



**United
Nations**



SUSTAINABLE DEVELOPMENT GOALS (SDG)

SDG 5 – GENDER EQUALITY



GLOCAL UNIVERSITY

INDIA

2023

SDG 5 - GENDER EQUALITY

Introduction: Our Commitment to Gender Equality and SDG 5

At Glocal University, we firmly believe that gender equality is not just a goal but a fundamental principle that drives progress and inclusivity in education and society. In alignment with **Sustainable Development Goal 5 (SDG 5)**, our institution is committed to fostering an environment that empowers women and girls, eliminates gender-based discrimination, and promotes equal opportunities for all.

We recognize the importance of creating a culture where every individual, regardless of gender, can thrive academically, professionally, and personally. Our efforts are aimed at addressing systemic barriers, challenging stereotypes, and ensuring equitable access to education, leadership roles, and resources.

Through our diverse programs, policies, and initiatives, we strive to bridge the gender gap and create a nurturing space where everyone has the opportunity to contribute meaningfully to society. This includes organizing seminars, workshops, and awareness campaigns that highlight the importance of gender equality, as well as implementing institutional policies that uphold fairness and inclusivity.

At Glocal University, we view gender equality as a collective responsibility and an essential element in achieving a sustainable future. By championing SDG 5, we aim to inspire transformative change, empower our community, and contribute to building a more equitable world.

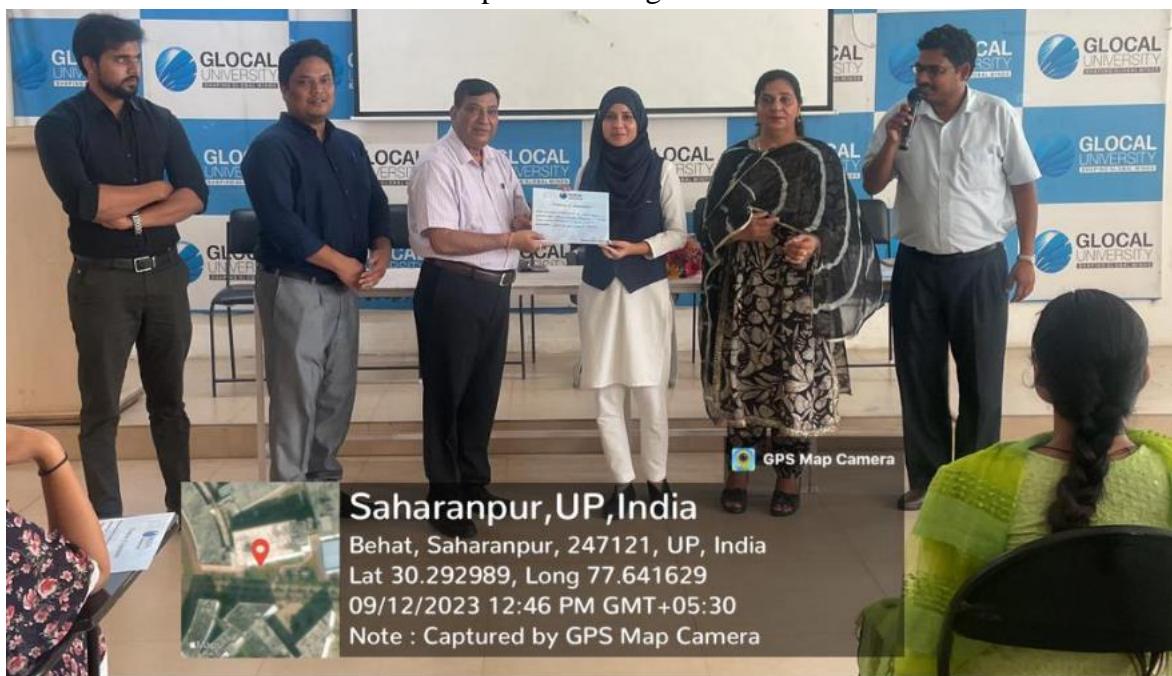


National Women's Symposium organized on 10th August 2023 at Glocal University



5.3.2:

Glocal University has a dedicated policy to support women's applications, acceptance, entry, and participation in higher education. We are committed to fostering gender equality and ensuring accessible education for women at all levels. Our "Sukanya" scheme provides free education for girls from underprivileged backgrounds, encouraging more women to pursue higher education without financial barriers. Additionally, we have targeted outreach and counseling programs to guide female applicants through the admissions process and to offer mentorship. By creating an inclusive and supportive environment, we aim to empower women to achieve their academic and professional goals.



Source: Gender Awareness Session on 12th September 203



5.3.3:

Glocal University offers several women's access schemes to support their academic and professional growth. Our "Sukanya" scheme provides scholarships and free education to girls from economically disadvantaged backgrounds, ensuring equal access to higher education. We also offer mentoring programs where female students are paired with faculty members and industry professionals for guidance, career advice, and personal development. In addition, we organize workshops and leadership training specifically designed to empower women and enhance their skills. These initiatives are aimed at breaking barriers and creating an inclusive environment for women to succeed in their academic pursuits and beyond.

**GLOCAL
UNIVERSITY**
SHAPING GLOBAL MINDS

SUKANYA SCHOLARSHIP

MISSION FREE EDUCATION TO 1000 GIRLS

(200 GIRLS EVERY YEAR FOR 5 YEARS)

B.TECH. CSE | BCA | MCA | BBA | MBA

SCAN QR CODE
TO REGISTER

QR code

5.3.4:

Glocal University actively encourages women to apply for subjects where they are traditionally underrepresented, such as STEM and technical fields. We conduct outreach programs in collaboration with schools, community groups, and NGOs to inspire young women to pursue these disciplines. Our university partners with regional and national organizations to run awareness campaigns that highlight opportunities and break gender

stereotypes in academic and professional fields. We also provide scholarships, mentorship, and specialized support to help women succeed in these challenging areas, aiming to create a more balanced and inclusive academic environment.



5.6.1:

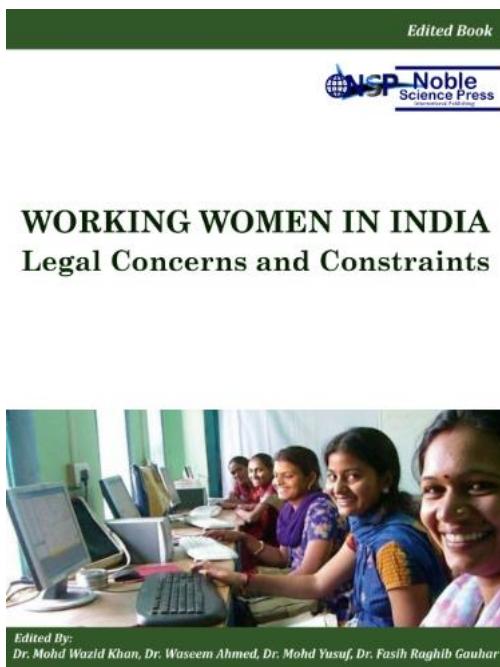
Glocal University has a strict non-discrimination policy that ensures equal treatment and opportunities for all women. This policy is embedded in our hiring, admissions, and academic processes, guaranteeing that women are not subject to bias or unfair treatment based on gender. We are committed to fostering an inclusive environment where women have equal access to education, career advancement, and leadership roles. Our policy also includes provisions for addressing grievances related to discrimination, ensuring a supportive and equitable campus culture for all students and staff.



Sources: Symposium on Sensitization on Equal Opportunity for Education at 6th November 2023.

5.6.2:

Glocal University has a comprehensive non-discrimination policy that explicitly includes transgender individuals. We are committed to creating an inclusive and respectful environment where transgender students, staff, and faculty are treated with dignity and equality. Our policy ensures that transgender individuals have equal access to education, facilities, and employment opportunities, without facing discrimination based on gender identity. We also provide support services, such as counseling and guidance, to help transgender individuals navigate their academic and personal journeys. This policy underscores our commitment to diversity, equity, and inclusion for all members of the university community.



Book Published by Glocal University Faculties on working women in 2023

Sources: <https://doi.org/10.52458/9788197357114.nsp.2024.eb>

5.6.3:

Glocal University has a supportive maternity policy designed to promote women's participation in education and the workforce. Our policy provides paid maternity leave to staff and flexible study options for students, ensuring they can balance academic and personal responsibilities. Female employees also have the option for phased returns to work, with adjusted hours to support a smooth transition. For students, we offer extensions on assignments and exam accommodations, ensuring that maternity does not hinder their academic progress. Through these provisions, we aim to support women in their educational and professional pursuits while maintaining work-life balance.

5.6.4:

Glocal University provides accessible childcare facilities for students, supporting recent mothers in continuing their education. Our on-campus Glocal School offers primary education for young children, ensuring that mothers can attend university courses while their children are cared for in a safe, supportive environment. These facilities are designed to accommodate the needs of student-parents, allowing them to balance academic commitments with family responsibilities. By offering this service, we aim to remove barriers to education for mothers, promoting greater participation and success in their academic journeys.



5.6.5:

Glocal University offers childcare facilities for staff and faculty, providing a supportive environment for working parents. Our on-campus childcare center is designed to meet the needs of young children, ensuring that staff and faculty can focus on their professional responsibilities while knowing their children are in safe hands. These facilities are conveniently located and offer flexible hours to accommodate different work schedules. By

providing this essential service, we aim to support work-life balance for our staff and faculty, promoting a more inclusive and equitable workplace.



IMPACTFUL STEPS TOWARDS GENDER EQUALITY GLOCAL UNIVERSITY'S SDG 5 COMMITMENT

Glocal University has taken significant and impactful measures to promote gender equality and create an inclusive campus environment, reflecting its unwavering dedication to **Sustainable Development Goal 5 (SDG 5): Gender Equality**. Recognizing the critical importance of providing equal opportunities and fostering a safe, empowering space for women, the university has implemented a wide range of initiatives that cater to the unique needs of women while promoting equity for all members of its community.

At Glocal University, special care is taken to ensure that women have access to every resource they need to thrive academically, professionally, and personally. From providing separate and secure cabins and changing rooms for women to equipping them with facilities for keeping their belongings, the university emphasizes comfort and privacy. These provisions are complemented by the establishment of a proactive **Anti-Harassment Committee** and **Anti-Ragging Cell**, with a majority of female members to ensure that women feel supported, heard, and protected at all times. These teams work tirelessly to uphold the highest standards of safety and dignity for everyone on campus.

Leadership at Glocal University reflects its commitment to equality, with numerous key administrative and academic positions held by accomplished women. This not only ensures balanced representation but also inspires students to aim for leadership roles themselves. The

university firmly believes in equal participation and actively ensures that every program, event, or initiative is open to all, regardless of gender. Whether it is academic competitions, cultural festivals, or sports events, women are encouraged to participate and excel.

The university takes a hands-on approach to raising awareness about gender equality through a variety of programs, workshops, and campaigns. Events like **International Women's Day** are celebrated with great enthusiasm, featuring talks, seminars, and performances that emphasize the importance of gender parity. Renowned female leaders, achievers, and change-makers are regularly invited to campus to share their journeys and insights, sensitizing the community to the challenges women face and the collective steps required to address them.

Additionally, the university organizes workshops on topics such as **gender sensitivity, women's health, self-defense training, and legal rights** to educate students and staff about equality and safety. Campaigns highlighting the need to eliminate gender-based stereotypes and biases are regularly held, reinforcing the university's commitment to creating a culture of respect and understanding.

One of the most notable features of Glocal University's efforts is its focus on ensuring equity in all aspects of campus life. Separate accommodations and facilities for men and women are provided, with an emphasis on maintaining privacy and dignity. The campus infrastructure is designed to cater to the needs of women, including **safe transport services, adequate lighting in all areas, and surveillance systems** to enhance security.

Glocal University also takes pride in fostering collaborations and partnerships with organizations that focus on women's empowerment. These partnerships often result in initiatives like mentorship programs, scholarships for women pursuing higher education, and entrepreneurship workshops to help women students become independent and self-reliant.

Through these impactful steps, Glocal University has not only aligned itself with SDG 5 but has also become a leading example of how institutions can actively contribute to achieving gender equality. The university's holistic approach ensures that every individual, irrespective of gender, has an equal opportunity to succeed, empowering the entire community to build a more equitable future.











