SDG 5: Gender Equality

Progress Report

2024-25

At O.P. Jindal Global University (JGU), gender equality is embedded as a core institutional value fundamental to fostering an inclusive and empowering academic environment. The university views equitable access to education, leadership, and opportunity as a human right and actively works to remove systemic barriers that hinder the participation of women and gender-diverse individuals.

JGU adopts an intersectional and holistic approach to gender equality, acknowledging that gender-based inequalities often intersect with socio-economic status, caste, ethnicity, disability, and other social factors. This approach ensures that diversity and inclusivity are central to all institutional processes and campus life.

To advance SDG 5, JGU has implemented targeted initiatives such as:

- Integrating gender sensitization modules across curricula to promote awareness and foster inclusive learning spaces.
- Establishing equitable recruitment, retention, and promotion frameworks under the university's human resource policies.
- Operating strong institutional mechanisms to prevent and address sexual harassment and gender-based discrimination.
- Organizing regular workshops, awareness campaigns, and research projects on gender rights and inclusion.
- Partnering with national and global organizations to promote gender justice and leadership opportunities for women and gender-diverse persons.

Through these concerted efforts, JGU continues to strengthen its commitment to gender equality as a pillar of social justice and academic excellence, enabling every member of its community to thrive, lead, and contribute to positive change locally and globally.

Strategic Vision and Institutional Framework

Gender equality is deeply rooted in JGU's mission to foster an inclusive, equitable, and globally engaged academic community. Guided by the university's *Diversity and Inclusion: Towards Building a Diverse, Equitable, and Global University* framework, gender parity is integrated into JGU's institutional diversity indicators.

Key pillars of this institutional vision include:

- Embedding gender inclusivity in governance, policy, and institutional culture.

- Ensuring equitable access to leadership and professional development.
- Advancing gender-responsive teaching, research, and community engagement.

Through these strategies, JGU seeks to translate its commitment to SDG 5 into measurable institutional outcomes.

Research Progress for SDG 5:

## Scholarly output
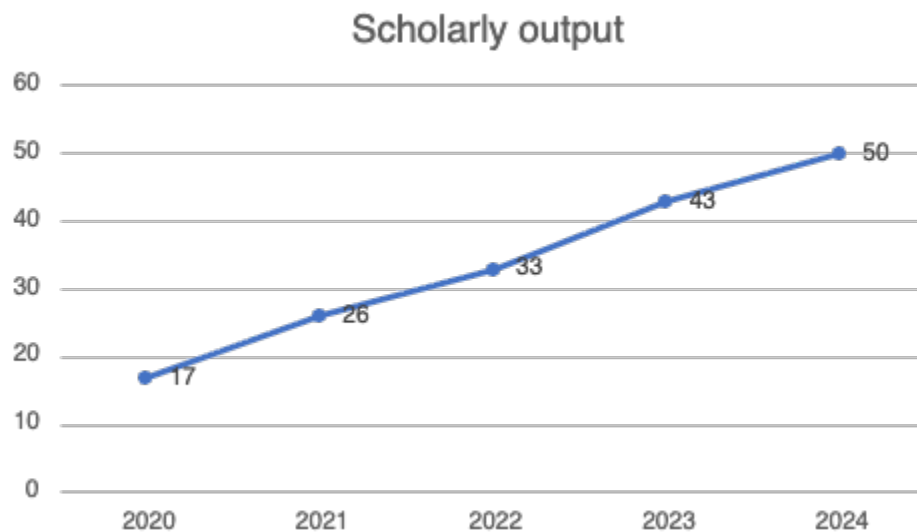


Institutional Mechanisms for Gender Equity

1. Governance and Oversight

JGU's Gender Equity Committee leads policy implementation, compliance monitoring, and annual reporting on gender-related performance indicators. The committee's data-driven evaluations ensure transparency, accountability, and continuous institutional improvement.

2. Policy Architecture

The university's policies reflect its commitment to equity, safety, and inclusion:

- Policy for Non-Discrimination Against Women and Gender Minorities, aligned with national and global human rights frameworks.
- Non-Discrimination Policy for Transgender Persons, ensuring intersectional representation and protection.

- Sexual Harassment Prevention and Redressal Policy, providing confidential, impartial, and survivor-centered grievance mechanisms.

These frameworks collectively safeguard all community members and reinforce institutional integrity.

<u>Women's Representation and Participation</u>

Through sustained efforts in recruitment, retention, and promotion, JGU has achieved significant milestones:

- 46% of the student body and 49% of faculty identify as women.
- 40% of faculty leadership positions and 29% of non-teaching leadership roles are held by women.

These figures reflect deliberate strategies implemented through the Admissions, Outreach, and Human Resourcesdivisions, focusing on gender-balanced hiring and leadership development.

<u>Strategic Targets (2025–2030)</u>

- Achieve a 1:1 gender ratio in faculty.
- Increase women's representation in leadership to 45% within five years.
- Strengthen gender-inclusive recruitment across non-teaching and administrative cadres.

<u>Monitoring Progress and Data Transparency</u>

JGU tracks gender equity through a comprehensive, data-informed system that integrates both quantitative and qualitative assessments.

Quantitative Indicators:

- Gender distribution across undergraduate, postgraduate, and doctoral programs.
- Retention, graduation, and employment outcomes disaggregated by gender.
- Leadership and governance composition by gender.

Qualitative Assessments:

- Campus climate surveys.
- Focus group discussions.
- Committee consultations.

The Meritto (NoPaperForms) CRM platform supports real-time tracking of women's applications, admissions, and enrollments, enabling data transparency and evidence-based planning.

Support Systems and Academic Empowerment

JGU provides structured academic and psychosocial support to women throughout their educational and professional journeys:

- Peer tutoring, academic counselling, and skills workshops addressing gender-based barriers.
- Mentorship programs linking women students and early-career academics with faculty and alumni.
- Targeted leadership and negotiation workshops designed to strengthen confidence and career readiness.

Graduation data, disaggregated by gender and program, informs continuous refinement of institutional policies and interventions.

Scholarships and Financial Inclusion

JGU ensures equitable access through targeted financial aid programs:

- Shallu Jindal Outstanding Women Scholarships – Up to 50% program fee coverage for women pursuing LL.B. and LL.M. degrees.
- Savitri Jindal Merit Cum Means Fellowship – Guarantees financial aid to at least 40% of M.A. (DLB)participants, with half receiving 30% tuition coverage.

These initiatives not only promote access but also recognize excellence and leadership potential among women scholars.

Women in Research and Underrepresented Fields

JGU actively promotes women's participation in traditionally male-dominated disciplines such as law, governance, and international affairs. Key measures include:

- Preparatory courses and mentorship for women applicants.
- Gender-responsive pedagogy training for faculty.
- Research grants prioritizing women scholars and gender integration within research themes.

Collaborations across schools and research centers strengthen interdisciplinary work and amplify women's contributions to scholarship and innovation.

Campus Safety and Inclusive Culture

Ensuring a secure and inclusive campus environment is central to JGU's gender equality agenda.

- Anti-Retaliation Measures: Protect individuals from discrimination and ensure impartial investigation processes.
- Confidential Reporting Mechanisms: Offer accessible, survivor-centered channels for complaints.
- Awareness Campaigns: Promote zero-tolerance for harassment and build a culture of mutual respect and accountability.

Regular training and sensitization programs reinforce gender awareness and respectful behavior across all levels of the university community.

<u>Family-Friendly and Caregiving Support</u>

Recognizing caregiving as a shared responsibility, JGU's family-supportive policies include:

- Maternity and paternity leave exceeding statutory requirements.
- Flexible work and remote arrangements for academic and administrative staff.
- On-campus childcare facilities with extended operational hours.
- Parenting workshops and counseling services supporting work-life balance.

These measures reduce barriers to women's participation and leadership in academia while normalizing shared caregiving responsibilities.

<u>Awareness, Training, and Community Engagement</u>

Gender sensitization is embedded into the university's academic and cultural life.

- Gender awareness modules are integrated across curricula to foster inclusive learning.
- Regular workshops, seminars, and advocacy campaigns are organized in partnership with UN Women, Girl Up, and other global networks.
- Research projects on gender rights and policy reform contribute to national and international dialogues on equity.

These activities collectively advance a culture of inclusivity, empathy, and social responsibility.

<u>Global Partnerships and Collaborations</u>

JGU collaborates with organizations and academic institutions to expand opportunities for women in leadership, research, and innovation. Partnerships with UN Women, Girl Up, and international universities enable cross-border mentorship, policy exchange, and professional development.

Such collaborations not only enhance institutional capacity but also position JGU as a thought leader in advancing gender justice globally.

## Outcomes and Impact

- Substantial progress toward gender parity in faculty and student representation.
- Enhanced data transparency and accountability through systematic gender tracking.
- Expanded mentorship and scholarship programs supporting women's advancement.
- Strengthened policy frameworks and safety mechanisms ensuring equal opportunity.
- Increased participation of women in leadership, governance, and research roles.

These outcomes collectively reinforce JGU's standing as a university where gender equality is a lived reality supported by institutional design and culture.

## Future Priorities (2026–2030)

- Achieve complete gender parity across faculty and senior leadership.
- Expand research grants and fellowships for women in STEM, governance, and sustainability.
- Integrate gender equity indicators into all institutional performance metrics.
- Scale mentorship networks to support alumnae career trajectories and entrepreneurship.
- Deepen global collaborations to advance gender-responsive innovation and policymaking.

## Conclusion

O.P. Jindal Global University envisions a future where gender equality is not only a benchmark of institutional excellence but also a catalyst for societal transformation. By embedding inclusivity across every level of governance, teaching, and community engagement, JGU reaffirms its role as a global leader in advancing SDG 5 — ensuring that every member of its community can learn, lead, and thrive in a world built on equality and justice.