

**5 GENDER
EQUALITY**



Progress Report
(2022-23)
SDG 5 Gender Equity

The United Nations General Assembly's 17 Goals for Sustainable Development (SDG's) provide priorities to work towards the well-being of the Earth and its people. Integral University understands the importance and urgent nature of SDG's and is committed to contribute in achievement of SDGs. The commitment towards SDGs is reflected through the work done within departments, and other units of the university. Progress reports of SDG 5 is as follows.

Metric	Description
5.1 Research on gender equality	Every person, regardless of gender, has the fundamental human right to gender equality, which includes equal access to opportunity, protection from discrimination, and freedom from abuse and violence. Encouraging gender equality is crucial for a society's development and economic prosperity. Equal access to school, job, and entrepreneurial possibilities for women and girls leads to a more varied and resilient workforce, which benefits a country's overall growth. Promoting diversity and inclusivity in the scientific community requires gender equality in research publications. In research publications, efforts have been made to advance gender equality by addressing not just the amount of research written by women but also the calibre, prominence, and impact of their contributions within the academic community. Researchers now enjoy a more equal and inclusive research environment as a result of their efforts. Faculty members have published more than 10 papers this year focusing on Gender Equality.
5.2.1 Indicator: Proportion of women first-generation	30% of women are first generation entrants
5.3.1 Tracking access measures	Monitoring access metrics is an essential part of Integral University's plan to advance gender parity in education. To make sure that women, especially first-generation Indigenous female students, are not only gaining access to university but also getting the assistance they need for holistic development, the institution systematically tracks and assesses their application, acceptance, and admission rates. IU can spot trends and obstacles that could impact female students' involvement in higher education by monitoring the number of women applying, as well as their acceptance and admission rates. For instance, if there is a discrepancy in acceptance rates or if women encounter particular difficulties during the application process, IU takes specific action to resolve these problems. This may involve providing scholarships, extra application assistance, or making sure the admissions procedure is open and accessible to everyone. Additionally, by systematically monitoring these indicators, University is able to evaluate the success of its outreach and support initiatives, including career counselling, orientation, and mentoring, which are designed to assist women in enrolling in and thriving in higher education. This has ensured around 41% of the student population are females.
5.3.2 Policy for women applications and entry	Integral University has formulated a Policy for women applications and entry. https://www.iul.ac.in/IQAC/Policy.aspx
5.3.3 Women's access schemes	Several women's access programs are in place at Integral University to guarantee that female students, particularly first-generation Indigenous women, have the assistance they

	need to thrive in higher education. These programs offer scholarships, mentoring, and other features designed to help women with the particular difficulties they encounter. Mentoring: University provides a strong mentoring program that links female students with alumni, instructors, and other pertinent parties. Through this mentorship, women can develop their leadership abilities, overcome academic obstacles, and get career planning advice. Additionally, mentors offer emotional and psychological support, assisting students in becoming more resilient and self-assured in both their personal and academic life. Scholarships: Integral University offers female students a range of financial aid options, including need-based and merit-based scholarships. These scholarships are intended to lessen the cost of University and guarantee that Indigenous women, especially those from the most underprivileged and underdeveloped regions, have access to high-quality education. Additional measures: IU provides extra provisions to help women succeed. This includes access to leadership training, career development programs, safe, women-friendly campus amenities, and extracurricular activities that foster both professional and personal development. Additionally, the University offers resources including workshops, academic tutoring, and counselling to meet the unique requirements and difficulties faced by female students.
5.3.4 Women's application in underrepresented subjects	Integral University is dedicated to encouraging more women to apply to under-represented sectors, especially for Indigenous women, especially in business, vocational training, and STEM (science, technology, engineering, and mathematics). University employs a multifaceted strategy that combines strategic partnerships with direct engagement in order to accomplish this. Outreach at the university: IU carries out focused outreach programs to communities and schools, raising awareness of the opportunities in historically under-represented professions for women. Integral University actively seeks to encourage young women to pursue academic courses in these fields by highlighting the opportunities for empowerment and success through workshops, career fairs, and awareness campaigns. Cooperation with other universities, community groups, government agencies, and non-governmental organisations: Integral University collaborates with other universities, community organisations, government agencies, and non-governmental organisations to support programs and activities that encourage women's involvement in under-represented fields. These partnerships, which frequently involve internships, mentorship programs, grant programs, etc., aid in lowering entrance barriers and establishing a welcoming environment for women pursuing these fields.
5.4.1 Indicator: Proportion of senior female academics	20%
5.5.1 Indicator: Proportion of female degrees awarded	40%
5.6.1 Policy of non-discrimination against women	Integral University has formulated a Policy of non-discrimination against women. https://www.iul.ac.in/IQAC/Policy.aspx
5.6.2 Non-discrimination policies for transgender	Integral University has formulated a Non-discrimination policy for transgender. https://www.iul.ac.in/IQAC/Policy.aspx
5.6.3 Maternity policy	Integral University has formulated a Maternity policy. https://www.iul.ac.in/IQAC/Policy.aspx
5.6.4 Childcare facilities for students	Integral University has worked hard to serve student mothers by providing easily accessible childcare services since it recognises the special difficulties they confront. These facilities were created especially to assist new mothers in continuing their education and attending university classes without having to worry about childcare arrangements. The goal of IU childcare services is to give student women the peace of mind that they can concentrate on their academics while knowing that their kids are in a loving, safe, and

	supportive environment. The facilities are manned by qualified carers who offer high-quality care and attention, giving kids a safe haven while their moms are at Campus. To guarantee that all students, regardless of their financial situation, have access to these essential services, IU provides free childcare choices. For students from low-income families, free childcare is especially important since it eliminates a huge obstacle to study and enables them to manage their family and academic obligations. In addition to helping student mothers with their immediate academic endeavours, IU childcare services enable them to finish their degrees, look for employment, and maintain a positive work-life balance. This program is a component of Integral University's larger effort to provide a welcoming and family-friendly campus where moms in particular have the tools and assistance they require to thrive in their personal and academic life. It demonstrates IU's commitment to advancing gender equity in education and eradicating obstacles for women. https://www.iul.ac.in/WomenStudyCenter.aspx https://www.iul.ac.in/WGCell/Default.aspx
5.6.5 Childcare facilities for staff and faculty	Integral University provides childcare services because it understands how important it is to support its faculty and staff, especially those who have small children. These amenities are intended to foster a more welcoming, encouraging, and family-friendly workplace by assisting working parents in juggling their obligations to their families and their careers. In order to guarantee that workers, particularly those with little resources, can obtain high-quality childcare without having to pay extra, the university offers free childcare services to its faculty and staff. Parents who might have financial obstacles when trying to get childcare services would especially benefit from this. The purpose of childcare facilities, which are manned by qualified professionals, is to give kids a secure, cosy, and stimulating environment while their parents attend to their work or school obligations. These childcare options are a part of Integral University's larger efforts to create a welcoming campus community for families, assist teachers and staff in juggling work and family obligations, and advance gender parity in the workplace.
5.6.6 Women's mentoring schemes	Integral University provides specialised women's mentorship programs to help female students advance both academically and personally. These initiatives are intended to give Indigenous women from the most underprivileged and underdeveloped areas direction, support, and professional development. Through the mentoring programs, female students are paired with seasoned mentors, typically senior academics, senior staff, and senior students who offer them emotional support, career guidance, and tailored advice. This aids women in overcoming obstacles, navigating their academic path, and developing self-confidence. Additionally, mentors are essential in assisting students with networking opportunities, skill development, and career preparation. All students must actively participate in these activities, and Integral University places a high premium on the percentage of female students who participate in these mentorship programs. IU contributes to the development of a nurturing, empowering atmosphere that supports women in achieving academic and professional success by guaranteeing that a sizable percentage of female students gain from mentoring.
5.6.7 Track women's graduation rate.	In order to keep tabs on female students' academic development and guarantee that they have equal opportunity for success, Integral University actively monitors the graduation rates of female students. In order to find any discrepancies or gaps in academic performance and results, the institution gathers and examines statistics on the chance of women graduating in comparison to their male counterparts. An annual gender-sensitive action plan is in place at the university. https://www.iul.ac.in/IQAC/GenderEquity.aspx Every year, a gender audit is carried out, which includes the following:

	1. To spot inequalities, enrolment, retention, and graduation rates are routinely tracked and broken down by gender. 2. Analysis of university-wide trends in academic achievement to comprehend the difficulties women encounter. 3. Utilising academic and socioeconomic data, factors like dropout rates and performance discrepancies that affect women's chances of graduating are evaluated. 4. Focus groups and surveys to learn more about the obstacles facing female students' academic achievement. In order to close the gender gap and guarantee that female students have the tools and assistance they require to finish their degrees, Integral University conducts targeted schemes and support programs when any gaps are found. Among these initiatives could be: 1. Programs for academic support. 2. Counselling and mentoring. 3. Financial help and scholarships. 4. Adaptable learning choices. 5. Training courses and workshops. 6. There are anti-harassment and gender policies in place. (https://www.iul.ac.in/IQAC/Policy.aspx)
5.6.8 Policies protecting those reporting discrimination.	Integral University has formulated a Policies protecting those reporting discrimination. https://www.iul.ac.in/IQAC/Policy.aspx
5.6.9 Paternity policy	Integral University has formulated a Paternity policy. https://www.iul.ac.in/IQAC/Policy.aspx