



SDG 5: Gender Equality

Gender equality is a fundamental human right, and a foundation for a peaceful, prosperous and sustainable world. Providing women and girls with equal access to education is a key part of delivering gender equality, Ziauddin university also have a wider role to drive forward gender equality in their communities therefore, University plays their role to provide all times access and supporting academic progression of women,

- **Policy of non-discrimination against women and transgender?**

It is published in ZU Code book and ZU Act 1995, Chapter 2 Section 4, Heading University Open to All, Page No.5.

"The University shall be open to all persons of either sex of whatever religion, race, creed, colour or domicile who are academically qualified for admission to the course of study offered by the University and no such person shall be denied the privileges on the ground only of sex, religion, creed, race, class or colour of domicile."

Ziauddin University seeks to maintain a positive and healthy working environment for all of its students, staff and faculty members. Therefore, ZU has also a policy against discrimination with proper committee to handle these complaints with proper inspection. In case of a problem raised by a student/ staff/ faculty member all efforts are made to resolve the issue in the workplace fairly, efficiently, maintaining a non-discriminatory approach and within a reasonable timeframe. This policy provides a formal mechanism for resolution of problems and complaints if and when brought to the notice of university authorities. It ensures that steps for handling grievances are clear, transparent and accessible and lead to appropriate resolution.

- **Tracking Women access measures:**

Ziauddin University always supporting an academic progression of women. and purposefully monitor the gap of enrollment, graduates and employment between male and female. Ziauddin University has been always encouraging to females in various fields of study and departments. it has been observed that the ratio of female graduates/ employees in Ziauddin University is always greater than that of male.

Ziauddin University has a proper portal to measure the women activities, which track the following things:

- Women's application rate
- Women's application enrollment or acceptance rate.
- Women's graduating status and purposefully monitor the gap of graduates between male and female.

The image shows a digital sign-in interface for Ziauddin University. At the top left is the university's circular logo, and to its right is the text 'ZIAUDDIN UNIVERSITY' in a bold, green, sans-serif font. Below this is a white rectangular box containing the sign-in form. The form has a header with a person icon and the text 'Sign In'. It includes two input fields: 'E-mail' with a sub-label 'User Name' and an envelope icon, and 'Password' with a sub-label 'Password' and a lock icon. Below the password field is a blue link that says 'Forgot your password?'. At the bottom right of the form is a dark grey button with the text 'Sign In' in white.



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- **Encourage Women's participation scheme:**

Ziauddin University promotes females in every program offered by the university. There is no discrimination for all with easy eligibility criteria so that more women can get admission each year.

Ziauddin University also launches various programs specific to women interests such as clinical Psychology, Interior designing, human nutrition & dietetics, food sciences etc. All these practices' purpose is to approach maximum females who are underrepresented in many fields.

ZU has initiated an award category Women in STEAM (Science, Technology, Engineering, Arts & Medicine) to empower women & their achievements for community in their expert field where they are underrepresented.

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WOMEN IN STEAM AWARDS

Ziauddin University wishes to honor talented women in the fields of science, technology, engineering, arts and medicine/mathematics (STEAM) with the Women in STEAM Awards (WISTEAM). These Awards shall be an annual event to celebrate Pakistani female scientists, educators, entrepreneurs, and professionals, who are making a positive difference in their communities. Its aim is to highlight and celebrate the accolades of up-and-coming inspirational talent, and to help create a new generation of female role models.

NOMINATION CATEGORIES

MEDICINE AND HEALTH SCIENCES

LAW & WOMEN RIGHTS

SPORTS & FITNESS

AGRICULTURE & LIVESTOCK

ENGINEERING & TECHNOLOGY

MEDIA & LITERATURE

NURSING & FEMALE HEALTH

PHARMACY & THERAPY

LIFE-TIME ACHIEVEMENT

WOMEN UNDER 30

SUB CATEGORIES

INDUSTRY/PROFESSIONALS ACADEMIA/RESEARCHERS ENTREPRENEURS/SOCIETY

IMPORTANT DATES

LAST DATE TO SUBMIT
YOUR NOMINATIONS
FEBRUARY 14, 2022

JURY ASSESSMENT
FEBRUARY 28, 2022

EVENT
MARCH 11, 2022

SCAN TO SEND US
YOUR NOMINATIONS



+92 21 35862937-9

<https://zu.edu.pk/zu-wisteam-awards-2022/>

wisteam@zu.edu.pk



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- **Women's access schemes:**

Ziauddin University believes in mentoring. For this ZU arranges dialogue series for all the student's staff and faculty by inviting experts from various fields. Moreover, Ziauddin University using online platform to motivate female students as well as all other students globally through our radio channel FM 98.2. There is a regular segment of motivational talk from Mon-Thurs 11.00 AM to 1PM conducted by RJ Humaira Sadaf where she invites different guests' speakers and motivational speakers. She empowers students specially females through hosting in their channel segment motivational talks and also counsel students via online calls.

ZU also provides one on one mentoring sessions college wise to each student during their education journey. Dedicated hours are available to seek professional, psychological counselling and mentorship from professional faculty whenever they needed.



Ziauddin University provides series of mentorship programs to their students and the participation of female students have always been more than 10%.









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ZU Dialogues

Ziauddin University
14 videos 64 views Last updated on Aug 21, 2023

Play all Shuffle

- 3  8th ZU Dialogues | Give Hope, Save lives
Ziauddin University • 184 views • 2 years ago
- 4  9th ZU Dialogues | Educate and Promote Gender Equality
Ziauddin University • 478 views • 1 year ago
- 5  10th ZU Dialogue | Global Warming: From Climate Change to Climate Crisis
Ziauddin University • 168 views • 1 year ago
- 6  11th ZU Dialogues | Cybercrime: A Digital Threat
Ziauddin University • 82 views • 1 year ago
- 7  14th ZU Dialogues | Jinnah's Vision of Pakistan 75 Years of Independence
Ziauddin University • 3K views • 2 months ago
- 8  13th ZU Dialogues | Pakistan's Economics Problems : A Debate On Out Of The Box Solutions

A visit to St. Josephs College of women for students counselling and to empowered individuals. The faculty of Liberal Arts and Human Sciences, Ziauddin University has initiated a series of women academic counselling and empowerment sessions to equip students with knowledge of various fields.





• University Facilities for Women:

Ziauddin University always encourage women participation for an employment, programs or enrolment that is why university has designed its campus and policies to facilitate female students and employees by providing many facilities:

- Ziauddin University follows a proper policy for maternity benefits and maternity leaves for female employees and spouse of male employees.
- Employee medical benefits policy including maternity medical expenses also including in the policy and the medical policy was established in 1995 and revised in 2022. Employee maternity leaves policy was approved on 2016.
- Elevators are especially helpful for people who need assistance going up and down.
- Girls Common room is a private room for female staff and students where females can relax, pray and breastfeed their infants in private.
- Ziauddin University also provides a childcare facility to assist female employees and students to provide a safe, secure and caring environment to their infants.

Maternity leave.	9.	<ul style="list-style-type: none">I) Paid Maternity Leave will be granted for a period of eight Consecutive weeks, upto a maximum of three times during an employee's period of service.II) Paid maternity leave will be admissible once in two years only.III) All regular full-time female employees who have successfully completed one year's employment with the organization, will be entitled to maternity leaveIV) Maternity leave will be granted two weeks prior to estimated delivery date and 6 weeks thereafter.V) Maternity leave is not encashable and cannot be accumulated.VI) Sick leave or earned leave may be subjoined to maternity leave upto a maximum of total duration of three months.VII) The employee is required to submit the completed 'Leave Application' to her supervisor for approval, ten weeks prior to the first day from which leave is required.VIII) The department head will forward the approved 'Leave Application' to the Personnel Division for processing.IX) The employee is required to submit a completed Duty Resumption report to the Personnel office on the day she resumes duty.
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Maternity leaves policy



6.3 PART C – MATERNITY BENEFITS

- 6.3.1 Maternity benefits will be entitled after completion of one-year service to female staff or wives of male staff (referred to the categories mentioned in point.4. ELIGIBILITY).
- 6.3.2 Live or still birth after 28 weeks of pregnancy will be considered as maternity benefits. Ty miscarriages will be considered in maternity benefits.
- 6.3.3 Only the three deliveries & two miscarriages (normal or surgical) will be included. Four birth and third miscarriage are not entitled, even if facilities were not availed in matern cases before.
- 6.3.4 After the three deliveries and two miscarriages - all other treatments & diagnostic te (laboratory and radiology) are allowed; **but except of any maternity/deliveries relate matters.**
- 6.3.5 If any new-hired employee is already having children, he/she is also eligible to avail th Maternity benefits as per the Organizational policy mentioned in 6.3.2.
- 6.3.6 In case of any twins, triplets etc. – one time delivery is considered.

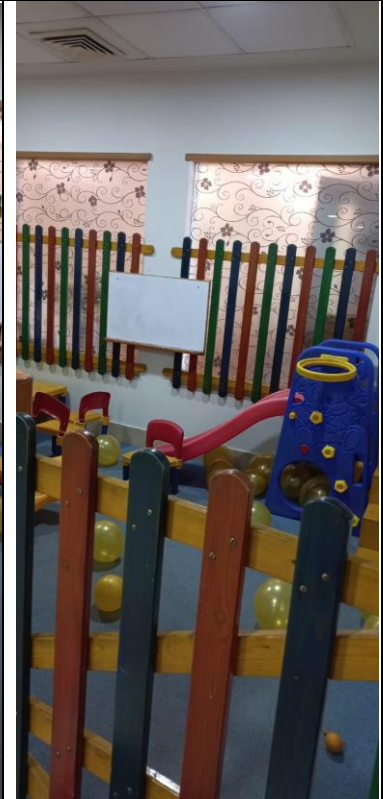


Maternity Benefits Policy

Elevators



Girls Common Room



Baby Day Care Facility

University facilities to support women participation in the campus