



NED University of Engineering and Technology, Karachi. **Women Participation and Support Policy**

Purpose

To encourage the participation of women and support their individual and collective needs at all levels of university organization.

Scope

The policy is implemented to all stakeholders including; applicants, candidates, students, graduates, employee, faculty, management, leadership, visitor, contractor, third-party employee or any representative or affiliative stakeholder, who is influenced or perceived to be influenced by the university within or outside the university.

Statement

In compliance with the Article 18 and 25 of “The Constitution of the Islamic Republic of Pakistan”, and in pursuance of Section 46.1 of the Act (as amended) of NED University of Engineering and Technology NED University of Engineering and Technology aims and encourages women participation and provide them support and equal opportunity to:

- Apply for admission in any degree programme or course offered in the university
- Apply for any position in the university as employee, faculty, management or leadership,
- Study in any degree programme or course offered in the university,
- Teach or participate in teaching/learning activity,
- Perform research and acquire research resources and funding,
- Perform job as employee, manager or leader in any department or in the university,
- Provide volunteering services,
- Provide procurement, development, project, or any other services,

The Women Participation and Support Policy is inline the Equality Policy of the university for fair usage of policy without any discrimination of the types described in the Equality Policy.

Commitment to Equality Policy

The university leadership aims and encourages the women participation and supporting them in continuing it, in all business of the university, at all levels. In compliance with the University Statutes, NED University of Engineering and Technology provide following special provisions to the women stakeholders in the university.

1. Girls Common Rooms in the University and within the several academic departments are provided for the prayer, rest, refreshment, playing and other activities of female stakeholders of the university,



NED University of Engineering and Technology, Karachi.

Women Participation and Support Policy

2. Girls Hostel is the university-wide dedicated facility for the female students, teachers or any other female stakeholder to stay in the university premises safely for the pursuance of their study, job or short visit to the university.
3. NED University Staff Colony is to facilitate the male and female employee and staff of the university to reside within the campus for their ease of job.
4. By the statues of the university, Maternity and Special Leaves are allowed for the female staff and faculty of the university of sufficient duration in case of pregnancy and Iddat (custom in Islam to stay at home for a defined period of time).
5. Day Care Center is the university-wide facility available to encourage and promote the culture of women participation in study, teaching, working or visiting the university by facilitating the baby sitting within the university premises nominal charges.
6. Cowasjee Primary School is the in-campus primary school for the employee, faculty and other stakeholders of the university providing the quality education in very nominal cost. This facility is for the children which provide peace and comfort specially to the female employees and staff since the children are within the campus and can be visited any time during the job.
7. Women Toilets are the mandatory facilities available in all teaching and non-teaching departments,
8. Women Gymnasium is the university-wide dedicated facility for the use of female stakeholders of the university, where they can part in athletics, in-door games, exercise and work out. Female stakeholders are also encouraged to play outdoor games, such as cricket, basketball, tennis etc.
9. Shaheed Marium Mukhtar Center Canteen for women is the university-wide facilities for the female stakeholders, where dine-in and dine-out facilities with quality foods and drinks are available.
10. Women Anti-Harassment Policy named "Code of Conduct - Adoption of this Code makes your organization fully in compliance with the "Protection Against Harassment of Women at Workplace Act 2010"" is implemented.
11. Female students are encouraging to share

Responsibilities

Female Stakeholders are encouraged and responsible to participate in admission in any degree programme or course, or to apply for the position for the employment in staff or faculty.

All stakeholders have a responsibility to encourage and support the women participation at all levels of university business.

The University Leadership, as the employer, is responsible for encouraging and ensuring that the University fulfils its legal responsibilities for promoting women participation in all aspects of the university business, without discrimination.



NED University of Engineering and Technology, Karachi. **Women Participation and Support Policy**

Director QEC is responsible for implementing this statement and related policies and procedures within the university and its affiliated colleges/institutions. The Director QEC will also ensure that all staff receive the training regarding this policy.

Registrar is responsible for implementing this statement and related policies and procedures within all the procedures of admissions, academic proceedings, degree awarding, appointment of faculty, staff or any other employee or any process or procedure related to the university.

Controller of Student Affairs is responsible for implementation of this statement to the student related processes and for implementing related policies and procedures.

Director Industrial Liaison is responsible for implementing this statement and related policies and procedures to all processes related to the internships, seminar and workshops, employer in campus activities, recruitment tests, employment, employer complaints, employer feedback of fresh graduates or procedure related to the examination within or outside the university.

Chairpersons of the Departments have a responsibility to encourage the women participation in teaching learning within their departments and ensuring that all staff and students are aware of the commitments within the policy.

Complaints and Suggestions

Students: Report the complaint in hierarchy, if not responded within 10 days, first to Female Class Advisor, Chairperson of the department, Dean of the Faculty, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Faculty Members/Employee: Report the complaint in hierarchy, if not responded within 10 days, first to Chairperson of the department, Dean of the Faculty, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Employer: Report the complaint in hierarchy, if not responded within 10 days, Director Industrial Liaison, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Graduates/Alumni or any other Stakeholder: Report the complaint in hierarchy, if not responded within 10 days, first to Registrar, Director QEC, Pro-Vice Chancellor, Vice Chancellor.

Assessing Effectiveness of Women Participation and Support Policy

Effectiveness of this Policy will be essentially monitored to ensure that the policy is working effectively. NED University will monitor annually and publish details of:

- The statistics of participation of women as; students, faculty, employee, graduates, or other stakeholder's activity within the university campus
- Statistics of women acceptance, assessment results, drop-out rates and awards of degrees



NED University of Engineering and Technology, Karachi.
Women Participation and Support Policy

- Women recruitment and appointment, leavers, promotion, re-grading and participation in training and development activities
- Women complaints including harassment and bullying complaints, grievances and disciplinary proceedings for staff and students

Review

The policy will be reviewed annually during the preparation of effectiveness of policy.

If you have any questions regarding the content of this statement or would like any further information, please contact:

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