



**MEHRAN UNIVERSITY**  
OF ENGINEERING & TECHNOLOGY  
JAMSHORO, PAKISTAN

## **GENDER POLICY STATEMENT**

### **Introduction**

Article 34 of the Constitution of Islamic Republic of Pakistan requires that “steps shall be taken to ensure full participation of women in all the spheres of national life”. The Constitution also promises equality of rights for all, regardless of gender.

The issues with regard to women rights and empowerment as well as gender equity and equality are gaining increasing importance at all levels. For example, the global community including Pakistan have anchored and reaffirmed their commitments to gender-equality in several normative frameworks. These include: Looking Forward Strategies for the Advancement of Women (Nairobi, 1985), Convention on Elimination of All forms of Discrimination Against Women and 4th Conference Women in Beijing (1995), the UN Millennium Declaration including Millennium Development Goals (2000), and Sustainable Development Goals (2015), among others.

To meet commitments spelled out in these documents, Pakistan Vision 2025 focuses on ending the discrimination faced by women, and providing an enabling environment for them to realize their full potential and make their contribution to the socio-economic growth of the country. Consistent with the Vision 2025 gender policy, the Mehran University of Engineering and Technology (MUET), Jamshoro, has decided to make MUET a gender-friendly campus in terms of inclusiveness, empowerment and equity being the important pillars of its gender policy.

### **Gender Policy Objectives**

To elaborate on its gender policy, the MUET launched a consultative process to seek inputs and ideas from the faculty, students, administrative staff, civil society organizations and other stakeholders. The consultations were also attended by the invited faculty of the Sindh University, and students and staff of US-Pakistan Center for Advanced Studies in Water. The consultations agreed that the MUET’s gender policy should be guided by the following three objectives:

- Promote diversity and inclusiveness amongst its faculty, students and staff;
- Support women and girls in the realization of their full human rights; and
- Reduce gender inequalities in access to research and education related resources and benefits

### **Framework for Policy Formulation**

The consultations outlined the following broad principles and guidelines to steer the process for developing a comprehensive action plan to achieve above policy objectives.

1. Establishing institutional and policy framework for making MUET a gender-friendly campus, where gender equity is understood to be a top management priority.
2. Adopting and promoting HEC policy guidelines against sexual harassment in institutions of higher learning.
3. Providing an inclusive environment in which everyone irrespective of its gender and socio-ethnic, economical and religious backgrounds can participate and benefit.
4. Strengthening legislative framework to protect women's rights, enhance their empowerment, and eliminate discriminatory practices in all their forms.
5. Moving towards improved gender-parity in students' population, in faculty and non-faculty positions, in decision making bodies, and in access to scholarly benefits.
6. Creating mentoring and leadership opportunities for empowering women students, staff, and faculty, and strengthening their participation in academic and extra-curricular activities.
7. Promoting partnerships with institutions and networks which encourage advancing gender equity and women empowerment agenda.
8. Identifying good practices in eliminating gender-based stereotypes and public perceptions which prevent women from reaching their full potential in public life.
9. Learning from good practices on gender equality and anti-discrimination laws and policy instruments being implemented elsewhere.
10. Ensuring that on-campus facilities and infrastructure (both teaching and research) is consistent with the needs of both women and men.

### Next Steps

The next steps are outlined as follows.

Approval of the present document (MUET's Gender Policy Statement).

Preparation of an action plan focusing on specific measures, actions and instruments which would contribute towards achieving the above objectives.

Development of monitoring framework to assess the progress in implementing gender policy/action plan.

Compiling a compendium of best practices in terms of providing real opportunities for women to influence the agendas, institutions and processes of decision making.