UNIVERSITY-WIDE POLICY AND INSTITUTIONAL COMMITMENT TO WOMEN'S ACCESS, EQUALITY AND PARTICIPATION



Shah Abdul Latif University, Khairpur, Sindh, Pakistan

1. Institutional Commitment to Gender Equality and Equal Access

Shah Abdul Latif University (SALU), Khairpur, is committed to providing equitable access, equal opportunities and an inclusive educational environment for women across all aspects of university life. The University promotes gender equality and non-discrimination in admission, education, recruitment, employment, scholarships, research, sports, leadership and participation in institutional activities. Its institutional commitment is to ensure that women have fair opportunities to access university resources, facilities, services and academic and professional development without gender-based discrimination.

2. Equal Opportunities in Admission and Education

The University provides women with equal opportunities to apply for admission to undergraduate, postgraduate, MPhil and PhD programmes across its academic faculties, institutes and campuses. Admission procedures are based on established eligibility requirements, merit and applicable admission policies, without discrimination on the basis of gender. Female students have opportunities to participate in classroom learning, academic activities, examinations, research projects, seminars, conferences, workshops and other educational programmes on an equal basis.

3. Access to Campus Facilities and Student Services

SALU facilitates women's participation in university life by providing access to academic, recreational and student-support facilities, including:

- **Sports and Gymnasium Facilities:** Access to gymnasium and sports facilities within the University Sports Complex, enabling female students to participate in physical fitness, recreational activities, sports training and sporting competitions.
- **Separate Girls' Common Rooms:** Dedicated common-room facilities for female students to provide a comfortable and supportive space for relaxation, interaction and student engagement.
- **Separate Girls' Canteens:** Designated canteen facilities to facilitate female students' access to food and refreshments in a comfortable campus environment.
- **Library Facilities:** Equal access to the University Central Library, reading halls, library resources, research materials and designated seating arrangements for female students.
- **Classroom and Academic Facilities:** Equal access to classrooms, laboratories, lecture halls, computer facilities and academic resources, with appropriate seating arrangements to facilitate women's participation in teaching and learning.
- **Hostel Accommodation:** Access to university residential facilities through designated female hostel accommodation, subject to applicable admission criteria, availability and university regulations.

4. Equality in Scholarships and Financial Support

The University promotes equal opportunities for female students to benefit from available scholarships, financial assistance, fee concessions and other student-support programmes. Women are eligible to apply for scholarships and financial assistance under the relevant eligibility criteria

and institutional and external funding arrangements. These opportunities support women's continued access to higher education and help address financial barriers to academic participation.

5. Equal Opportunities in Sports and Extracurricular Activities

SALU encourages female students to participate in sports competitions, physical fitness activities, cultural programmes, student societies, debating competitions, literary events, seminars, workshops and other extracurricular activities. The University promotes women's representation and participation in university-level events and provides access to relevant sports facilities and institutional platforms for their personal development and leadership skills.

6. Equal Opportunities in Recruitment and Employment

The University promotes equal employment opportunities for women in academic, administrative, technical and other professional positions. Recruitment, selection, appointment, career development and professional advancement are undertaken in accordance with applicable government rules, university statutes, approved recruitment policies and merit-based procedures. Women are encouraged to apply for teaching and non-teaching positions and to participate in institutional administration, academic leadership, research and decision-making processes.

7. Women's Access to Research, Leadership and Institutional Participation

Female students, faculty members and administrative employees are encouraged to participate in research activities, academic committees, institutional programmes, conferences, training opportunities, quality assurance initiatives and decision-making forums. The University supports women's professional development and academic progression and promotes their representation in various institutional activities.

8. Gender Equity and a Safe Campus Environment

The University promotes a respectful, inclusive and harassment-free academic and working environment. Through gender-related initiatives, awareness programmes and applicable mechanisms for addressing harassment and discrimination, SALU seeks to ensure that female students and employees can pursue their academic and professional activities in a safe and supportive environment.

9. Institutional Implementation and Monitoring

The University promotes women's access and participation through its admission and recruitment procedures, academic departments, student-support services, sports and recreational facilities, library services, hostel administration and gender-related initiatives. Institutional records, including female student enrolment, scholarship participation, hostel accommodation, faculty representation and participation in academic and extracurricular activities, provide a basis for monitoring women's access and representation.

10. Conclusion

Shah Abdul Latif University, Khairpur, recognizes women's equal access and participation as important elements of inclusive and equitable higher education. Through non-discriminatory admission and recruitment practices, access to academic and research opportunities, scholarships, sports and gymnasium facilities, girls' common rooms and canteens, library resources, classroom facilities and female hostel accommodation, the University seeks to create an enabling environment in which women can pursue their education, professional development, physical well-being and leadership opportunities on an equal basis.