

GENDER=EQUALITY



SDG-5
GENDER EQUALITY

Sustainable Development Goal 5 (SDG 5) is focused on achieving gender equality and empowering all women and girls. The goal aims to end discrimination, violence, and harmful practices based on gender. The basic aim is to achieve gender equality and empowering women and girl. Here are the key targets and indicators outlined under SDG 5:

- End all forms of discrimination and violence against all women and girls in public and private spheres, including trafficking and sexual exploitation.
- Eliminate all harmful practices such as child, early, and forced marriage and female genital mutilation.
- Ensure equal participation and leadership opportunities for women at all levels of decision-making in political, economic, and public life.
- Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Program of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
- Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws.
- Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.
- Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

COMSATS University believes that achieving gender equality is not only a fundamental human right but also crucial for a sustainable and equitable world. SDG 5 addresses a wide range of

gender-related issues and aims to create a world where women and girls have the same opportunities and rights as men, in all aspects of life. It plays a pivotal role in the broader agenda for sustainable development.

COMSATS University Islamabad has a systematic process in place to measure and track women's application rates, acceptance, and entry. This kind of data collection and reporting can be valuable in promoting gender equity and diversity in higher education. By regularly monitoring and sharing this information with the Higher Education Commission of Pakistan, the University can contribute to informed decision-making and policies aimed at improving access and opportunities for women in higher education. It also allows for accountability and transparency in addressing any disparities that may exist in the application and admission processes.

As a result of systematic measurement and tracking of women's application rate, the acceptance of women is around 42% of the total enrollment whereas in 2022 approximately 37% of the intake was of females.

According to COMSATS University Charter, "clause 5(1) of CUI Act No. XI of 2018 " The University shall be open to all persons of either gender and of whatever religion, race, creed, class color or domicile, and no person shall be denied the privileges of the University on the grounds of religion, race, caste, creed, class, color or domicile."

COMSATS University Islamabad has an open merit policy that allows women to compete for admissions and job opportunities without any gender bias.

COMSATS University Islamabad takes all measures to provide mentoring, scholarships, and all relevant access to its female students and staff, different activities were performed during 2022 to facilitate them for women's access schemes.

As per COMSATS Institute of Information Technology (CIIT), Employees Leave Rules, 2006 Clause 11 states: A female employee shall be entitled to maternity leave with pay for a period not

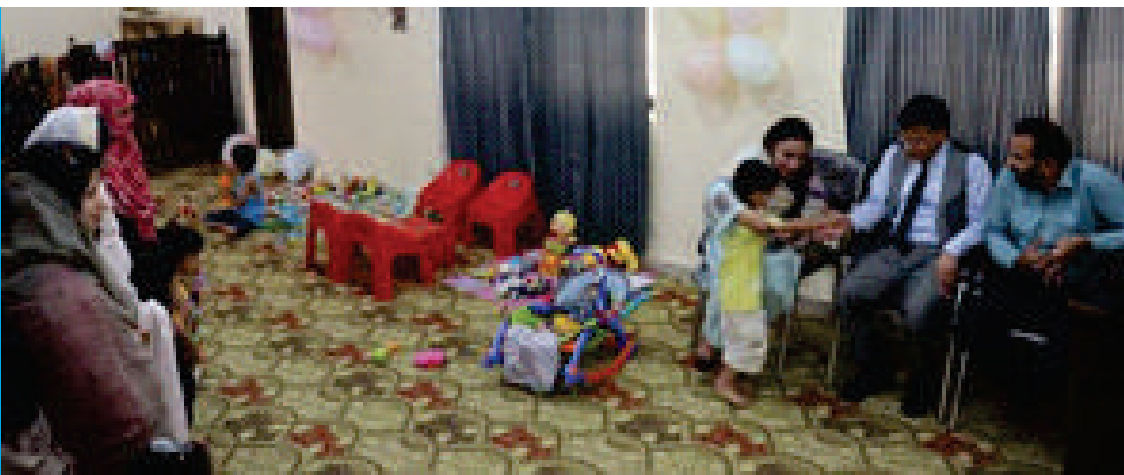
exceeding continuous 90 days, provided that the date of confinement falls within the period of the leave and the leave does not exceed 45 days beyond the date of confinement.

Maternity leave shall not be granted more than two times in the entire service of a female employee. Maternity leave shall not be debitable to the earned/causal leave.

Maternity leave shall be granted to a female employee who has completed at least one year of satisfactory and uninterrupted service.

On the occasion of International Women's Day, a prestigious event and seminar on Women's Empowerment was organized at e-Rozgar Center in collaboration with Paigham-e-Pakistan, Dukhtran-e-Pakistan and COMSATS University Islamabad, Sahiwal campus on March 1, 2022.

The Daycare Center is established at COMSATS University Islamabad within campus premises at each campus. The Daycare center has facilities both for infants and toddlers and the centers have a capacity of catering to 50 children.



COMSATS University Islamabad has established a Women in Engineering (WIE) society. The mission of IEEE WIE CUI is to facilitate global inspiration, engagement and advancement of women in technical disciplines. IEEE WIE envisions a vibrant community of IEEE women and men collectively using their diverse talents to innovate for the benefit of humanity. This

global network connects nearly 20,000 members in over 100 countries to advance women in technology at all points in their lives and careers. IEEE WIE members make lifelong friendships, acquire influential mentors, and make a difference for the benefit of humanity.



Women Empowerment through Quality Education: High quality education at CUI Wah enables women to accomplish more in their career, social and economic lives.

from the Department of Civil Engineering/member of UNESCO Chair on Knowledge Systems

for Integrated Water Resources Management (IWRM) was attended the online training titled "Training on Empowering Women in Geospatial Information Technology - 2022 edition from

August 16-19, 2022. The training was organized by the International Centre for Integrated Mountain Development (ICMOD) and the Bangladesh Forest Department (BFD) within the

framework of the SERVIR-HKH Initiative supported by the United States Agency for International Development (USAID) and National Aeronautics and Space Administration NASA).



Awareness Seminar

Ms. Bakhtawar Nawaal, ASSR IEEE region 10 Islamabad delivered a seminar on December 16, 2022 to share the benefits and encourage the female engineering students to join the IEEE to generate the pool of resources and get benefits from the opportunities that keep them updated on the advancements and developments in

technology. They briefed that by getting membership they can easily get access to the largest library of electrical engineering, computer science and electronics technical literature news and events. IEEE provided a platform to engineers to directly interact to gain or acquire latest knowledge on technology trends. The seminar ended with a vote of thanks by the Associate Professor, Prof. Dr. Nadia Nawaz.



Acknowledgment:

To acknowledge the hard work in recognition of faculty members/staff efforts in their efforts for successful conduct of accreditation visits by the Pakistan Engineering Council (PEC) and National Business Education Accreditation Council (NBEAC) in the

year 2022. In his address, Director Campus emphasized that sustainability in job responsibilities will boost the employee

morale which promotes productivity in achieving long-term success in their career. He encouraged employees to put extra effort and be consistent in performing their duties with full dedication for the success of the institution.

e-Rozgar Seminar for Women Empowerment on the eve of the International Women's Day.

On the occasion of International Women's Day, a prestigious event and seminar on Women's Empowerment was organized at e-Rozgar Center in collaboration with Paigham-e-Pakistan, Dukhtran-e-Pakistan and COMSATS University Islamabad, Sahiwal campus in which Mrs. Muniba Khawar Shahzad (Provincial Coordinator Punjab of Dukhtran-e-Pakistan) participated as Chief Guest. Speakers included Mr. Safdar Ali, Focal Person of e-Rozgaar program and PHEC's Youth Counseling Center, Dr. Tariq Ali, Head of Computer Science department, Dr. Najma Abdul Rahman, Incharge Graduate Studies, Mr. Muhammad Asghar, Trainer / Manager of e-Rozgar Center, faculty members, students and entrepreneurs of COMSATS University Islamabad, Sahiwal Campus.



Mrs. Muniba Khawar Shahzad, Provincial Coordinator Punjab, in her address highlighted the importance of Paigham-e-Pakistan, Fifth Generation War and Social issues, PITB's e-Rozgaar Program, TEVTA, Punjab Skill Development, NAVTEC and e-employment program for skills development.

