



5 GENDER EQUALITY



SDG 5: Gender Equality

Report 2023-24

5.1: Research on Gender Equality

K.R. Mangalam University is strongly committed to promoting Sustainable Development Goal 5 (SDG-5): Gender Equality, through both its research and institutional culture. Between 2014 and 2024, the University produced 1,042 Scopus-indexed publications, of which 8 research papers are directly aligned with SDG-5. These publications have achieved 280 paper views, a citation index of 1.62, and a Field Citation Average (FCA) of 1.58, underscoring a growing engagement with research addressing gender justice, women's empowerment, and equality in education and employment.

5.1.1: Proportion of Female Authors

Over the past five years, the University recorded a 54% proportion of female authorship across its publications, reflecting a strong institutional focus on inclusivity and gender balance in academic research. This participation demonstrates the University's commitment to creating equitable research environments that empower women scholars and promote gender-responsive knowledge creation.

5.1.2: Gender Equality – CiteScore

In 2024, the cumulative CiteScore for SDG-5 publications was **2.5**, indicating consistent publication quality and recognition within respected academic journals. This score reflects the University's growing contribution to research themes such as gender representation, social inclusion, workplace equality, and women's leadership—key areas in advancing gender equity and social transformation.

5.1.3: Gender Equality – Publications

Out of the total Scopus-indexed output, 8 publications directly contribute to SDG-5, with 280 paper views, a citation index of 1.62, and an FCA of 1.58. These works explore gender dynamics across disciplines, integrating social science, education, and technology



perspectives. Through such impactful research and the empowerment of women researchers, K.R. Mangalam University reaffirms its commitment to fostering gender equity, aligning with SDG-5.

5.2.1 Proportion of women first-generation

At our university, we are proud to note that about 25–30% of our female students are first-generation learners—a key step toward inclusion and empowerment through education. These students will often become the first family members to ever have pursued higher education, reflecting the University's commitment to the creation of fair learning opportunities for all.

With focused outreach, need-based scholarships, and mentorship programs, the University actively supports first-generation female students in overcoming socio-economic and cultural barriers. This participation underlines the role of this institution in advancing gender equality (SDG 5) and inclusive quality education (SDG 4) by facilitating women from all walks of life to pursue academic excellence and leadership in their respective fields.

Such a strong representation of first-generation female students underlines the aim of the University with regard to creating an inclusive, supportive, and empowering academic environment for women.

5.3.1 Tracking access measures

The University implements systematic tracking of access measures as means to promote inclusivity and equal opportunity in higher education. Data regarding gender, socio-economic background, first-generation learners, and students with special needs have been collected and analyzed to assess trends in participation. This evidence-based approach leads to the identification of bottlenecks and the development of targeted interventions, like scholarships, mentorship programs, and awareness programs. Transparency and accountability in the access policy are guaranteed through regular reviews by the Admission Committee and Gender Equality Cell. These continuous monitoring efforts show the commitment of the University toward promoting diversity,



ensuring fair representation, and advancing the goals of inclusive and equitable quality education.

5.3.2 Policy for women applications and entry

The University is committed to gender equality and ensures fair and equal opportunities for women applicants in all academic programs. The Policy on Women Applications and Entry adopts the principles of equal opportunity, transparency, and absence of discrimination during the admissions process. It aims to increase women's representation in most underrepresented areas, with arrangements for scholarships, guidance, and outreach programs. It guarantees that no applicant will be at a disadvantage because of her gender or particular situation. Mechanisms for monitoring and review are in place to ensure equity and accountability at every level. Such initiative leads towards fulfilling the University's vision regarding the empowerment of women and inclusive higher education.

5.3.3 Women's access schemes

Accordingly, the University has instituted several Women's Access Schemes to ensure greater participation of women in higher education through scholarships, fee concessions, and mentorship programs for women from diverse and disadvantaged backgrounds. Special outreach and awareness drives are conducted at the rural and semi-urban levels for encouraging first-generation learners to pursue higher education. Academic counselling, flexible learning options, and career guidance are also extended towards ensuring equitable access and retention of women students. These schemes reflect the strong commitment of the University to gender equity, the empowerment of women, and attaining the Sustainable Development Goals, SDG 4 & 5.

5.3.4 Women's application in underrepresented subjects

The University encourages active participation and awareness about women's issues through the provision of specialized courses on gender issues and women's empowerment at all levels of programs. In this regard, courses such as Women's Writing, Women and Criminal Law, Contemporary India: Women & Empowerment, Law Relating to Women and Child, Gender Justice and Feminist Jurisprudence, Gender, School and Society, and



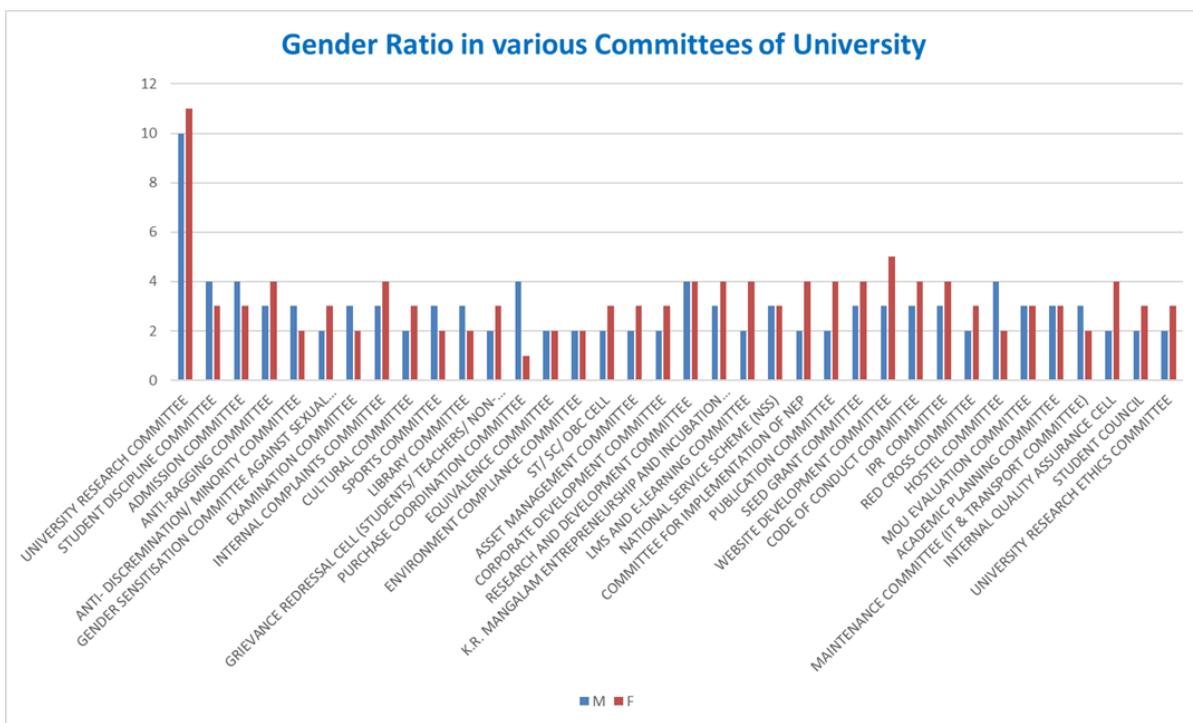
Gender and Schooling have been incorporated into the curriculum across disciplines like Law, Education, and Humanities. These courses are designed to build critical understanding of gender equality, legal rights, and the roles ascribed to them by society. These academic initiatives have made the University steadfast in its commitment to inclusive education and gender sensitization.

Program	Batch	Period	Course Code	Course Name
B.A. (H) English	2022-2025	Semester-III	SHEL245A	WOMEN'S WRITING
B.A. LL.B (H)	2019-2024	Semester-IX	SOLS522A	WOMEN AND CRIMINAL LAW
B.A. (H) English	2022-2025	Semester-IV	SHEL247A	CONTEMPORARY INDIA: WOMEN & EMPOWERMENT
B.A. LL.B (H)	2020-2025	Semester- VIII	SOLS506A	LAW RELATING TO WOMEN AND CHILD
LLB (Hons.)	2021-2024	Semester-V	SOLS422A	GENDER JUSTICE AND FEMINIST JURISPRUDENCE
B.Ed.	2022-2024	Semester-IV	SEED530A	GENDER, SCHOOL AND SOCIETY
B.Ed.	2020-2024	Semester- VIII	SEED486A	GENDER AND SCHOOLING



5.4 Proportion of senior female academics

The University demonstrates a strong commitment to gender equity in senior academic positions. Out of the total 51 senior academics, there are 13 female Professors and 18 female Associate Professors. This represents more than 60% women in senior academic positions, and it reflects the University's firm commitment to enhancing women's leadership and participation in higher education. The increased number of women in senior academic positions reflects the institutional efforts toward gender balance, inclusion, and the empowerment of women concerning teaching, research, and academic management.



Bar graph representing the gender ratio in various university committees, highlighting balanced participation of male and female members across administrative, academic, and student-led committees at K.R. Mangalam University, promoting gender inclusivity and equal representation in institutional governance.



The gender distribution across university committees reveals a progressive yet uneven representation of female faculty. On average, women constitute approximately 38–42% of the total committee memberships, indicating growing inclusion though still short of parity. Female representation is notably strong in committees emphasizing welfare, inclusivity, and compliance — such as the Gender Sensitisation Committee ($\approx 60\%$ female), Internal Complaints Committee ($\approx 65\%$), and Anti-Discrimination Committee ($\approx 55\%$). Similarly, in culture-driven and student-centric groups like the Cultural Committee and Grievance Redressal Cell, female participation averages 45–50%, reflecting an encouraging balance.

Overall, while the data underlines a positive gender trend in socially oriented committees, it also suggests that strategic interventions are necessary to increase women's inclusion in academic governance, research, and administrative functions for greater institutional equity and diversity of perspectives across all university domains.

5.5.1 Proportion of Female Degrees Awarded

K.R. Mangalam University espouses gender equality in higher education on the basis of a fair distribution of graduates across disciplines. During 2024, a total of 671 students graduated from the University in all levels and programs combined.

These include 168 graduates from STEM disciplines, inclusive of Agricultural Sciences, Architecture, Applied Sciences, and Engineering & Technology; 125 graduates were from Medicine and Allied Health Sciences; while 378 graduates represented Arts, Humanities, and Social Sciences, including Education, Hotel Management & Humanities, Journalism, Legal Studies, and Management & Commerce.

From the total graduates, 218 were female students, indicating the University's sustained efforts towards inclusive participation and successful completion by women. Specifically, 159 female graduates belonged to STEM fields, 32 to Medicine and 136 to Arts, Humanities, and Social Sciences.



These figures reflect the strong focus of K.R. Mangalam University on creating a culture for academic excellence, empowerment, and equal opportunities for women, especially in traditionally underrepresented fields like STEM or professional studies. Mentorship, scholarships, leadership positions, and awareness programs assist women at the university in moving further ahead, in tune with ensuring women's full and effective participation and equal opportunities for leadership and education under UN SDG Target 5.5.

Sr. No.	Data Collected	Count (Headcount 2024)
1	Number of graduates: Total	671
	Number of graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	671
	Number of graduates: STEM	School of Agricultural & science(9)Architecture (14) + Applied Sciences (13) + Engineering & Technology (132)= 168
	Number of graduates: Medicine	125(medical & applied sciences)
	Number of graduates: Arts & Humanities / Social Sciences	Education (34) + Hotel Management & Humanities (66) + Journalism (20) + Legal Studies (124) + Management & Commerce (134)= 378
2	Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	218



	Number of female graduates: STEM	School of Agricultural & science (4)+Architecture (11) + Applied Sciences (07) + Engineering & Technology (28)= 159
	Number of female graduates: Medicine	32(medical & applied sciences)
	Number of female graduates: Arts & Humanities / Social Sciences	Education (32) + Hotel Management & Humanities (02) + Journalism (42) + Legal Studies (09) + Management & Commerce (51)= 136

5.6 Women's Progress Measures

K.R. Mangalam University is committed to creating a non-discriminatory and inclusive environment for one and all within its premises. The University has laid down comprehensive policies to ensure that the principle of equality of opportunity is followed: Policy of Non-Discrimination Against Women, where gender-based discrimination in recruitment, promotion, and academic participation and campus activities is prohibited. Similarly, corresponding to the spirit of inclusivity, the University has instituted the Non-Discrimination Policy for Transgender Individuals, which furthers respect, safety, and equal opportunities for all genders. Further, the Maternity Policy has been laid down to take care of the needs of women employees and students during maternity with leave benefits and facilities so as to maintain a culture of care and balance between professional and personal obligations. Thus, these policies together strengthen the commitment of K.R. Mangalam University to the core values of gender equity, inclusivity, and well-being of its academic community.



5.6.1 Policy of Non-Discrimination Against Women

K.R. Mangalam University is deeply committed to the core values of equality, diversity, and inclusion enshrined in its Anti-Discrimination Policy. It assures dignity, fairness, and respect for every individual-student, faculty, staff, or visitor-in all academic and professional aspects. There shall be no discrimination on the basis of their gender, religion, caste, disability, sexual orientation, ethnicity, or any other protected characteristic.

The University follows a Policy of Non-Discrimination Against Women, a Non-Discrimination Policy for Transgender Individuals, and strong Maternity and Equal Employment Policies, which guarantee equal opportunities in education, employment, and leadership positions; encourage gender equality; and protect individuals against harassment or bias.

[ANTI-DISCRIMINATION POLICY.docx](#)

5.6.2 Non-Discrimination Policies for Transgender

K.R. Mangalam University is fully committed to creating an inclusive and affirming environment for all members of the university community, regardless of gender identity or expression. The Non-Discrimination Policy for Transgender Individuals assures a welcoming and respectful environment for the inclusion of transgender, non-binary, and gender-diverse persons in all areas of university life, from admissions and academics to employment and campus engagement.

The University prohibits discrimination, harassment, or bias in any form on account of gender identity or expression. Individuals have the right to be identified and referred to by their affirmed name and pronouns; misgendering someone willfully and repeatedly is unacceptable. The University ensures access to facilities that are inclusive in nature, including restroom and housing that conforms to a person's gender identity, and works to increase the amount of gender-neutral infrastructure wherever possible.

Dress codes and workplace expectations remain neutral with regard to gender, providing all people with freedom to express themselves as they see fit in a professional or academic



capacity. The University maintains the highest level of confidentiality with respect to a person's gender identity or related medical information throughout administrative processes.

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5.6.3 Maternity Policy

K.R. Mangalam University is deeply committed to protecting the health, wellbeing, and employment security of its female employees while on maternity. The Maternity Policy reflects the commitment of the University to gender equity, work-life balance, and an enabling work environment for women faculty and staff.

As per the Maternity Benefit (Amendment) Act, 2017, maternity leave of 26 continuous weeks is granted to all eligible female employees (regular and contractual) in respect of the birth of a child. In the case of any medical complications arising out of pregnancy, childbirth, or recovery, leave of up to four weeks can be granted based on medical advice.

To ease the transition back to work, the University offers nursing breaks and flexible working hours for a maximum period of six months after returning to work from maternity leave. This policy also maintains that no female employee shall be dismissed, demoted, or otherwise prejudiced in her employment during the period of maternity leave.

[Integrated HR and Employment Policy Manual KRMU 2025.docx](#)

5.6.4 Childcare Facilities for Students

It is the policy of K.R. Mangalam University to provide an environment that is inclusive and supportive for all students, including those with family and childcare responsibilities. The University recognizes the difficulties faced by parent-students and provides for on-campus childcare facilities so as not to interrupt their higher education process.

These facilities offer a safe, nurturing, and stimulating environment for children under the supervision of trained caregivers and educators. The childcare center is designed to focus on early learning, play-based activities, and emotional well-being, hence allowing the



children to be well taken care of while their parents attend classes or engage in academic activities.

With this, K.R. Mangalam University reiterates its commitment to SDG 5 of the UN for gender equality and work-life-study balance by supporting the continuation of higher education among student parents, especially women, through decreasing childcare and family responsibility barriers.

5.6.5 Childcare Facilities For Staff and Faculty

It is the policy of K.R. Mangalam University to provide an inclusive and supportive environment for all students, including those with family and childcare responsibilities. The University recognizes the challenges faced by parent-students and provides on-campus childcare facilities so as not to interrupt their higher education process.

These facilities provide a secure, nurturing, and stimulating environment to children in the care of trained caregivers and educators. The childcare center is designed to focus on early learning, play-based activities, and emotional well-being; thus, it allows for the children to be taken care of while their parents attend classes or engage in academic activities.

With this, K.R. Mangalam University reiterates its commitment to SDG 5 of the UN for gender equality and work-life-study balance by supporting the continuation of higher education among student parents-especially women-by decreasing childcare and family responsibility barriers.

5.6.6 Women's Mentoring Schemes & 5.6.7 Track women's graduation rate.

The University systematically monitors and tracks the graduation rate of women students in all disciplines through a comprehensive data management system maintained by the Examination Cell and the IQAC Department. For the year 2024, a total of 218 women students graduated-159 in STEM disciplines, 32 in Medicine and Applied Sciences, and 136 in Arts, Humanities, and Social Sciences. The University annually analyzes student data by gender regarding admissions, progression, and graduation to identify trends and



gaps in graduation outcomes. The University implements targeted interventions like mentorship programs, counseling, remedial support, and scholarships based on these findings to ensure that graduation outcomes are equitable and women's academic success is promoted accordingly.

	Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total	218
1.	Number of female graduates: STEM	School of Agricultural & science (4)+Architecture (11) + Applied Sciences (07) + Engineering & Technology (28)= 159
	Number of female graduates: Medicine	32(medical & applied sciences)
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5.6.8 Policies Protecting those Reporting Discrimination

K.R. Mangalam University stands committed to maintaining fairness, transparency, and integrity in all its academics and administrative functions. In furtherance of its all-inclusive Anti-Discrimination Policy, the University has put in place a strong Anti-Retaliation Policy aimed at protecting any individual who, in good faith, reports any act of discrimination or harassment or, for that matter, any violation of university policies.

This policy protects students, faculty, and staff employees against any adverse educational or employment action, intimidation, or reprisal for reporting discrimination or for participating in related investigations. The University absolutely prohibits retaliation in



any form — threats, demotion, denial of benefits, exclusion from academic or professional opportunities, or any act that could discourage a person from coming forward.

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5.6.9 Paternity policy

K.R. Mangalam University is committed to shared parental responsibility, with fathers playing an active role in childcare and family well-being. The Paternity Policy will help male employees balance professional obligations with their family needs at the time of childbirth or adoption.

This benefit entitles all eligible male employees-both teaching and non-teaching-to 15 days of paid paternity leave, which may be availed within six months of childbirth. This shall be applicable for up to two surviving children to enable fathers to be with and participate in the early stages of their child's life. A similar benefit is extended to adoptive fathers on the same terms.

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List of Events & Activities Related to Womens:

Sr. No	Title	Organizer	Report
1	Intra School Mock Trial Competition	School of Legal Studies	<u>Report</u>
2	Report of Discourse on Gender Representation on Films	School of Journalism and Mass Communication in collaboration with Mediaverse	<u>Report</u>
3	Sensitisation Lecture on Gender Equity and Facilities for Women on Campus	School of Humanities	<u>Report</u>



4	Gender Equity & Sensitization	School of Architecture and Design	Report
5	Session on Gender Equity & Pay Disparity	School of Management and Commerce	Report
6	Gender Equity Beyond Binary	School of Physiotherapy and Rehabilitation Sciences	Report
7	Commemorating International Day of the Girl Child	School of Education	Report
8	Workshop on co-operative societies/ schemes for the creation of employability opportunities for Women in Agriculture/co-related sector in collaboration with NSS	School of Agricultural Science	Report
9	Gender Equality: Moving beyond Myths and Fears	School of Basic and Applied Sciences	Report
10	Workshop on Gender Sensitization in the Hospitality Industry	SOHMCT	Report