



GOAL 5

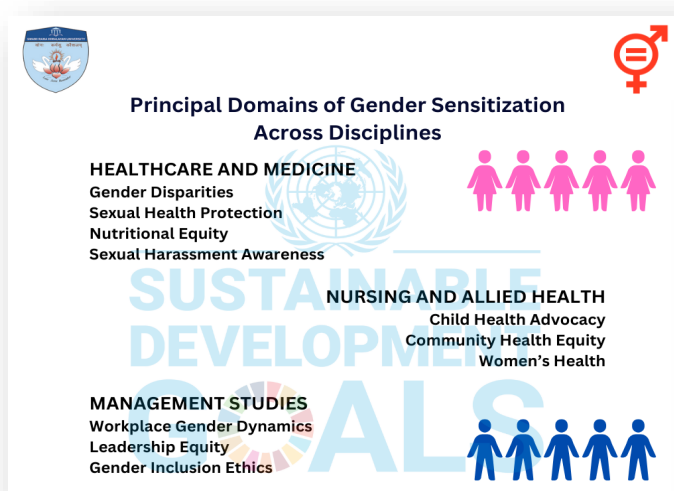
GENDER EQUALITY

SRHU is committed to promoting an inclusive, equitable, and empowering environment for all, in accordance with the principles of **SDG 5: Gender Equality**. The University has implemented a variety of initiatives to address critical issues, including safety, inclusion, and empowerment, in recognition of the critical role of education in dismantling gender-based barriers. The University aspires to establish a campus culture that is inclusive and free from discrimination or inequality by implementing gender-sensitive academic programs, awareness campaigns, robust safety measures, and supportive policies. This dedication is indicative of the University's aspiration to establish a sustainable future that is anchored on mutual respect and equity.



Curricular Integration on Gender

SRHU is dedicated to promoting gender equality and awareness through a multidisciplinary approach integrated into the curriculum. **14% of courses** available across diverse curricula specifically focus on gender sensitivity issues, demonstrating our commitment to Sustainable Development Goal (SDG) 5 - Gender Equality.



Multiple courses in the University's curriculum are specifically crafted to contribute to the objectives of SDG 5, fostering gender equality, empowering women, and tackling gender-based inequalities. Significant courses that correspond with the varied objectives of SDG 5:

- **Community Medicine (MBBS302):** Concentrates on mitigating gender-based health inequities and fostering equitable healthcare access, thereby aligning with **SDG 5.1** and **5.A**.
- **Forensic Medicine & Toxicology (MBBS301):** Offers extensive instruction in the management of medico-legal situations, especially those involving gender-based violence, in accordance with **SDG 5.2**.
- **General Medicine (MBBS401):** Emphasizes the significance of unpaid caregiving, promoting the distribution of caring tasks in alignment with **SDG 5.4**.
- **Physiology (MBBS102) and Biochemistry (MBBS103):** Provide essential knowledge in reproductive health, guaranteeing universal access to sexual and reproductive health services, in accordance with **SDG 5.6**.



The incorporation of gender-related themes provides students with an enhanced comprehension of gender-related challenges and inequities. While enhancing practical competencies to tackle gender-based issues in professional and societal contexts.

Gender Sensitization Programs

In accordance with Sustainable Development Goal (SDG) 5, which aims to attain gender equality and empower women and girls, our University has implemented a series of effective gender sensitization and awareness initiatives. These efforts seek to cultivate an inclusive and equitable campus atmosphere, enhance knowledge of gender issues, and encourage behavioral transformation towards gender equality among all stakeholders.

Gender Sensitization sessions

In 2023-24, the University conducted **19** gender sensitization programs, with a total of **852** participants, comprising students, teachers, and staff members. Key issues discussed throughout these sessions encompassed gender stereotypes, workplace equality, gender-based violence, and the significance of women's empowerment in education and society. These sessions exhibit the University's dedication to fostering a gender-sensitive academic atmosphere and substantially enhance our initiatives to promote SDG 5.



Gender equality is a **human right**
and a prerequisite for **peace & progress**



Sessions on Gender Sensitization for academic year 2022-23

| S. N. | Date | Activity | College/School | No. of Participants | Links |
|-------|------------|--|---|---------------------|---------------------------|
| 1. | 20.05.2023 | Sensitization session for newly joined employees | Department of Human Resources | 10 | More info |
| 2. | 08.05.2023 | Sensitization session for newly joined employees | Department of Human Resources | 2 | More info |
| 3. | 28.04.2023 | Sensitization session for newly joined employees | Department of Human Resources | 15 | More info |
| 4. | 20.04.2023 | Sensitization session for newly joined employees | Department of Human Resources | 3 | More info |
| 5. | 05.04.2023 | Sensitization session for newly joined employees | Department of Human Resources | 7 | More info |
| 6. | 28.03.2023 | Sensitization session for newly joined employees | Department of Human Resources | 6 | More info |
| 7. | 17.03.2023 | Sensitization session for MBBS students (Batch 2021) | Himalayan Institute of Medical Sciences | 153 | More info |
| 8. | 15.03.2023 | Sensitization | Department of | 5 | More info |



| | | | | | |
|-----|------------|---|--|-----|---------------------------|
| | | session for newly joined employees | Human Resources | | |
| 9. | 13.03.2023 | Sensitization session for newly joined employees | Department of Human Resources | 6 | More info |
| 10. | 03.03.2023 | Sensitization session for newly joined employees | Department of Human Resources | 3 | More info |
| 11. | 09.02.2023 | Sensitization session for newly joined employees | Department of Human Resources | 10 | More info |
| 12. | 14.09.2022 | Sensitization Program for B Tech 1st year students (Batch 2022) | Himalayan School of Engineering and Technology | 35 | More info |
| 13. | 13.09.2022 | Sensitization Program for B.Sc. and M.Sc. Ist year students | Himalayan School of Biosciences | 34 | More info |
| 14. | 10.09.2022 | Sensitization Program for Nursing students (Batch 2021 & 2020) | Himalayan College of Nursing | 25 | More info |
| 15. | 10.09.2022 | Sensitization Program for MBBS students (Batch 2020) | Himalayan Institute of Medical Sciences | 141 | More info |
| 16. | 07.09.2022 | Sensitization | Himalayan | 44 | More info |



| | | Program for HSYS students | School of Yoga Sciences | | |
|-----|------------|--|---|-----|---------------------------|
| 17. | 01.09.2022 | Sensitization Program for M.Sc. Clinical Research & Epidemiology students (Batch 2021 and 22) MHA students (Batch 2021 and 22) | Himalayan Institute of Medical Sciences | 25 | More info |
| 18. | 29.08.2022 | Sensitization Program for MBBS students (Batch 2019) | Himalayan Institute of Medical Sciences | 144 | More info |
| 19. | 26.08.2022 | Sensitization Program for B.Com (Hons.), BBA & MBA (Batch 2022) | Himalayan School of Management Studies | 84 | More info |

Support for Women's Empowerment

SRHU is dedicated to promoting gender equality and strengthening women through specific activities. Recognizing the significance of overcoming barriers in women's education and career advancement, following initiatives to promote women's empowerment:

- **Maternity Leave and Workplace Equality**

The organization acknowledges the significance of balanced work-life and wellness by providing **90 days** of maternity leave to its female employees. This strategy is crucial in assisting working mothers by providing sufficient time for recuperation and childcare. This



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corresponds with SDG Target 5.4. ([For more information](#)). We also affirm our firm commitment to equitable recruitment and employment practices, ensuring that all job applicants and employees are treated equally, irrespective of their gender or any other distinguishing characteristics. ([For more information](#))

- **Fee Concession for Female Candidates**

To promote participation of women in higher education, especially in technical fields, the institution provides **merit-based fee concessions** for female students.

- **Eligibility:** Top 5 female candidates admitted to the **B. Tech CSE Program** based on merit are eligible.
- **Concession Details:** A one-time fee concession equivalent to **25% of the tuition fee for the first year** is granted. This scholarship is distributed over the academic year.

This initiative directly supports **SDG Target 5.1** and **SDG Target 5.5** ([For more information](#))

Further, the inauguration of the Women Empowerment Center reflects **SDG 5.C**, as it institutionalized policies and frameworks to promote gender equality, thereby guaranteeing ongoing progress.



Sessions such as "*Women empowerment through virtual training program*" ([For more information](#)) contribute to **SDG 5.5** by empowering women with technological skills, thereby enabling them to participate more actively in leadership and decision-making roles, while also



contributing to **SDG 5.B** by improving the technological proficiency of women through 70-hour ICT-focused curriculum, thereby effectively bridging gender disparities in technology.

Inclusive and Safe Campus Environment

The University has implemented a variety of initiatives that are designed to promote women's empowerment, nurture gender equality, and establish a safe and supportive environment for women.

- **Internal Complaints Committee (ICC)**

In compliance with the UGC (Prevention, Prohibition, and Redress of Sexual Harassment of Women Workers and Students in Higher Education Institutions) Regulations, 2015, the University has established the Internal Complaints Committee (ICC). The ICC is responsible for investigating and resolving complaints concerning sexual harassment in the workplace.

- **Mechanism for Resolving Grievances:** The ICC reports incidents to the appropriate authorities and ensures that complaints are redressed in a timely and equitable manner.
- **Annual Reporting:** The annual submission of comprehensive reports to higher authorities for oversight and further action includes documentation of incidents, the actions taken, and preventive measures.

This initiative is in alignment with **SDG Target 5.2**, which is to eradicate all forms of violence against women and girls in both public and private settings, including sexual and other forms of exploitation. [\(For more information\)](#)

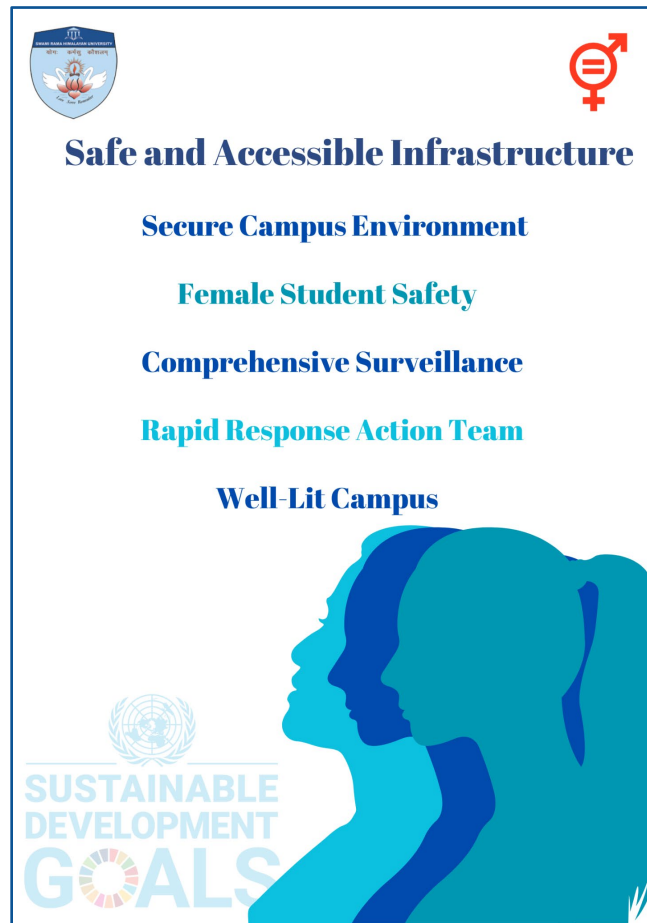
- **Safe and Accessible Infrastructure:**

- The University provides a safe environment for female students and staff, focusing on essential elements of safety and empowerment. The placement of security personnel at certain checkpoints, coupled with the appointment of full-time female wardens in hostels, advances **SDG 5.2** by proactively mitigating risks of assault, harassment, or abuse on campus. These steps establish a safeguarding atmosphere that allows female students to pursue their study without apprehension.
- There are **1,800** CCTV cameras placed at strategic locations, together with the establishment of an "Action Team" equipped to manage emergencies, enhance



safety infrastructure and bolster **SDG 5.2** by instituting systems for the prevention, detection, and effective response to accidents.

- Well-lit streets, supported by generator systems, guarantee safety at night, solving a critical issue regarding women's security. This corresponds with **SDG 5.4** by cultivating a sense of autonomy and safety for female students, enabling them full participation in campus life and academic pursuits.

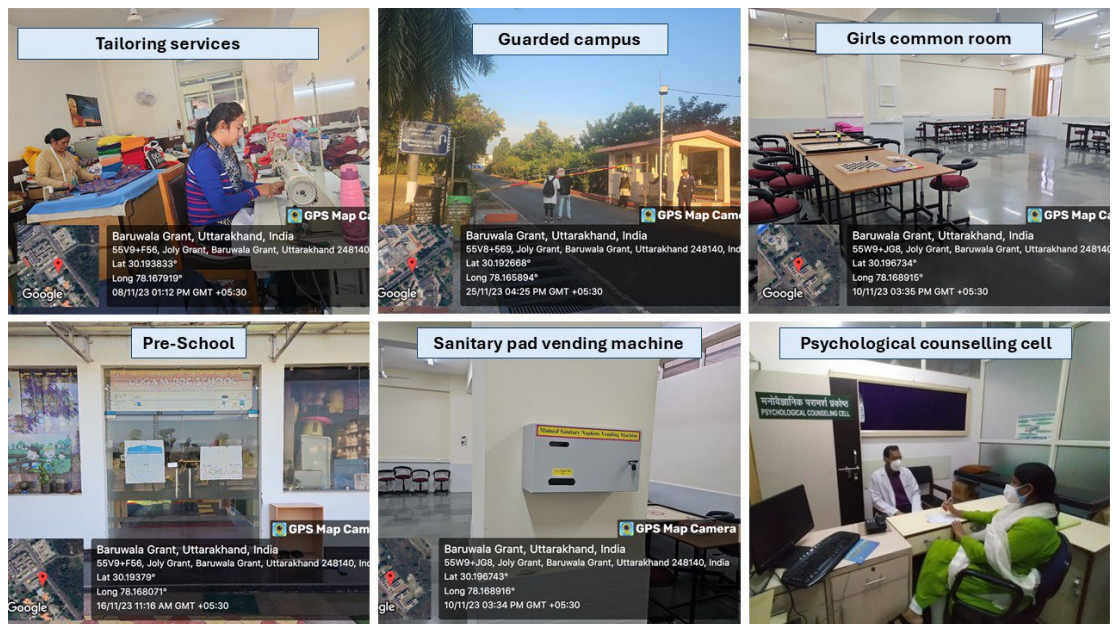


- **Gender-Sensitive Campus Initiatives**

- Distinct common areas for males and females, furnished with necessary amenities, fulfill **SDG 5.4** by catering to gender-specific needs. The installation of sanitary pad vending machines and waste disposal units in the girls' common areas underscores the University's commitment to women's health and hygiene, thereby advancing **SDG 5.6**.



- The Udgam Pre-school and Day-care Facility, along with the Vidya School on campus, directly contribute to **SDG 5.4** by fulfilling the childcare needs of working parents and students, especially women. These facilities, encompassing childcare, audio-visual activity rooms, and a designated area for nursing moms, alleviate the caregiving duty frequently disproportionately assigned to women, thus fostering gender equality.
- Supplementary facilities, such a parlor, tailoring services, and food stores on campus, reduces the necessity for female employees and students to exit the grounds for daily essentials, thereby supporting **SDG 5.A**.



Promoting Inclusive and safe environment



Measuring Progress: Gender Audit

SRHU strives to promote gender equity at all levels of the University, aligning its efforts with **SDG Target 5.1** and **5.5** (ensure women's full participation in decision-making). The gender ratio of 0.9:1 (male to female) signifies proportional representation, with women being most prevalent in faculty roles, student enrollment, and committee composition. Male students are outnumbered by female students, with 1,743 female students and 1,150 male students, resulting in a student gender ratio of 0.7:1. Among the staff, the ratio stands at 1.1:1, reflecting near parity in employment opportunities, addressing **SDG Target 5.4**

The University maintains inclusivity in governance, supporting **SDG Target 5.5** by ensuring diverse representation in decision-making. The Student Council achieves perfect parity with a 1:1 ratio, while committees such as the Internal Complaints Committee have a female-majority ratio of 1:5 (male to female), promoting gender equity in addressing workplace grievances (**SDG Target 5.C**). Women are well-represented in critical bodies such as the Academic Council (1.8:1), the Anti-Ragging Committee (1.1:1), and the Internal Quality Assurance Committee (2:1), demonstrating the University's ongoing commitment to SDG 5.

Promoting Women in Research and Innovation

The University assures that the research, development, and innovation of its constituent schools and colleges reflect equality in spirit and gender. This objective, which is affirmed in the University's research policy, emphasizes the institution's commitment to the promotion of impactful research that addresses gender-specific challenges and contributes to societal advancement. ([For additional information](#))

- **Research Publications**

The University has made substantial scholarly contributions that emphasize the empowerment, safety, and health of women. Some of the most significant publications are:

- "Does Female Sexuality Decrease in Pregnancy?: A Cross-sectional Questionnaire-based Study"

<http://dx.doi.org/10.2174/1573404819666220902113305>



- "Are Health Caregivers Safe from Workplace Violence? A Cross-sectional Study on Workplace Safety from Tertiary Care Hospital of Uttarakhand"
<https://doi.org/10.47203/IJCH.2022.v34i04.004>
- "Domestic Violence: Rehabilitation Programme for the Victim and Violent/Predator Simultaneously"
<https://doi.org/10.1080/19371918.2021.2019165>
- "Socio-economic Correlates of Body Mass Index, Blood Pressure and Contraceptive Use by Reproductive age-group Females"
<https://doi.org/10.47203/IJCH.2022.v34i02.020>

These publications contribute to **SDG 5.2** and **SDG 5.6** by addressing key gender-specific challenges.



● Sponsored Projects Supporting SDG 5

In addition to publications, the University is actively involved in sponsored research projects aimed at improving women’s health outcomes:

- **Establishment of Population-Specific Reference Range of Thyroid Hormones in Iodine Deficient Population during Pregnancy: Uttarakhand Himalaya:**
The project aims to enhance maternal health by developing population-specific reference ranges for thyroid hormones, addressing **SDG 5.6**.



- **Prevalence of Gestational Diabetes Mellitus in Rural Dehradun: A Population-based Study:** Focuses on the prevalence and impact of gestational diabetes in rural settings, contributing to better health outcomes for pregnant women and aligning with **SDG 5.4** and **SDG 5.6**. ([For more information](#))

By promoting gender-sensitive research and fostering innovative solutions, the University plays a pivotal role in advancing gender equality and improving the quality of life for women in the region.

Women's Health and Well-Being

- **Health and Wellness Programs for Women:**

SRHU actively aligns its health and wellness programs for female students with specific **SDG 5 targets**. Through initiatives like **World Breastfeeding Week** ([more info](#)), which supports **Target 5.6**, the university emphasizes maternal health and well-being. Awareness campaigns such as the **Nukkad Natak on Gender Reversal** ([more info](#)) and **Domestic Violence** ([more info](#)) address **Target 5.2** by promoting conversations around gender equity and domestic violence prevention. Menstrual hygiene summit ([more info](#)) further reinforce **Target 5.1** by addressing health inequities and empowering women with critical knowledge and resources. Collectively, these programs reflect SRHU's commitment to fostering gender equality and holistic development for women.

- **Counseling and Support Services:**

The Psychological Counselling Cell managed by the Clinical Psychology Department, supports **SDG 5.2** by offering confidential and non-judgmental treatment for sexual, emotional, or psychological concerns. This effort guarantees prompt assistance, enhancing a safer and more responsive campus atmosphere.



**Equality Equals
Progress**

Bring back the
balance.

Make SDG#5
a reality!



Community Engagement and Outreach

The University enhances women's empowerment through its partnership with the **Rural Development Institute** (RDI), promoting women's leadership by training community health professionals and assisting over **200,000 women** and **19,000 children**. This initiative has improved the participation of women in local governance and frontline health roles, fostering social transformation. Moreover, SRHU has played a pivotal role in developing inclusive materials, like Braille books on menstrual hygiene, thereby enhancing accessibility and addressing gender-specific health requirements.

Maternal and Child Health Camps

A total of 73 maternal and child health camps were conducted every Wednesday and Saturday at government health facilities and Anganwadi centers. These camps provided a comprehensive package of services, including general health examinations, risk assessments, basic investigations (e.g., Hb and urine albumin testing), and distribution of essential medicines like IFA and calcium tablets. Counseling sessions on nutrition, hygiene, institutional deliveries, and family planning further empowered women to make informed health decisions.

- 1,355 pregnant and lactating women received care.
- 160 high-risk pregnancies were managed with services like transportation, treatment, and distribution of 105 nutrition kits for women with severe anemia.
- Training sessions were conducted for frontline health workers, ASHAs, and Anganwadi workers to enhance community outreach.





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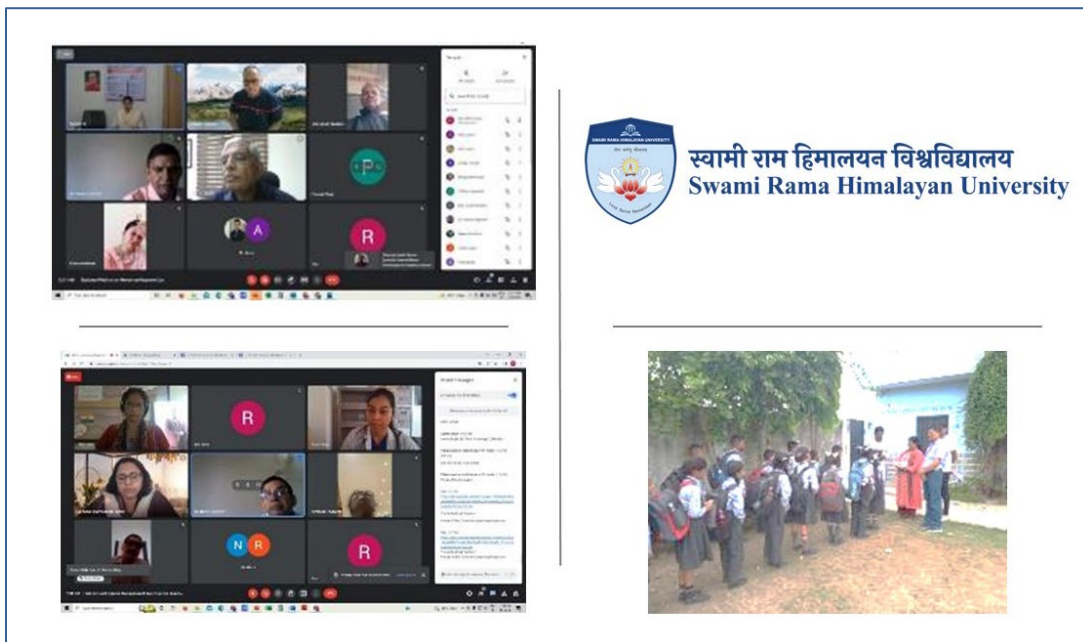
Village Health, Sanitation, and Nutrition Days (VHNDs)

Monthly VHNDs were strengthened with health camps and counseling sessions on topics such as family planning, nutrition, and hygiene, fostering community-level awareness and improving healthcare access.



Menstrual Hygiene and Saafkin Distribution

To address menstrual hygiene, 300 reusable sanitary napkins (Saafkins) were distributed among adolescent girls using unsafe alternatives. Additionally, online training on menstrual hygiene management (MHM) for teachers was initiated, supported by the Director of the Department of Education, Uttarakhand.





Nutrition Awareness and World Nutrition Week

World Nutrition Week (September 1–7, 2022) focused on the theme "Celebrate a World of Flavors." Women were educated on preparing nutritious meals using local produce like Koda, Jhangora, and seasonal vegetables, especially for pregnant women and adolescents.



Holistic Health Workshops

Weekly workshops on holistic health for women included practical sessions on breath awareness, relaxation techniques, and posture improvement. 37 women participated, learning methods to promote physical and mental well-being.





Women-Led Media Initiatives

A women-led media team produced 49 films and documentaries addressing critical issues like nutrition, holistic health, and teacher training. These initiatives amplify awareness and encourage positive behavioral changes.



By addressing maternal health, menstrual hygiene, nutrition, and holistic wellness, the university's initiatives significantly contribute to empowering women, fostering gender equality, and aligning with the goals of SDG 5.