



DOW UNIVERSITY OF HEALTH SCIENCES

Annual Sustainability Report 2023-24

**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

The scope of non-discrimination with regards to gender on admission of students is covered in the **DUHS Act 2004** (policy document of the University) which states in Clause No. 5.1 Under Section that the University is Open to All, ***“The University shall be open to all persons of either sex of whatever religion, race, creed, color who are academically qualified for admissions to the courses of study offered by the university and no such persona shall be denied to the privilege on the ground of only sex, religion, creed, race, class, color”.***

Furthermore, **DUHS demonstrates equal employment opportunity** without any discrimination to genders and encourages a participative work culture of equality and professionalism in all the endeavors at DUHS. These aspects include, hiring, learning, development, performance enhancement etc.

Women's Access Schemes

Mentoring programs are being offered at constituent Institutes/ Colleges/ Schools at DUHS such as DCOP & DIPM&R. Furthermore, DUHS also have scholarship programs in which different scholarships are awarded to students and Ehsaas Undergraduate Scholarship Program is one of them. It is the country's largest undergraduate scholarship program provided by the Higher Education Commission (HEC) -Pakistan, in which students are given need and merit-based scholarships, with 50% scholarships reserved for girls.

- **An Interactive session on Importance of Nutrition for Women's Mental and Physical Well-Being**

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

At DUHS, the maternity policy is in place from 2007 as mentioned in the Statutes of DUHS, Maternity Leave Clause No. 11 of the Section, Leaves Statues of DOW University Statues 2007, which are translations of the Act (policy document for every university). However, the formal policy was created in 2019. As a semi-autonomous organization, we follow all Sindh government rules and regulations, which has granted paternity leave to employees as allowed through the Gazette of Pakistan 2019.

Childcare facilities for students, staff and faculty

Dow University of Health Sciences has Dow Day Care Center which offers a subsidized day care facility to the students, staff and faculty which allow them to continue their studies and ensure work compliance of all the employees. The Day Care provides child care services to infants of age 3 months to 5 years. It maintains a good hygienic environment by following standard child care practices under supervision of trained professionals. It also promotes early childhood development by providing facilities and engaging children in physical and interesting age-appropriate learning activities, day celebrations and by providing best hygiene, furniture equipment, meal, snack time, play

time & sleeping time. The details can be found at provided web links of Day Care Centers at both campuses of DUHS.

Protection against Discrimination

DUHS has formal policy in place for the protection against discrimination, for instance Policy for Grievance of Students & Policy for Grievances of Employee. Besides the formal policy for the said purpose, we also have various forums/ mechanisms in place which deal with and allow reporting of cases regarding such discriminations. "Dow Connect" (<http://dc.duhs.edu.pk/>) is the confidential e-portal for registering complaints/requests of faculty, staff & students regarding discrimination from educational or employment disadvantage. The students can also register their educational matters/complaints to the Academic Committee of DUHS, which meets as and when required and furnishes its recommendations/suggestions to the competent authority for approval. Also, the faculty and staff can put up their concerns in the "Grievance Committee", which resolves the cases accordingly.

