework and student-led initiatives support SDG 5. Publishing gender-disaggregated indicators would convert these commitments into measurable evidence.

Important Links:

https://zu.edu.pk/empowering-advocacy-against-sexual-harassment-creating-safe-and-inclusive-workplaces/

https://www.linkedin.com/posts/ieee-wie-ag-karachi-section_ieeewie-womeninstem-engineeringforall-activity-7376994536549646336-JOF6