

The Sonipat Declaration



O.P. JINDAL GLOBAL
INSTITUTION OF EMINENCE DEEMED TO BE
UNIVERSITY

A Private University Promoting Public Service



EQUAL FUTURES RESOLUTION

Adopted at the National Convention
on Women in India

O.P. Jindal Global University

MARCH 8-10, 2025

INTRODUCTION

Today, we gather at **O.P. Jindal Global University** to reaffirm our collective commitment to gender equality, social justice, and empowerment. It is imperative to recognize the vital role of women in shaping societies and dismantling systemic barriers that limit their full participation. This commitment aligns with the Sustainable Development Goals (SDGs) and urges immediate action to advance gender justice across all sectors—political, economic, social, and cultural.

To this effect, we adopt the following foundational principles:

The Five Pillars of Gender Justice

W – Work



Widening the idea of valuable and impactful work while addressing the inequalities and challenges that exist in our society.

O – Opportunity



Creating opportunities for all and addressing the systemic barriers that hinder women's participation.

M – Movement



Accelerating the movement for meaningful representation and striving for a more equitable society.

E – Educate



Empowering the community at large through education and amplifying women's voices.

N – Negotiate



Ensuring participation in decision-making processes and creating inclusive and equitable outcomes.

SONIPAT

PRINCIPLES OF GENDER JUSTICE

1 GENDER EQUALITY IN LEADERSHIP, GOVERNANCE, AND PUBLIC LIFE

- Ensure equal political participation by advocating for gender quotas, financial and structural support for women candidates, and leadership training.
- Strengthen gender-sensitive governance in public administration, ensuring women's leadership at all levels of government, bureaucracy, and the judiciary.
- Remove barriers to women's leadership in entrepreneurship, corporate governance, and academia, with increased access to mentorship, capital, and networks.
- Institutionalize gender-responsive budgeting and policymaking at national and local governance levels.

2 ECONOMIC EMPOWERMENT AND FINANCIAL AUTONOMY

- Expand access to education, skill-building, and vocational training to bridge gender gaps in employment and entrepreneurship.
- Ensure equal pay for equal work, enforce labor rights, and eliminate workplace discrimination through policy reforms and corporate accountability.
- Promote women's access to financial services, credit, and investment opportunities, especially for rural entrepreneurs and women-led businesses.
- Recognize and redistribute unpaid care work through social protection measures, paid family leave, and workplace flexibility.

3 LEGAL AND POLICY REFORMS FOR GENDER JUSTICE

- Strengthen legal protections against gender-based violence, harassment, and discrimination, ensuring survivor-centered legal and judicial processes.
- Close the gaps in property rights, inheritance laws, and access to legal aid to enhance women's economic security and independence.
- Enforce strict measures against cyber violence, online harassment, and digital exclusion, integrating gender-responsive technology policies.
- Promote intersectional legal reforms that address caste, class, disability, and other compounded forms of discrimination against women.

4 REPRESENTATION, MEDIA, AND CULTURAL TRANSFORMATION

- Dismantle gender stereotypes in media, literature, and arts, ensuring diverse and authentic representation of women's experiences.
- Promote gender-sensitive journalism and accountability in newsrooms, entertainment industries, and digital platforms.
- Celebrate women's contributions in sports, arts, and culture, advocating for equity in funding, recognition, and opportunities.

5 EDUCATION, TECHNOLOGY, AND INNOVATION FOR GENDER EQUITY

- Advance STEM education and digital literacy for women and girls, ensuring their participation in emerging industries and the tech sector.
- Close the gender gap in higher education leadership, ensuring equitable representation among faculty, researchers, and institutional decision-makers.
- Promote gender-inclusive urban planning, workplace design, and digital infrastructure to ensure safety, accessibility, and mobility.

6 CLIMATE JUSTICE AND SUSTAINABLE DEVELOPMENT

- Recognize and amplify the role of women as leaders in climate action, advocating for gender-responsive environmental policies.
- Invest in sustainable livelihoods for rural and indigenous women, ensuring access to land, water, and climate-resilient resources.
- Address the gendered impacts of climate change on health, displacement, and economic opportunities through holistic policy interventions.

7 COLLECTIVE ACTION AND MOVEMENT BUILDING

- Strengthen civil society, feminist organizations, and grassroots movements, ensuring sustained advocacy for women's rights.
- Promote intergenerational dialogue and collaborative partnerships between institutions, activists, and policymakers.
- Foster global and national solidarity, aligning with international frameworks like CEDAW, SDGs, and ILO conventions on gender equality.

OUR PLEDGE AND COMMITMENT

WHEREAS:

- Recognizing that persistent gender disparities continue to undermine social justice and equal opportunity;
 - Acknowledging that evidence-based research is critical in informing effective policies and practices for gender equality;
 - Affirming that innovative policy development, leadership empowerment, and collaborative engagement are essential for sustainable progress;
 - Emphasizing the importance of institutional accountability in advancing gender inclusivity across all sectors;
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WE RESOLVE TO:

1 DRIVE EVIDENCE-BASED RESEARCH

- Establish an annual Gender Gaps Policy Brief/Assessment Report to capture trends, identify gaps, and provide actionable insights to inform policy and practice.

2 FOSTER INNOVATION

- Actively engage stakeholders—including policymakers, academic experts, and community representatives—in developing and advocating for progressive gender practices that promote inclusivity, equality, and greater access to technology and technological advancements.

3 BUILD CAPACITY & EMPOWER LEADERSHIP

- Introduce women's leadership training programmes and short-term interdisciplinary certification courses in women and gender studies.
- Provide support for advanced academic pursuits, including Ph.D. programmes, to build expertise and capacity in the field of gender justice.

4 FACILITATE COLLABORATIVE ENGAGEMENT

- Organize an annual conference on women and gender studies, serving as a dynamic forum for dialogue, research-sharing, and networking among scholars, activists, policymakers, and government representatives.

5 PROMOTE INSTITUTIONAL ACCOUNTABILITY

- Develop a National Gender-Sensitivity Index to evaluate universities, workplaces, and government institutions based on their commitment to gender inclusivity.
- Foster accountability and encourage best practices in advancing workplace equity, leadership representation, and safe-space standards.

6 STRENGTHEN INSTITUTIONAL SUPPORT MECHANISMS

- Conduct regular workshops on unconscious bias and gender sensitization for faculty, staff, and students.
- Ensure women's representation in decision-making bodies and implement gender-responsive policies that create safe, inclusive, and equitable work places.
- Promote policies that support work-life balance, wellness, and holistic institutional frameworks for gender justice.



VOICES OF VISION, BY: "GAUTAM RAHUL", THE CONSTITUTION MUSEUM & THE RIGHTS AND FREEDOMS ACADEMY AT O.P. JINDAL GLOBAL UNIVERSITY, SONIPAT

CONCLUSION

The Equal Futures Resolution – The Sonipat Declaration, 2025 is a framework for transformative change. It serves as a collective commitment to dismantle systemic inequalities, promote gender justice, and empower the next generation of changemakers.

As we mark International Women's Day 2025, we pledge to take bold steps toward a world where women and gender-diverse individuals have equal access to opportunities, resources, leadership, and justice.

This declaration stands as a call to action, a policy roadmap, and a unifying commitment toward achieving Equal Futures for all.

Adopted on March 10, 2025, at the National Convention on Women in India, O.P. Jindal Global University, Sonipat.





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