



DOW UNIVERSITY OF HEALTH SCIENCES

Annual Sustainability Report 2024-25

**SUSTAINABLE
DEVELOPMENT GOAL
5 GENDER
EQUALITY**



Gender Equality at DUHS

The Dow University of Health Sciences practices equal access to resources and opportunities, regardless of gender, including employment, admission and decision-making.

Women Applications and Entry

DUHS ensures equal opportunities for admissions, employment, and decision-making under the DUHS Act 2004, which mandates non-discrimination based on sex, religion, race, or class. The university follows transparent policies for admissions and employment, fostering equality in hiring, training, and professional growth. DUHS promotes a participative work culture where gender equity is embedded across academic and administrative functions.

Women's Access Schemes

DUHS provides mentoring and scholarship programs across institutes, including DCOP and DIPM&R. The Ehsaas Undergraduate Scholarship, Pakistan's largest need- and merit-based program, reserves 50% of awards for female students. These initiatives expand academic opportunities for women, ensuring equal participation and financial support in higher education, thereby advancing gender equality.

An Interactive session on Importance of Nutrition for Women's Mental and Physical Well-Being: Women's Day Celebration & Awareness Activities

On Women's Day, Dow University of Health Sciences celebrated the strength and achievements of women in both mental and physical health. The event showcased the unity and support within DUHS, symbolized by the various hues of purple. Dr. Faisal Yameen initiated the program with insights on holistic wellness, highlighting the significance of physical activity across all aspects of life. Ms. Badder Hina emphasized the importance of nutrition for women's mental and physical well-being.

The interactive Q&A session allowed participants to engage directly with speakers, with discussion on contemporary health issues. The yoga session, guided by Dr. Noor along with Ms. Rohi Naz and Ms. Mahawish Asher, instilled tranquility and taught techniques for managing stress. The Pro Vice Chancellor Prof. Dr. Jahan Ara Hasan, Dr. Zeba Haque, Prof. Dr. Sumbul Shamim, and Dr. Mehnaz Director of Sports DUHS shared invaluable wisdom, inspiring all attendees. The event exemplified DUHS's commitment to empowering women without limits, making it a day of immense pride for all associated.

Maternity Policy of DUHS

DUHS established maternity leave in 2007, later formalized in 2019, in alignment with Sindh government regulations. The policy ensures maternity and paternity leave for employees, supporting both mothers and fathers. This progressive step reflects DUHS's dedication to work-life balance and gender-inclusive benefits, ensuring that employees can manage family responsibilities without professional compromise.

Childcare facilities for Students, Staff and Faculty

DUHS operates subsidized day care centers for students, staff, and faculty, catering to children aged 3 months to 5 years. The centers maintain hygienic environments, provide meals, rest, and playtime, and support early childhood development with structured activities. These services help parents pursue education and careers confidently, fostering gender equality by enabling women to balance family and professional life.





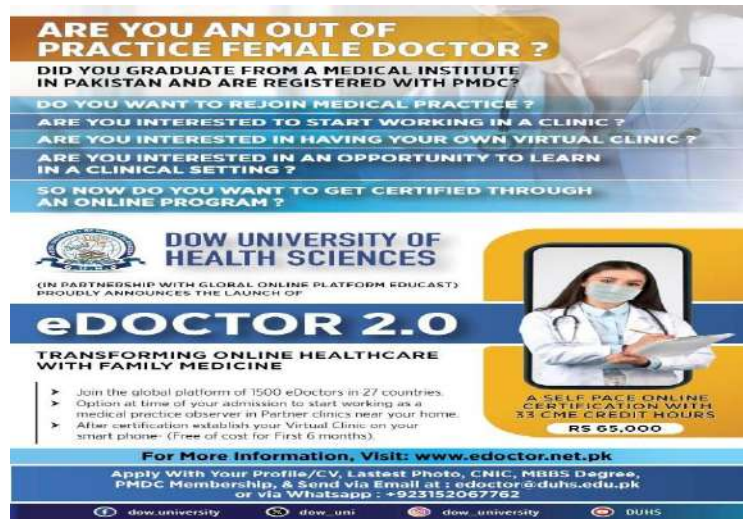
Protection against Discrimination

DUHS enforces anti-discrimination policies for students and staff, supported by formal grievance mechanisms. Platforms such as *Dow Connect* allow confidential reporting of issues related to discrimination or disadvantage. Students can also approach the Academic Committee, while staff can report to the Grievance Committee. These systems ensure a fair, transparent, and supportive environment, strengthening DUHS's stance on equality and justice.

eDOCTOR 2.0 Initiative

DUHS in collaboration with Educast launched the eDOCTOR 2.0 program, a self-paced certification offering 33 CME credit hours in family medicine. The initiative is specially designed for out-of-practice female doctors, enabling them to re-enter the healthcare system through flexible digital learning. Alongside education, participants join a global network of more than 1,500 eDoctors from 27 countries, with opportunities for clinical observation and even virtual clinics through mobile applications. This initiative is strongly aligned with SDG Goal 5 (Gender Equality).

In Pakistan, thousands of qualified female doctors are unable to practice due to cultural and family pressures. By providing a structured re-entry program, DUHS removes barriers and enables women to actively participate in the medical workforce again. This directly contributes to reducing the gender gap in healthcare, increasing women's economic empowerment, and ensuring equal opportunities in professional fields. It also indirectly benefits society by improving access to female healthcare providers, which encourages more women patients to seek medical care. Through eDOCTOR 2.0, DUHS demonstrates how targeted interventions can transform gender inequality into empowerment and professional inclusion.



ARE YOU AN OUT OF PRACTICE FEMALE DOCTOR ?
 DID YOU GRADUATE FROM A MEDICAL INSTITUTE IN PAKISTAN AND ARE REGISTERED WITH PMDC?
 DO YOU WANT TO REJOIN MEDICAL PRACTICE ?
 ARE YOU INTERESTED TO START WORKING IN A CLINIC ?
 ARE YOU INTERESTED IN HAVING YOUR OWN VIRTUAL CLINIC ?
 ARE YOU INTERESTED IN AN OPPORTUNITY TO LEARN IN A CLINICAL SETTING ?
 SO NOW DO YOU WANT TO GET CERTIFIED THROUGH AN ONLINE PROGRAM ?

DOW UNIVERSITY OF HEALTH SCIENCES
 (IN PARTNERSHIP WITH GLOBAL ONLINE PLATFORM EDUCAST)
 PROUDLY ANNOUNCES THE LAUNCH OF

eDOCTOR 2.0
 TRANSFORMING ONLINE HEALTHCARE WITH FAMILY MEDICINE

- Join the global platform of 1500 eDoctors in 27 countries.
- Option at time of your admission to start working as a medical practice observer in Partner clinics near your home.
- After certification establish your Virtual Clinic on your smart phone. (Free of cost for First 6 months).

For More Information, Visit: www.edoctor.net.pk
 Apply With Your Profile/CV, Latest Photo, CNIC, MBBS Degree, PMDC Membership, & Send via Email at : edoctor@duhs.edu.pk or via Whatsapp : +923152067762

A SELF-PACE ONLINE CERTIFICATION WITH 33 CME CREDIT HOURS
RS 65,000

Icons for Dow University, Dow Uni, Dow University, and DUHS.

24/7 Emergency OB-GYN Services at DUHS

Dow University of Health Sciences (DUHS) launched 24/7 Emergency OB-GYN Services at its Trauma Center, Ojha Campus, to ensure uninterrupted gynecological and maternity care. The facility offers safe deliveries, emergency procedures, and specialized maternal health support, integrated with the Dow Care App for quick access and online bookings. This initiative especially benefits women from underserved communities who require urgent medical attention.

It supports SDG 5 (Gender Equality), as providing continuous maternal services ensures that women's health needs are prioritized, empowering them with safe reproductive care. Accessible and affordable maternal healthcare plays a crucial role in community well-being, reducing preventable mortality and promoting equitable healthcare for women.



DOW UNIVERSITY HOSPITAL

24/7 EMERGENCY OB-GYN QUALITY SERVICES

Providing comprehensive and accessible Gynecology care for all women's health needs

- Comprehensive Antenatal care.
- High-risk Pregnancy Clinics.
- Tumour / Cancer Clinic.
- Urogynae Clinic.
- Genetic Counsellor Clinic.
- Family Planning Clinics.
- Labor, Delivery and Postnatal Care.
- 24/7 Emergency Delivery Services.
- Major Gynae and Oncology Surgeries.
- Urogynae Procedures and Fistula repair.
- Minimal Access Surgery. Laparoscopic/Hysteroscopic Surgeries.
- Day Care Services.

For doctor's appointment, feel free to reach out
021-111-362-273
 Trauma Center Dow University Hospital, Ojha Campus, Scheme 33, Karachi.

Scan QR Code for Dow Care Application

QR codes for Dow Care App and Dow University Hospital.

Team Ecoplast Winning Sindh Innovative Startups Grant

Team Ecoplast, composed of BS Biotechnology students, won a PKR 500,000 grant at the Sindh Innovative Startups Exhibition 2025. Their eco-friendly innovation, developed under the guidance of Dr. Urooj Javed, showcased DUHS's commitment to student entrepreneurship and sustainability.

This achievement contributes to SDG 5 as the student-led team included young women innovators who demonstrated leadership in science and entrepreneurship. Their success highlights the importance of providing equal opportunities for female students to contribute to research and innovation. By empowering young women in biotechnology, DUHS reinforces gender equality in higher education and nurtures future leaders in science and technology.



Gestational Diabetes Progression Study

DUHS, in collaboration with Baqai Medical University, conducted a prospective study (2019–2023) on the progression from gestational diabetes to type 2 diabetes. Published in the Diabetes Research and Clinical Practice journal (Impact Factor 6.1), this study provides critical evidence for identifying high-risk women and designing preventive strategies in resource-limited settings. The research emphasizes women's health and long-term diabetes management.

as maternal and reproductive health are central to empowering women. Furthermore, the research demonstrates institutional collaboration and global scientific contribution, reinforcing Pakistan's role in advancing medical knowledge. Ultimately, it strengthens



evidence-based healthcare, shaping future interventions for maternal and community health.

Global Scholars Community Cultural Celebration

On January 8, 2025, the Dow Students Global Scholars Community celebrated cultural diversity with a vibrant event featuring a drum circle, traditional dances, and folklore. Students from diverse backgrounds came together to share their heritage in a bonfire gathering. The initiative promoted inclusivity, respect for traditions, and cross-cultural dialogue at DUHS.

by providing a safe and inclusive environment where both male and female students could equally participate and showcase their cultures.

