



AMITY UNIVERSITY

HARYANA

(Accredited with Grade 'A' by NAAC)

Report on Sustainable Development Goal



SDG 5: Gender Equality

Year 2021



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Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. It plays a very significant role in the 21st century. It attains more value as more than half of the world's population is women. Around the world in higher education institutions (HEIs), their leadership, academic and administrative staff, and students, are increasingly mobilized for the United Nations Agenda 2030 and the related Sustainable Development Goals (SDGs). Gender equality, SDG 5, in particular, is receiving more and more attention, due to its crucial role for the advancement of all of the SDGs and society. Amity University Haryana has been advocating for more engagement of higher education with the SDGs, resulting in various projects and the publication of myriad research papers. The series of initiatives aim to show examples of best practices and connect actions, with following dual set of goals: 1) Network initiatives to build new synergies and increase capacity to act while promoting higher education more broadly and inviting more educationists to get involved. 2) Provide evidence to policy and other decision-makers in order to highlight the important role of higher education for teaching, research and societal impact to strengthen future policy-making.

AUH STRATEGIC PRIORITY: Higher Education and Research

Higher Education

AUH is setting a benchmark in making gender equality an all-inclusive part of university policies and a part of its day-to-day routine. It is implemented at all levels right from the top administration to the class four employees. The general equality concept has become a part and parcel of the everyday life of faculty, staff, and students in Amity Campus. It spreads critical thought, social inclusion, and promotion of diversities and varieties, against any form of discrimination. This goal implies that the category of gender should be intertwined with other variables such as ethnicity, social and economic positions, age, sexual orientation etc. AUH is extending its role in heterogeneous and diverse modes: lectures, seminars and conferences to spread gender awareness, training and master's degree programmes to enhance gender equality. To promote the same community counseling centers, women welfare and empowerment centric policies, female scholarships to ensure equitable access to education and career development opportunities for females are at the core of AUH.

➤ Research

AUH is committed to supporting women in the field of research and enhancing gender diversity. The interest of the university is evident from a large number of research focused on gender-sensitive issues (160) in the last 5 years. There were 29 female author-contributors. There is an impressive number of female authors who published their work in journals with high impact factor. Amity University has initiated an innovative research network connecting higher education and SDG 5. The University brings together and motivates all the faculties of the

different schools under the AUH flagship to contribute towards enlightening of society on the negative impacts of gender discrimination.

➤ **Gender Sensitization Through Education**

AUH is not leaving any stone unturned to educate their own teaching, non teaching staff and the communities at large about gender sensitization. The students and faculties reach out to the communities to conduct sessions, role plays, and awareness rallies to stop the bias based on gender. AUH extends this campaign to the rural and urban communities located in the vicinity and even to the communities attending primary health centres and hospitals.

➤ **Admissions & Scholarships**

AUH has an online application process for admissions. However, students may apply in person by obtaining an admission pack from any of the Amity campuses or Amity Information Centre. Our process is a student-centered process, not a school- or region-centered. The number of total applications has witnessed a constant increase over the years with a 12.6 % increase in 2021 over 2020. There has been an appreciable increase of 5.77% (2021) in the selected female students as compared to the previous year (2020). The university is driven by vision of honourable Chancellor Dr. Aseem Chauhan to develop the next generation of leadership for organizations, communities, and society at large. With this vision in mind the university has envisioned and implemented myriad organic concepts and policies. The Amity Scholarships are instituted to help those who are brilliant in academics and those who deserve world-class education but don't have the means. During the difficult times of COVID university had waived off application fee and fee of many students who had lost their one or both parents. As the need arises the university stands on humanitarian grounds to help the needy without any discrimination.

➤ **First Generation Female Admissions**

The gender disparity in number of females taking admissions in various courses is changing rapidly. Now the number of first generation females starting a degree has also increased substantially. An overall comparison of the two academic years exhibits that a 27.7% increase in the first-generation female admissions over the previous year 2019-20 (185) in comparison to 2020-21(462). An immensely encouraging figure witnessed is the increase (3.0 %) of the proportion of first-generation female students as compared to the total female admissions from 45.87% (2019-20) to 48.5% (2020-21).

Social Initiatives for Sustainable Development

AUH engages in many activities where it promotes the concept of gender equality at large among the community. The lush green university campus ensures that the workplace is safe for all. All these measures testify to an engagement and an evergrowing consciousness on the importance of including and implementing policies of gender equality and gender mainstreaming within the community and the governance of higher education institutions to fight and contrast gender discriminations. Furthermore, this shows a will to improve and ensure inclusion and equity within and outside academia. These strategic initiatives, in fact, also aim at creating a dialogue with wider communities to which every single university belongs, combining and interacting with other Sustainable Development Goals to enhance economic, social, cultural, and environmental sustainability. The main objective of the various activities of university revolves around having a significant impact on society, both directly and indirectly, both at a local and a global level, and the success of each action depends, now more than ever, on the ability to co-operate together across differences and borders in order to share positive actions and to have stronger voices to influence public policies.

➤ **Mentorship**

The concept of mentor mentee programme at AUH aims to extend support and guidance to the students studying in the college for the betterment of their academic and professional career. It has become very successful in bridging the gap between the teacher and the student, and blending the harmonious relationship between the learner and his/her family and the institution at large. Consequently, every year the enrolment ratio of girl-students from all sections of society has been rapidly increasing in our university. The mentees have been assigned to the mentors right from the first year of the programme and each mentor is assigned to a group of 8-9 students. The meetings are organised regularly and the details about each mentee is being updated on regular basis.

Through this unique mentorship program students will never feel away from home at AUH. If any student encounters any problems/difficulties during his/her tenure concerning academic/personal / emotional problems, our experienced faculty mentors will be there to support them as confidantes and true friends. The girls are extended whole hearted support for their personal and academic related problems.



Mentor mentee session going on at AUH

➤ **Self Defense Training**

All the female students undergo 7-days military cum leadership training camp held at AUH. Students are trained by veterans of the armed forces in self-defense techniques and are also instilled with a sense of patriotism. This training empowers the young women students of the university that instills them with confidence and trust. In this way they not only get a taste of military but also turn out to be a confident and empowered individual who is ready to face the world.



Female student doing March Past during military training



Female student taking their meal during military training



Female student in camps during military training



Female students playing basketball at AUH



Female student playing cricket at AUH

➤ **Women Cell**

In order to spread and emphasize gender sensitization, the Women Cell (WC) has been created with an aim to create a gender sensitized community within campus as well as in the society at large. AUH has always been in forefront to initiate measures for women welfare at its campus.

Members of women cell could also be contacted to lodge a complaint. The women's cell help desk is envisaged to act as a link between the sufferer (women faculty, staff, and students) and redressal authority of University or local administration (police/ bureaucrats). It also promotes women synergy to create & enable the environment conducive to social change. AUH is strictly against any form of harassment specifically sexual harassment in the campus area. The policy for prevention of sexual harassment is in place and fully functional. There is a grievance redressal mechanism for all the students and staff. The protection of the person undergone sexual harassment is also meticulously followed. So far the university has not recorded any incidence of sexual harassment.



Female student during counseling session at Women's cell

➤ **Creche Facility**

Creche facility is provided to the children of employees during the office hours. This move brings relief for women employees, who struggle and worry about their children while they are at work. The creche is managed by experienced staff to give the best motherly care to the children. It is a significant step forward to help its employees to continue their professional career without affecting their family. Working mothers are given a stress-free environment by offering child care services for their kids during working hours. Women workers who suffer and worry about their children while they work will be relieved by this facility. Creche facility also conducts extra-curricular activities during the stay of children. It has all play equipment, wide range of age-appropriate toys and books etc so that children learn through play and creative activities



Photographs of Creche facility at AUH



Photograph of Creche facility at AUH

➤ **PUBLIC ENGAGEMENT to facilitate Gender Sensitization**

Many efforts have been done by the university to promote and encourage women's applications in the various programs at AUH. This includes school outreach programs in the schools situated in the local vicinity and adjacent cities to sensitize and motivate girl students for further studies. Various career counseling sessions and open houses are organized for girl students. Appreciation certificates and awards are given to meritorious girl students of nearby schools to provide motivation and encouragement. 1500 meritorious girl students of Delhi, Gurugram, Najafgarh, Manesar, Panipat, Mahendargarh, Sonipat, Rohtak, Alwar, Udaipur, Jammu, Jharjar, Noida, Bahadurgarh, Faridabad, Hisar and Bhiwadi were facilitated by the University in the year 2020. Students from nearby schools are invited to the university for visits and activities to expose them to university life. There have been many events as "tips to score high marks in class 12 exams, top career choices after 12th, startup/ success stories, how to crack interviews for final year graduates, focusing on Interview preparations, personal grooming, CV preparation, foreign

education, education technology being followed in schools, power of the effective teacher, management of academic pedagogy and panel discussions on 21st-century skills and employment. The University has collaborated with education portals and leading educational institutions to promote and encourage girl students. Evidence: 1) Details to Promote Women Applications, 2) Collaborations.



AMITY UNIVERSITY GURUGRAM

TIPS TO SCORE HIGH MARKS IN CLASS 12TH EXAMS

DATE: 15th March 2021 | 3:00 PM REGISTER NOW

DR ANIL KUMAR YADAV,
Ph.D., M.Sc. (IIT, Delhi), Director,
Amity School of Applied Sciences



AMITY UNIVERSITY GURUGRAM

**WEBINAR ON
TOP CAREER CHOICES
AFTER 12TH?**

6th April 2021 | 4 PM - 5 PM **REGISTER NOW**

DR. RAJESH NAIR
Director - Amity School of Behavioural and Allied Sciences



The women volunteers of AUH participated in the plantation drive and have planted around 1400 plants in the campus to promote pollution free environment. Myriad events have been conducted during the year 2020-21 focusing on the gender like international women's day celebration, international girl child day celebration, Pad distribution drive, Menstrual hygiene health education, breast cancer awareness , talk show on women empowerment.



➤ **Empowering under privileged girls with early education**

Early education can be instrumental in shaping the society towards progress. We, at AUH, believe that when a girl is educated, a generation is educated. With this noble vision in mind honourable Chairperson, Dr Amita Chauhan has taken visionary initiative to established Amitasha - nurcharing the girl child. Under Amiasha, to empower the girl child by providing quality education in the direction of ensuring a brighter future, impact-driven initiatives across sensitive and important issues such as empowering women by providing free education, uniforms, books, meals, and healthcare to underprivileged girl child are provided.

